

FINOLEX INDUSTRIES LIMITED

FINOLEX INDUSTRIES LIMITED

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Sustainability
Report
FY 2022-23

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Envisioning Sustainable Growth

Environmental stewardship is imperative for all businesses. Finolex realizes its responsibility in mitigating environmental concerns and seeks to reduce its ecological footprint by committing towards being a sustainable industry.

This report aims to showcase how this leadership is committed to community and environmental responsibility, without compromising on its financial returns. Focus is on building progressive policies, thoughtful use of its resources, community welfare and stakeholder value creation.

FIL is committed to creating a positive and lasting impact on its employees, communities, stakeholders, and the environment. Through sustainable practices, responsible governance, and a focus on innovation, FIL will continue to drive positive change, contributing to a more sustainable and prosperous future for all.

About the Report

We are pleased to present our Second Sustainability Report which highlights our efforts towards creating a sustainable future. This report encompasses quantitative and qualitative information on our Environmental, Social and Governance (ESG) performance and how we create value for our stakeholders which contributes to the long-term success for our business. We anticipate that this report will enhance transparency and foster stronger business relationships with our stakeholders.

Reporting Principle

The report has been prepared in reference to the disclosure requirements of Global Reporting Initiative (GRI) Standards 2021, along with principles of National Guidelines on Responsible Business Conduct (NGRBC) and Sustainability Accounting Standards Board (SASB). Furthermore, this report has been linked with United Nations Sustainable Development Goals (SDGs), United Nations Global Compact (UNGC) principles, World Economic Forum (WEF) ESG Metrics and GCCA Sustainability Charter.

Reporting Period

Through our sustainability report, we aspire to transparently disclose on our ESG initiatives on an annual basis. This report covers financial and non-financial information of Finolex Industries Limited for the reporting period April 1, 2022, to March 31, 2023.



Scope and Boundary

The report discloses information on our sustainability performance and initiatives for our operations within India. Our reporting boundary covers all our manufacturing facilities, branch offices and corporate office across India, including our new manufacturing facility at Talegaon, Maharashtra.

Forward looking statement

Certain statements within this report are forward-looking in terms of our business activities. The risks outlined are rooted in assumptions and therefore might deviate from the actual outcomes. These statements are based on forecasts and industry trends, forming our expectations from these assumptions. They encompass all declaration excluding historical details, snapshots of performance, business strategy, plans to address issues and objectives for future operations.

Feedback

Our valuable feedback helps us strengthen our efforts and performance towards a sustainable future. For more information or queries on our sustainability report please reach out to investors@finolexind.com

Restatements of Information

We have restated our goal to “Maintain employee turnover rate consistently under 15%” as compared to our earlier goal of 10%. We have also recalculated data points for Scope 1 and 2 emissions, waste data and safety data.

For over four decades, Finolex Industries Limited (FIL) has stood as the epitome of trust and innovation in India's Polyvinyl Chloride (PVC) pipes and fittings industry. With an unwavering commitment to excellence, we have left an indelible mark on the sanitation-plumbing and agricultural sectors, setting new benchmarks in quality and reliability.

Our journey begins with the meticulous sourcing of high-quality raw materials and the in-house production of resin, ensuring that every product meets the highest standards. This dedication to quality and precision extends seamlessly across every aspect of their operations, from manufacturing and storage to efficient transport, strategic sales, dynamic marketing strategies, and even reaching the furthest points to engage customers. We cater to a wide variety of customers across 25+ states in India ranging from, farmers, plumbers, plumbing contractors, and builders.

We have state-of-the-art manufacturing plants at Pune and Ratnagiri in Maharashtra and Masar in Gujarat that cater to the demands of our customers. During FY 2022-23, we have also commenced commercial production of PVC fittings at a new state-of-the-art manufacturing facility in Talegaon near Pune, Maharashtra with annual capacity of 12,000 MT.

Meeting the expectations of customers also means that we ensure to give quality products. We have been certified for the coveted ISO 9001:2008 certifications across all our plants and we presently hold the ISO 9001:2015 certification. We have a production capacity of 4,00,000 MT per annum for PVC pipes and fittings and 2,72,000 MT per annum for PVC resin. During the reporting period, our total production increased

A) For PVC Pipes and Fittings by approx. 31% year on year basis from 2,30,847 MT to 3,01,830 MT in FY 2022-23

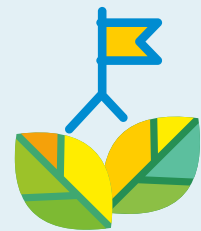
B) For PVC resin by approx. 9% year on year basis from 2,14,186 MT to 2,32,463 MT in FY 2022-23

Since our inception in 1981, our evolution has been driven by understanding customer expectations and enhancing our processes to grow with the changing economic, environmental and social landscapes. In addition to our commitment to sustainability, we prioritise quality, safety, and adherence to regulatory compliance in all operations. This approach has shaped FIL into a robust brand with an extensive network and remarkable goodwill. This is what defines us as Finolex – our commitment to unwavering quality and reliability.



Our Vision on sustainability

To deliver quality products and services, maintain transparent and fair relationships with all stakeholders and ensure minimal environmental impact.



Our Mission on sustainability

We strive to:

- Create sustainable value across all our operations as well as for our stakeholders
- Carry out our business activities in ethical and transparent manner by implementing best in class policies and procedures
- Ensure that our products are developed through sustainable consumption of natural resources and have minimal environmental impact
- Achieve highest degree of compliance by adhering to laws and regulations relevant to our industry
- Continue to be an equal opportunity employer, invest in developing diverse and high-quality workforce and prohibit all sort of discrimination against any of our employees
- Plan and develop mitigating actions to emerge successfully out of any kind of risks pertaining to ESG

Our Product Portfolio

Our diverse product portfolio consists of a comprehensive selection of PVC pipes and fittings designed to meet the varying requirements of our customers across geographies. We aim to provide customers with top-notch products that stand the test of time. We strive to create durable, high-quality products that play a crucial role in infrastructure development and agriculture across India and abroad

PLUMBING & SANITATION



ASTM PIPES & FITTINGS



CPVC PIPES & FITTINGS



SWR PIPES & FITTINGS

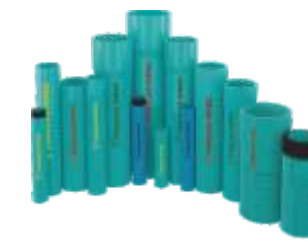


SEWERAGE PIPES

AGRICULTURAL PIPES AND FITTINGS



AGRICULTURAL PVC-U PIPES AND FITTINGS



CASING PIPES

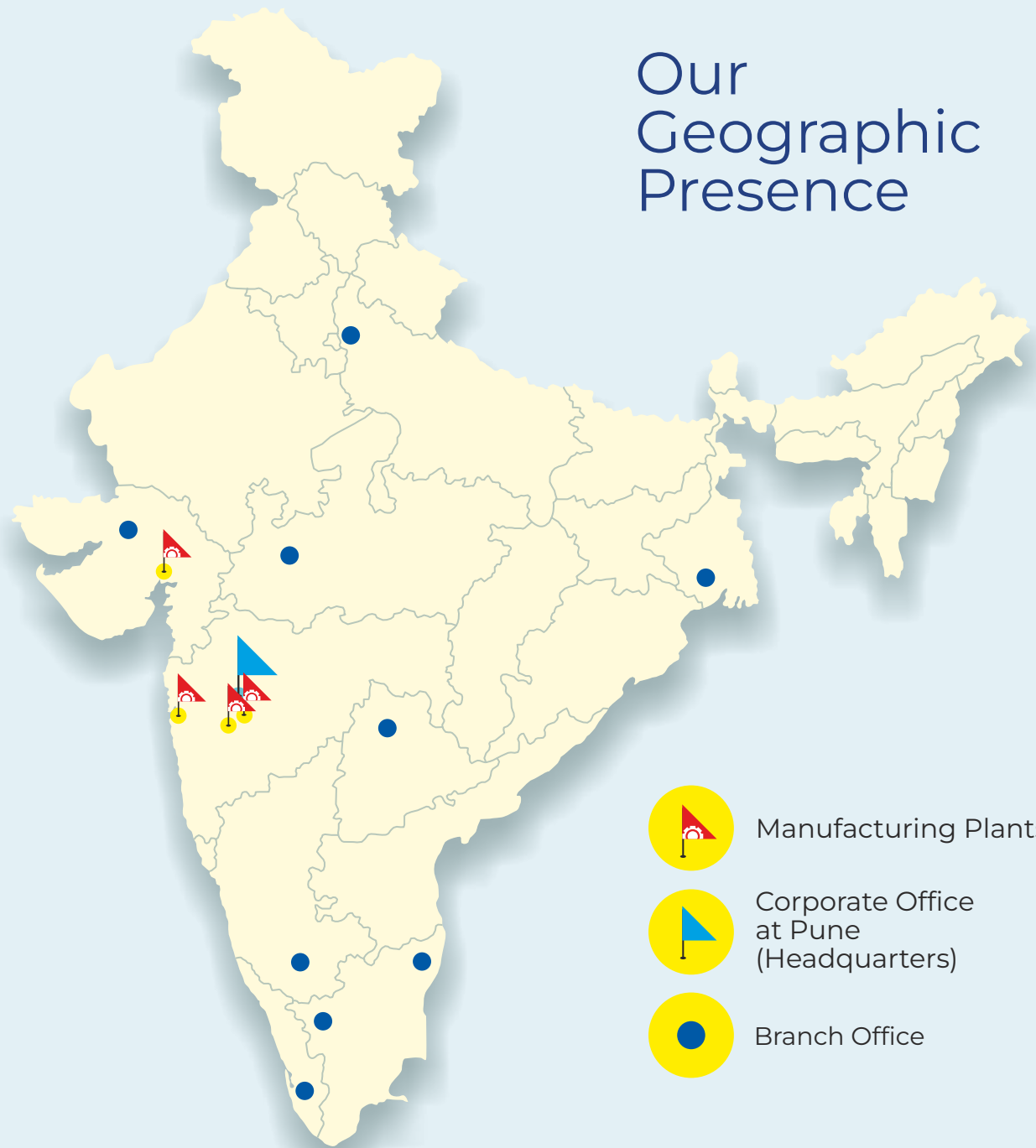


COLUMN PIPES

SOLVENT CEMENT, PRIMER & LUBRICANT



Our Geographic Presence



4 Manufacturing Facilities-
RATNAGIRI, URSE, TALEGAON & MASAR

9 Branch Offices

900+
Exclusive Dealers

21,000+
Retailers

Key Highlights of the FY 2022-23

1,478 Employees as on March 31, 2023	NIL Long-term debt as on March 31, 2023	₹ 22.12 Crore CSR Spend	AA+ stable Upgraded long-term credit rating from AA to AA+ (Stable) – CRISIL / India ratings	A1+ Maintained short-term credit rating – CRISIL / India ratings
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Membership of Associations

We are a member of various national and state industry confederations / chambers / associations where we actively participate through senior leadership. We also provide our expertise and business acumen during various public policy consultations. We are committed to engage in the public policy advocacy process in a responsible and ethical manner. Finolex Industries Limited is a member of 14 industry chambers / associations. Associations detailed below.

In FY 2022-23, we spent ₹33.77 Lakhs on membership of trade associations and industry chambers. Our large expenditures included spending of ₹7 Lakhs towards Federation of Indian Chambers and Commerce & Industry (FICCI) and USD 6,795 towards S&P Global Inc.

No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations
1	Chemical Petrochemical Mfg. Association (CPMA)	National
2	All India Plastic Mfg. Association (AIPMA)	National
3	Organization for Plastic of India (OPPI)	National
4	Alkali Mfg. Association of India (AMAI)	National
5	Confederation of Indian Industry (CII)	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	Indo-German Chamber of Commerce	National
11	Indo-American Chamber of Commerce	National
12	Indian Merchant Chamber (IMC)	National
13	Mahratta Chamber of Commerce, Industries and Agriculture	State
14	Maharashtra Economic Development Council (MEDC)	State



From the Chairman's Desk

Dear Stakeholders,

I am honoured to address you as we unveil Finolex Industries Limited's second Sustainability Report. This report signifies our unwavering commitment to transparency, responsibility, and the pursuit of sustainable excellence in all facets of our operations. At Finolex, we believe that business success should extend beyond profit margins and should encompass a profound commitment to the environment, our people and the communities we serve.

We are experiencing a phase of significant growth driven by strong fundamentals, disciplined financial practices, and an enhanced focus on our customers underpinned by our steadfast commitment to Environmental, Social, and Governance (ESG) principles. Our mission goes beyond profit, it is about value creation. We are dedicated to delivering sustainable returns to our stakeholder while building enduring relationships based on trust, integrity, and shared values. We measure prosperity not just in terms of economic growth but in terms of promoting dignity, respect, joy, health, and overall well-being amongst all our stakeholders as well as the environment.

The past year has indeed been an interesting one with changing economic scenarios, varying global challenges and large-scale disruptions. The piping industry is experiencing significant growth due to various factors such as rapid urbanisation, increasing public and private initiatives and infrastructure developments, amongst others. Additionally, the increasing use of PVC in flooring applications across residential, commercial, and industrial spaces is projected to drive up the demand for PVC resin. Last year, we expanded our presence in the urban market, particularly in plumbing and sanitation, while simultaneously enhancing our reputation in the agricultural sector. With confidence in our capabilities, a strengthened workforce, and strategic efforts to build our brand, we are poised to turn these steps into substantial progress.

As we navigate through the challenges and opportunities that come with the changing landscapes, we have undertaken various new initiatives and made progress across a range of initiatives. Our commitment to environmental stewardship is unambiguous. We understand the critical importance of environmental sustainability.

With every decision we make, we strive to minimize our footprint and pioneer innovative, eco-friendly solutions. These include reducing GHG emissions by focusing on energy efficiency and increasing use of alternate energy sources, reduced water consumption, and minimized waste generation across our operations. We have also undertaken a biodiversity assessment at our Ratnagiri plant to study the ecological diversity across the green belt developed by Finolex.

Our strength lies in our people. Each member of the Finolex family is a beacon of talent, dedication, and potential. We place employee safety at the forefront of our operations through implementation of stringent safety protocols, continuous training, and an unwavering commitment to fostering a culture of vigilance and responsibility. We have also created an environment where individuals from all walks of life can thrive. We actively promote an inclusive atmosphere that encourages collaboration, creativity, and a rich exchange of ideas. We also ensure that our employees are provided with relevant trainings and skillsets along with opportunity to grow and thrive in this organization. Our efforts are based on our founder's legacy which guides us in carrying our extended Parivaar (family) forward, ensuring they participate in our progress and prosperity.

Our commitment to social responsibility extends beyond philanthropy. It is deeply rooted in our ethos, reflecting our dedication to creating a positive and lasting impact on the communities we operate in. In partnership with Mukul Madhav Foundation, we spent ₹ 22.12 crores on our CSR initiatives in the areas of education, healthcare, sanitation, skill developments, social welfare, water conservation, and women empowerment. Through continuous communication and dialogue, we have fostered strong relationships with not just our communities but our entire value chain.

Finolex is committed to the principles of sustainable excellence. This Sustainability Report is a testament to our progress and our vision for the future. We understand that sustainability is a journey, not a destination, and we are resolute in our commitment to continue making meaningful contributions to a more sustainable and prosperous world. Through forward-looking risk evaluation, proficient risk alleviation, opportunity recognition, teamwork, and resource optimization, our aim is to adeptly steer through the evolving business terrain. We have dedicated ourselves to constantly enhance and adapt the fostering of sustainable expansion and enduring prosperity.

We invite you to explore this report, engage with our initiatives, and join us on our journey towards a future where excellence in environmental, social, and governance are not just corporate responsibilities but shared values that enrich our world.

Warm regards,

Prakash P. Chhabria

Executive Chairman



From the Managing Director's Desk

Dear Stakeholders,

As we strive to elevate our ESG (Environmental, Social, and Governance) performance and integrate sustainable practices into our business operations, we have achieved significant enhancements in our overall operations. We have focused on strengthening our governance practices and adopted systems and policies to streamline our business practices.

In FY 2022-23, our revenue from operations was ₹4,397 Cr as compared to ₹4,647 Cr in FY 2021-22. However, it's important to note that global geopolitical conflicts, supply chain disruptions, and the inflation crisis have exerted pressure on the pricing of our raw materials, which has, in turn, affected our financial performance. Nevertheless, amidst these uncertainties, we have demonstrated a steadfast commitment to operational excellence.

We have achieved important milestones in our business journey and are actively working to further enhance our commitment to stakeholders. We are diligently working towards achieving the ESG objectives established in FY 2021-22 and have made notable progress in advancing our predetermined ESG goals. During the year, 33% of diesel forklifts were replaced with electric forklifts against the set target of 100% replacement by year 2030. We have taken several measures to train our employees on ESG topics. The further details on our ESG highlights are provided in this report.

In FY 2021-22, our Ratnagiri facility obtained approval to use the Responsible Care logo, making us the 77th company in India to receive this acknowledgment from the Indian Chemical Council. In FY 2022-23, we commenced the integration of similar sustainable practices at our Urse and Masar facilities.

During the reporting period, we also achieved the prestigious Great Place to Work certification in our first year of participation, underscoring our unwavering

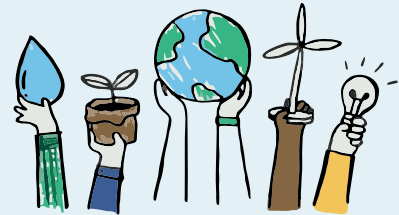
commitment to the welfare of our employees, fostering their professional growth, and ensuring a harmonious work-life balance. Our aspiration is to provide a workplace where every individual can prosper and make valuable contributions to the organization. We take pride in being acknowledged as the employer of choice and reaffirm our dedication to excellence among our workforce.

Our Talegaon, Maharashtra plant commenced operations in March 2023, with a keen focus on environmental responsibility throughout its development. As we expand our operations, our ultimate goal is to integrate sustainable practices into the core of our operations. Furthermore, we are dedicated to becoming a more inclusive organisation that promotes the liberation and empowerment of our female employees. As a testament to this steadfast commitment, we have designated one shift at our Talegaon plant to be operated entirely by a female workforce. We believe this initiative will not only encourage more women to join our company but also bridge the gender gap at our company.

We treasure the people around us and aim to create a sustainable future by enriching their lives. Our partnership with Mukul Madhav Foundation helps us work closely with communities by making a difference in the lives of underprivileged individuals across India. As we lead the sustainable journey ahead, we are committed to act responsibly towards our planet for the creation of a sustainable future.

Warm regards,

Ajit Venkataraman
Managing Director



Commitment to Sustainability

We are deeply committed to embracing sustainable practices and having a positive impact on various environmental, social, and governance (ESG) aspects. Sustainability is a belief within Finolex and we are determined to be a responsible corporate citizen, minimising our environmental impact and upholding the highest standards of governance. Through innovative product development, community-focused initiatives, robust governance practices, and collaborative partnerships, we strive towards creating a more sustainable future and envisage to implement our belief.

Our ESG journey began in FY 2021-22, marked by the publication of our maiden Sustainability Report. During this time, we not only established clear ESG goals and targets but also devised a roadmap to attain these objectives. As we conclude the second year of our ESG voyage, the principles of ESG have become our guiding framework, and we have made substantial progress along the way. Additionally, we have introduced an overarching organization-wide ESG policy, highlighting our key areas of focus and our approach to addressing these issues.

Our ESG Commitments



Environmental

1. Reduce carbon footprint

- 100% electric powered forklifts by 2030 at all the plants
- Implement Responsible Care program at all the sites by 2025

2. Biodiversity

- 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
- Public commitment to no deforestation and publicly available biodiversity policy by 2025

3. Renewable Energy

- At least 15% of Power Consumed to come from Renewable Sources



Social

1. ESG Policy

- Establishing an 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

2. Attract & nurture talent

- Maintain employee turnover rate consistently under 15%*

*We have restated our goal to 15% as compared to our goal of 10%



Governance

1. Ensure data privacy & security

- ISO 27001:2013 certification for information Security Management system
- 100% of employees to be trained on information security by 2023

2. Code of Conduct

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



Highlights of our ESG performance in FY 2022-23



Environmental

- 33% of diesel forklifts were replaced with electric forklifts
- 8500+ tCO₂e energy saved by conservation initiatives
- 1 MW solar roof top system commissioned at Masar
- 260,000+ m³ effluent recycled
- Initiated a Biodiversity study for our Ratnagiri plant - Finalised the scope of the study and the exercise will be carried out indepth in the upcoming months
- Prepared a comprehensive afforestation plan for next two years to enhance the green cover in the vicinity of our manufacturing plants



Social

- 100% employees trained on health and safety measures
- ~75% employees provided trainings on ESG topics (covering topics such as EHS, CoC, POSH, Skill development, etc.)
- 100% return to work rate for employees who availed parental leave
- Training on Information security is provided to all the new joiners during induction
- Mandatory e-Learning course being introduced for all the employees in FY23-24, covering topics such as ESG, Information security and Code of Conduct
- Zero cases of high consequence work-related injury or fatalities
- Awareness programmes conducted for 69% value chain partners on various practices related to product use, quality, health, safety, environment, working conditions, operation and maintenance



Governance

- Zero cases of breach of Code of Conduct
- Training on Code of Conduct and ethical business conduct integrated into new joiners induction programme
- Zero cases of data breach, cyber security and information security-related incidents

External Initiatives



Responsible Care

In FY 2021-22, our Ratnagiri plant in Maharashtra was granted permission to use the Responsible Care® logo after a thorough audit. We became the 77th company in India to receive this recognition from the Indian Chemical Council. We adopted system centric process change management systems and enhanced our data recording and monitoring systems to streamline our operations. The changes were implemented successfully at our Ratnagiri plant in the past two years. In FY 2022-23, we initiated the implementation of similar practices at our Urse and Masar plants, as we work diligently to embed sustainability into every facet of our operations.

Great Place To Work Certification

In FY 2022-23, we were granted the “Great Place To Work” Certification. This certification reaffirms our dedication to our employees' well-being, professional growth, and work-life balance. We believe that a supportive and engaging work environment not only empowers our team but also fuels our success. We're thrilled to be recognized for our efforts in building a workplace where every individual can thrive, contribute, and achieve their full potential. This certification reinforces our mission to be an employer of choice and strengthens our resolve to continue on this path of excellence.

ISO Certifications

All our plants have been certified for quality, environment management and health and safety management standards. Our Ratnagiri plant has an Integrated Management System (IMS) which covers the aspects of quality management, environment management and health and safety. As part of our Integrated Management system, we are certified with ISO 9001 - Quality, ISO 14001 - Environment and ISO 45001 - Occupational Health and Safety. The IMS integrates these three crucial aspects into one comprehensive management system, making the process more uniform and efficient. Our pipes and fittings manufacturing plants at Urse and Masar are certified for ISO 9001.



Corporate Governance and Ethics

At FIL, we are committed, to upholding corporate governance principles to ensure ethical performance at all levels. Our objective is to enhance shareholder value while safeguarding the interests of all stakeholders. We prioritise standards and adhere to a strict code of conduct that goes beyond mere regulatory compliance. Our corporate structure, business practices, operations, and disclosure protocols are aligned with our Corporate Governance Philosophy. We firmly believe that maintaining standards of governance is vital for sustained corporate growth.

Our corporate governance practices are based on the principles :

- Encouraging transparent business practices
- Ensuring management overview through the Board of Directors
- Maintaining a balanced composition of the Board including promoters, executives, independent directors, and female directors.
- Holding individuals accountable for their performance
- Regularly monitoring performance through diligent board overview
- Complying diligently with all regulatory requirements
- Providing timely disclosure of operational information

At Finolex we strive to uphold these principles to foster trust and confidence, among our stakeholders while driving growth in the organisation.

Board of Directors

The senior management of the company is mentored and guided by the Board of Directors responsible for overseeing the interests and concerns of all the stakeholders. The board members bring a wide range of expertise and industry experience which plays a predominant role in not just addressing the concerns of the stakeholders but also in taking mitigating and remedial actions whenever required.

The board of directors consist of individuals with diverse backgrounds and experiences. The Company follows a policy of promoting board diversity by appointing individuals from various fields as directors. These members bring knowledge and valuable insights to the Company's operations, making significant contributions to its growth. The board embodies key skills, expertise and competencies that include:

- Qualification, expertise, and professional experience of the Directors in their respective fields
- Proficiency in financial matters
- Strong leadership capabilities
- Experience in serving boards and understanding governance principles
- Knowledge of requirements of administrative procedures and legal aspects

We have a one-tier Board with 3 Executive directors, 5 Independent directors and 2 Other non-executive directors. We have a Board Diversity Policy which covers aspects such as gender, race, ethnicity, nationality, country of the Board members, among others. This helps with effective governance and strengthens our leadership. The average Board tenure is 6.8 years. The role of our Chairman and MD/CEO is split and the Chairman is an executive director.

There are three female Directors on the Board. Our diverse and experienced Board provides us with the strategic direction to ensure sustainable economic growth as well as development of our organization as a well-rounded and responsible corporate citizen.

For more details on our corporate governance structure, shareholding pattern, and the details of the company please refer to the <https://www.finolexpipes.com/site/assets/files/21941/finolexindustriesannualreport.pdf>

Board of Directors



Mr. Prakash P. Chhabria
Executive
Chairman



Ms. Bhumika L. Batra
Independent
Director



Mrs. Ritu P. Chhabria
Non-Executive &
Non-Independent
Director



Mr. Saumya Chakrabarti
Director - Technical
(w.e.f. June 1, 2022)



Mrs. Kanchan U. Chitale
Independent
Director



Mr. Saurabh S. Dhanorkar
Non-Executive &
Non-Independent
Director



Dr. Deepak R. Parikh
Independent
Director



Mr. Pradeep R. Rathi
Independent
Director



Mr. Anami N. Roy
Independent
Director



Mr. Anil V. Whabi
Managing Director
(upto May 31, 2023)



Mr. Ajit Venkataraman
Chief Executive Officer
(upto May 31, 2023)
Managing Director
(w.e.f. June 1, 2023)

Committees at Finolex

Name	Designation	Audit Committee	Nomination and Remuneration Committee	Stakeholders' Relationship Committee	Risk Management Committee	Corporate Social Responsibility Committee
Mr. Prakash P. Chhabria	Executive Chairman	----	----	Member	Member	Member
Ms. Bhumika L. Batra	Independent Director	Member	Chairperson	Member	Member	Member
Mrs. Ritu P. Chhabria	Non-Executive, Non-Independent Director	----	----	----	----	Chairperson
Mrs. Kanchan U. Chitale	Independent Director	Member	Member	----	Chairperson	Member
Mr. Saurabh S. Dhanorkar	Non-Executive, Non-Independent Director	Member	Member	Member	Member	Member
Dr. Deepak R. Parikh	Independent Director	Member	Member	Member	Member	Member
Mr. Pradeep R. Rathi	Independent Director	Chairman	Member	Member	Member	Member
Mr. Anami N. Roy	Independent Director	Member	Member	Chairman	Member	Member
Mr. Ajit Venkataraman	Chief Executive Officer (upto May 31, 2023) Managing Director (w.e.f. June 1, 2023)	----	----	----	Member	Member
Mr. Anil V. Whabi	Managing Director (upto May 31, 2023)	----	----	----	Member	Member

ESG Governing Body

The Board of Directors undergo various awareness and familiarisation sessions 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 fiscal year, familiarisation on the principles of BRSR was also conducted.

ESG Governance

ESG policy was formulated during the FY 2021-22 which formed the basis to govern and monitor our ESG performance. The policy also highlights our commitment to ESG and outlines the specific roles and responsibilities of different individuals across the organization. It acts as a vital binding force between Finolex's viewpoint on social and governance matters and acts as a guiding framework to effectively address associated impacts and risks ensuring continuous value creation. Also, during the financial year, there were no complaints received in relation to the conflict of interest.

Our approach to ESG follows a well-defined governance structure with departmental heads at each of our manufacturing locations in Ratnagiri, Urse, Masar and Talegaon taking primary responsibility, for its effective implementation and monitoring.

ESG Governance Framework



Appointment, Evaluation, and Remuneration of the Board

The Board's effectiveness is assessed on different criteria laid down by the Nomination and Remuneration Committee (NRC) for performance evaluation of all the Board members including Independent Directors, Committees of the Board, and the Board as a whole. Board members are elected and re-elected on an annual basis. Annual performance evaluation of the Board, its committees, and individual directors. Our NRC policy emphasizes on the process for performance evaluation of independent, non-executive and executive directors. The basis for this evaluation includes fulfillment of the independence criteria, independence from the management, qualification, positive attributes, area of expertise and the number of directorships and memberships held in various committees of other companies. The Board of Directors carries out an annual evaluation of its own performance, its committees and the directors individually as per the requirements of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure requirements) Regulations, 2015. The performance of non-independent directors, the Board as a whole and Chairman of the Company are evaluated in a separate meeting of independent directors.

The salient features of the NRC Policy are as follows:

- Appointment and remunerations of Directors, Key Managerial Personnel (KMP), Senior Management (SM), and Functional Heads (FH)
- Determination of qualifications, positive attributes and independence for appointment of a Director (Executive/Non-Executive/Independent) and recommendation to the Board matters relating to the remuneration for Directors, KMP, SM, and FH.
- Formulating the criteria for performance evaluation of all Directors

The policy of NRC is available in the Company website and can be accessed through the following link.

http://www.finolexpipes.com/site/assets/files/18437/nomination_and_remuneration_policy.pdf

We ensure that our Board is diversified, and the members have been selected based on their outstanding achievements in their professional careers, experience, personal and professional integrity, financial literacy, and familiarity with the profession.

Policy Suite

We have adopted various policies and SOPs to ensure effective implementation of governance practices, provide guidance to our workforce and stakeholders on appropriate behaviour and ensure effective decision making across the organization. The policies are available on the website - <http://www.finolexpipes.com/sustainability/esg/>

- Tax Policy
- Anti-Bribery and Anti-Corruption Policy
- Anti-Money Laundering Policy
- Anti-Trust and Fair Competition
- Code of Conduct for Senior Management and Code of Independent Directors
- Employee Code of Conduct
- Environmental, Social, and Governance (ESG) Policy Statement
- Equal Opportunity Policy Statement
- Human Rights Policy
- No-Deforestation Policy
- Inclusive and Equitable Statement
- Policy on stakeholder's Engagement and Inclusiveness
- Safety, Health and Environment Policy
- Supplier Code of Conduct
- Whistle blower Policy

During the financial year, we reported zero cases of anti-competitive behavior or breach of Code of Conduct. Further, we did not pay any fines/penalties or make any financial or political contributions.

Vigil Mechanism and Whistleblower

We at Finolex strive to adopt the best corporate governance practices based on integrity, transparency, and ethical behaviour. Finolex has established a vigil mechanism Whistleblower Policy ("the WBP"), pursuant to Section 177(9) and (10) of the Companies Act, 2013 and Regulation 22 to SEBI Listing Regulations. Whistleblower policy is uploaded on our website at <https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Whistle-Blower-Policy.pdf>

The vigil mechanism was established for directors, employees, and by any other employees to report to the management instances of unethical behaviour, actual or suspected, fraud or violation of the Company's Code of Conduct or Ethics Policy. The Vigil Mechanism provides a mechanism for employees of the Company to approach the Chairman of the Audit Committee of the Company for redressal. No person has been denied access to the Chairman of the Audit Committee of Directors.

The Company has zero tolerance for sexual harassment at the workplace and has adopted a Policy on Prevention, Prohibition, and Redressal of Sexual Harassment at the Workplace. During the financial year, there was no complaint received/case filed pursuant to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

Code of Conduct

We have established a comprehensive Code of Conduct that sets out clear guidelines for ethical behaviour and responsible business practices. Compliance with all applicable laws and regulations is a non-negotiable principle within the organisation. Our commitment to corporate governance is fundamental to maintaining the trust and confidence of our stakeholders. During the fiscal year, there were zero cases of anti-competitive behaviour and breaches of the code of conduct. Also in the reporting period, there were no legal actions pending regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation. The Employee Code of Conduct and Code of Conduct for Directors are published on the Company website.

Grievance Redressal Mechanism

Finolex has established a grievance redressal system in accordance with the Industrial Dispute Act, of 1947, to address the concerns of permanent workers. Workers or their representatives can report issues such as wages, discrimination child labour, and human rights violations. The following is the process:

- If a worker wishes to address a grievance related to their employment or any unfair treatment by a superior, they can either do so directly or through their trade union. They should submit a complaint to the Manager or an appointed Officer.
- If the complaint is filed through a trade union, a union member can attend the investigation. In cases of unfair treatment or wrongdoing by a superior, the Manager will share a copy of the final decision with the complainant upon request.

For other types of complaints, the investigation officer's decision and any actions taken by the Manager will be communicated to the complainant. However, complaints involving assault or abuse by a supervisor or urgent leave requests will be promptly investigated. Any decisions made by the Manager can be appealed to the Occupier or Managing Director of the Company.

Stakeholder’s Engagement & Materiality Assessment

Our business strategy centres on meeting the expectations, needs, and aspirations of our stakeholders. We are steadfast in our commitment to growth, all the while safeguarding the stakeholders' interests and addressing concerns. During the reporting period, we conducted a comprehensive review of our stakeholder engagement and materiality assessment in alignment with the approach defined by GRI 2021 standards to identify and prioritize the key sustainability issues. Our materiality assessment serves as a guiding compass, allowing us to focus on matters that exert both direct and indirect influence on our business, thereby shaping our capacity to deliver enduring value to our stakeholders.

Stakeholder Engagement

We recognize the importance of fostering long-lasting relationships with both our internal and external stakeholders, and our commitment to clear and transparent communication serves as the bedrock of these relationships. Our approach extends beyond mere comprehension; we actively involve stakeholders in our decision-making processes when their input is pertinent. Proactively engaging with our stakeholders help us gain invaluable insights into their perspectives, needs, and expectations. We view these insights as an essential component that seamlessly integrate into our decision-making framework. This practice not only enhances the quality of our decisions but also demonstrates our dedication to a collaborative and inclusive approach to corporate governance.

Our approach to stakeholder identification and prioritization revolves around core principles of inclusivity, materiality, and responsiveness. Our commitment to continuous engagement is evident through a diverse range of channels, both online and offline, including surveys, conferences, one-on-one meetings, email and telephone communications, town halls, and more. Moreover, we place a strong emphasis on not just hearing, but also actively addressing and incorporating their valuable suggestions and comments into our decision-making processes.

The summary of our stakeholder engagement mechanism is given below:

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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Quarterly / Annually 	<ul style="list-style-type: none"> • Information on the 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 social causes like education, healthcare, rural development, environment initiatives etc. 	<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

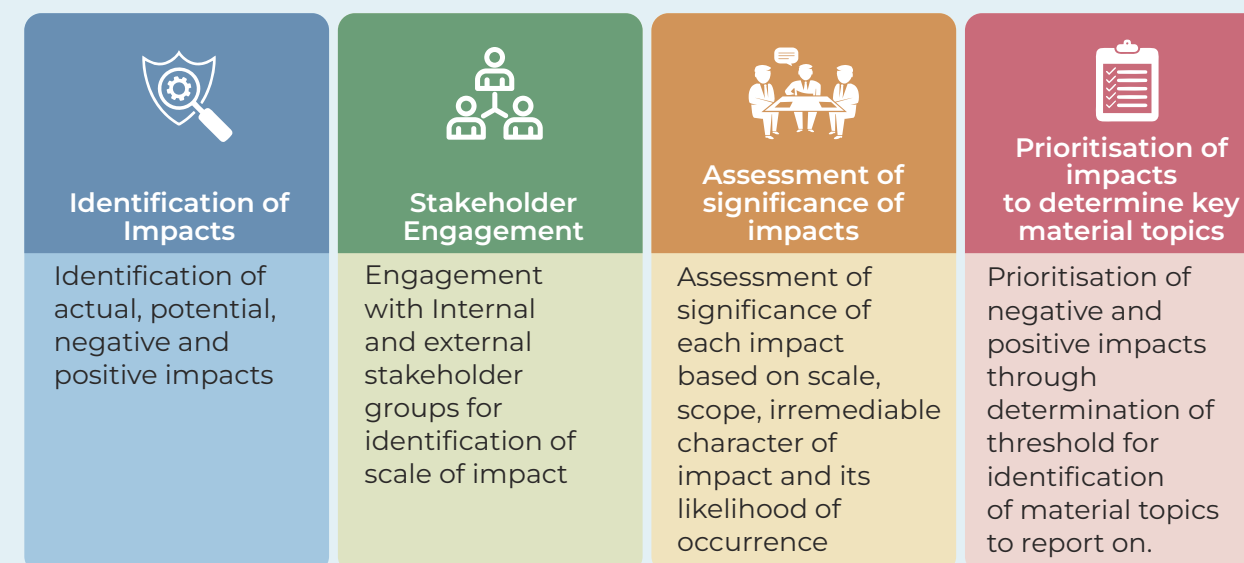
Employees	No	<ul style="list-style-type: none"> Employee engagement programs Town halls Internal publications & circulars Feedback and surveys Performance updates Learning and development programs 	<ul style="list-style-type: none"> Daily (Department-wise internal interaction) L&D Programs, Feedback, and survey conducted periodically Half yearly / annually 	<ul style="list-style-type: none"> Health & Safety Opportunities for personal & professional growth Learning and development Work-life balance and career progression Transparency & involvement in Company's strategies
Suppliers	No	<ul style="list-style-type: none"> Meetings Conferences & 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

Materiality Assessment

Materiality Assessment is one of the core pillars of our sustainability strategy. In today's fast-paced world, where environmental, social, and governance (ESG) factors increasingly shape the business landscape, FIL stands committed to not only adapt but to lead with purpose. Our sustainability journey is driven by a meticulous and data-driven approach – the Impact Materiality Assessment, a pivotal process that meticulously evaluates the facets of our operations, their significance, and their potential implications.

In FY 2021-22, we had conducted a comprehensive materiality assessment to identify and prioritise our material topics. In FY 2022-23, we aligned our approach to material topic identification by introducing an impact materiality assessment exercise in alignment with the GRI 2021 requirements. During the reporting period, we conducted a detailed desk review of the impacts associated with our business activities. Additionally, we also conducted sectoral research, sustainability trend analysis and peer review to understand the actual and potential impacts applicable to our business under Environment, Social and Governance theme.

The material topics identified during FY 2021-22 were reviewed during the current reporting period to identify their relevant impact on the economy, people, environment and their human rights, and additional topics were included for assessment based on sectoral references. Our impact identification process was conducted with due consideration of current and emerging business risks and stakeholder expectations. Furthermore, negative and positive impacts were identified based on our geographical presence, the nature of our business and stakeholder consultation.



Approach for Impact Materiality:

Post identification of list of relevant impacts, the severity of impacts was assessed through its scale, scope, irremediable character and likelihood of occurrence of impacts as given below:

- The Scale of impact was considered for how grave the impact is or could be
- The Scope of impact was determined based on how widespread the scope of impact is or could be
- The Irremediable character of impact was identified only for the negative impacts based on the level of difficult to remediate the impact
- The Likelihood of impact was determined only for the potential impact based on the chances of occurrence of each impact

The negative and positive impacts were arranged in the chronological order of its significance and prioritize the material topics. These identified material topics were then reviewed and approved by our senior management.

ESG	Prioritized Material Topic	Risk / Opportunity
Environment	Resource Management	Risk and Opportunity
Environment	Climate Change	Risk
Environment	Quality management and Product stewardship	Opportunity
Environment	Ecosystem and biodiversity	Risk
Environment	Environment Management	Risk
Social	Occupational Health and Safety	Risk
Social	Human Rights	Risk
Social	Talent Management	Risk and Opportunity
Social	Customer relationship management	Risk
Social	Sustainable supply chain	Risk and Opportunity
Social	Community Development	Opportunity
Governance	Operating and Financial Performance	Risk and Opportunity
Governance	Market Presence	Risk
Governance	Corporate Governance	Risk
Governance	Data privacy and security	Risk
Governance	Risk management	Opportunity

ESG	ESG Material Topic	Name of the Impact	Nature of Impact
 Environment	Climate Change	Reduction of GHG emissions and air emissions	Positive Potential
	Resource Management	Achieve material circularity in operations	Positive Potential
		Increased dependency on raw material due to improper management of materials	Negative Potential
	Environment Management	Reduction/replacement of environmentally harmful materials	Positive Potential
		Financial implications associated to environment management	Negative Potential
Quality Management and Product stewardship	Regulatory risk related to use of environmental harmful material in production process	Negative Actual	
 Social	Human Rights	Promotion of employees, workers and supply chain human rights	Positive Potential
		Reputational damage due to negligence of human rights related violation	Negative Potential
	Sustainable supply chain	Disruption of supply due to ESG risks in the supply chain	Negative Potential
	Talent Management	Enhanced employee capability and career progression	Positive Actual
	Community Development	Enhancing the quality of life	Positive Potential
		Enhanced brand reputation	Positive Actual
Occupational Health and Safety	Reduction of work-related incidents	Positive Actual	
 Governance	Corporate Governance	Good Governance Practices	Positive Actual
		Loss of stakeholder and investor trust due to non-compliance of regulatory laws	Negative Potential
		Risks of violation of business ethics	Negative Potential
	Operating and financial performance	Increased business opportunity with growing financial performance	Positive Actual
		Change in regulatory landscape impacting operational and financial performance	Negative Potential
	Data privacy and security	Prevention of cyber theft through robust IT security practices	Positive Actual
		Risks associated to leakage of confidential information	Negative Potential
	Market presence	Increased Local Employment	Positive Actual

Risks and Opportunities

In the dynamic landscape of our sector, recognizing and managing risks while seizing opportunities are fundamental to our long-term success. Our approach to identifying and addressing these risks and opportunities is the foundation of our strategic planning and decision-making processes. Through proactive risk assessment, effective risk mitigation, opportunity identification, innovation, collaboration, and resource efficiency, we aim to navigate the evolving business landscape successfully. Our commitment to adaptability and continuous improvement ensures that we remain agile and responsive, fostering sustainable growth and long-term success.

Regular and comprehensive risk assessments are conducted across all business operations. This includes identifying external risks such as market fluctuations, regulatory changes, supply chain disruptions and geopolitical instability, as well as internal risks like safety incidents and financial challenges. Through rigorous risk evaluation, we aim to proactively mitigate potential threats. For identified risks, we develop and implement mitigation strategies. This may involve diversifying suppliers, creating contingency plans, implementing financial safeguards, or enhancing safety protocols. Our goal is to minimize the impact of potential risks on our operations and stakeholders. We continuously scan the business landscape for emerging opportunities. This includes identifying market trends, technological advancements, and evolving customer preferences. Recognizing these opportunities allows us to adapt and innovate in response to changing market dynamics.

The Risk Management Committee is responsible for ensuring that risks are identified, analysed, evaluated and mitigated. The committee will be accountable for:

- **Developing a sustainable control environment to manage significant risks**
- **Meeting regularly with the key risk management functional leaders**
- **To develop strategic plans and direction for the organization to support the objectives and priorities of the organization**

The Risk Management Committee monitors and reports on material risks identified through the internal and external audit processes on a half yearly basis. The Board of Directors are responsible for overseeing the development and implementation of the risk management framework and maintaining an adequate monitoring and reporting mechanism. The Board is also responsible for reviewing and approving the risk management framework and risk appetite on an annual basis. We review our company's risk exposure at least twice a year or more frequently. We also conduct internal audits for our risk management processes.

A core component of our approach to opportunities is a strong commitment to innovation and research and development (R&D). We invest in innovation initiatives that enable us to create new products, enhance existing ones, and develop solutions that align with market trends and sustainability goals. We explore opportunities for market expansion, both domestically and internationally. Entering new markets or expanding product offerings in existing markets can open doors to growth and diversification. Resource efficiency is a significant opportunity for our sustainability and cost-effectiveness efforts. We continually explore ways to optimize resource use, reduce waste, and improve energy efficiency across our operations.

We maintain transparency in assessing both risks and opportunities. This includes regular reporting to stakeholders, sharing our risk management strategies, and showcasing our progress in seizing opportunities allowing us to foster trust and accountability. Our approach to risks and opportunities is underpinned by a commitment to continuous improvement. We regularly review our risk assessments, reassess opportunities, and solicit feedback from employees, customers, and stakeholders to refine our strategies. We acknowledge that risks and opportunities are dynamic. Our organization is designed to be adaptable and resilient, capable of pivoting in response to changing circumstances while staying true to our core values and goals.

Emerging Risks

At FIL we have also identified emerging risks that have potential to create an impact on our business operations and the financial performance of the company. These efforts align with our unwavering commitment to responsible corporate practices and ensure the continued stability and success of our business in an ever-changing world.

In alignment with the World Economic Forum's (WEF) risk report, we recognize three paramount emerging sustainability-related risks that have the potential to significantly affect our company's operations and reputation.

1. Climate Change

Climate change, as emphasized by the WEF, exposes our operations to unpredictable and potentially severe impacts. Extreme weather events can disrupt our supply chain, damage infrastructure, and interrupt production. Such disruptions can have immediate financial consequences and negatively affect our reputation. To mitigate climate-related risks, we adopt a multifaceted approach. We invest in infrastructure resilience to withstand extreme weather events. Furthermore, we implement comprehensive climate change mitigation strategies, such as reducing greenhouse gas emissions and developing adaptive measures.

2. Supply Chain Constraints

The fragility of our supply chain, as highlighted by the WEF, exposes us to risks related to ethical sourcing and the availability of eco-friendly materials. Disruptions in the supply of critical materials can disrupt production, impact product quality, and erode customer trust. Moreover, ethical sourcing concerns can harm our reputation. To mitigate supply chain fragility risks, we proactively collaborate with our suppliers. We diversify our supplier base to reduce dependence on a single source and ensure continuity of supply. Additionally, we work closely with our suppliers to promote ethical sourcing practices, including transparency in the supply chain. Regular supplier audits and assessments help us identify vulnerabilities and address them promptly. Our commitment to responsible sourcing and supplier engagement is fundamental in mitigating these risks.

For further details of our identified Risks and Opportunities, please refer to the Risk Management and Mitigation section of our FY 2022-23 <https://www.finolexpipes.com/site/assets/files/21941/finolexindustriesannualreport.pdf>

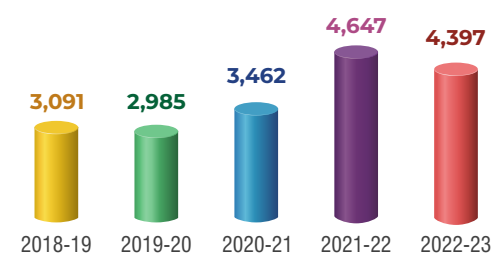
Business Continuity and Resilience

Economic Performance

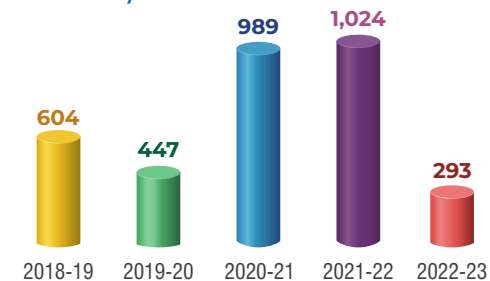
Body text:

Our economic growth strategy is guided by our commitment to stakeholders and our responsibility towards sustainability. Led by a strong leadership, we have in place a robust financial planning process which helps us generate prudent returns and ensure economic growth. Our aspiration to become the partner of choice and derive sustainable value for our shareholders through our robust performance drives us to overcome challenges and strengthen our economical foundation.

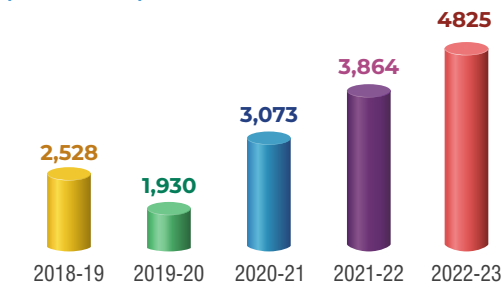
Operating revenues (Rs Crore)



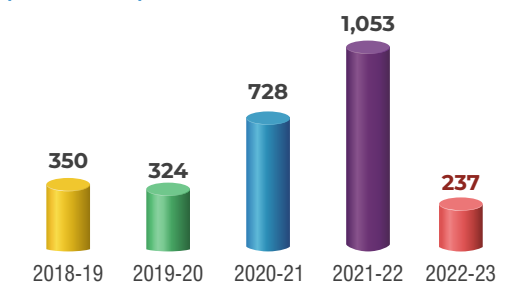
EBITDA (Rs Crore)



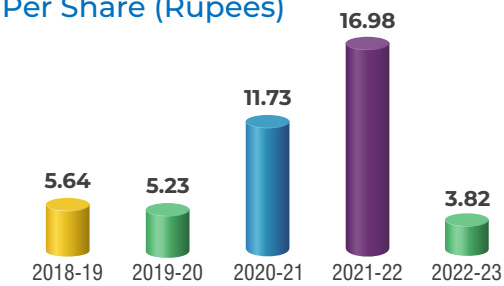
Net Worth (Rs Crore)



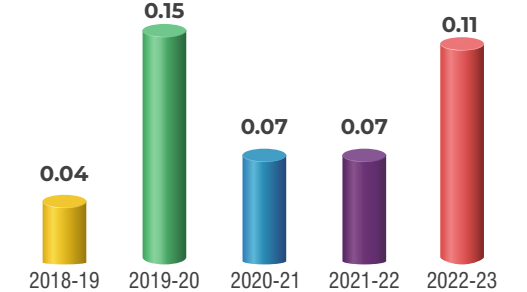
Profit after Tax (Rs Crore)



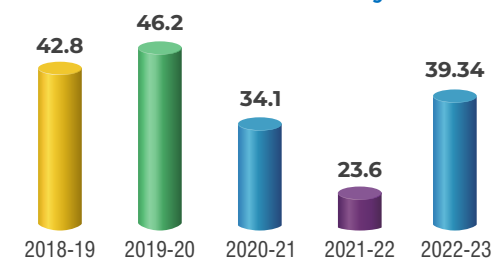
Earnings Per Share (Rupees)



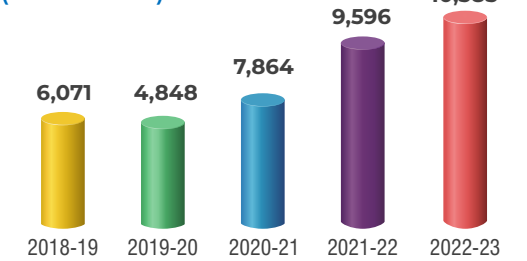
Debt to Equity Ratio (times)



Dividend Payout Ratio



Market Capitalisation (Rs. Crores)



* EBITDA - Earnings before exceptional items, Interest, Tax, Depreciation, & Amortisation

** EPS / Book Value has been adjusted for the share split



Our approach to taxation reflects our broader commitment to responsible corporate citizenship. We are dedicated to upholding ethical tax practices, compliance with tax laws and regulations, and transparency in our tax reporting. Our tax policy, strategy, governance, and risk management practices are designed to align with our sustainability goals and contribute positively to the communities

where we operate. We value the trust and confidence of our stakeholders and are committed to maintaining the highest standards of tax responsibility in all aspects of our business.

A well-structured tax policy and strategy is crucial for ensuring legal compliance, financial stability, competitive advantage, investor confidence, global expansion readiness, efficient resource allocation, risk mitigation, and ethical considerations in our operations.

Tax Policy

We follow all relevant tax laws and regulations. The policy has been approved by the Board and the Board provides oversight in all matters related to tax. Our tax policy is guided by the principles of fairness, integrity, and accountability. We ensure that our tax planning is aligned with our overall business strategy. Our tax strategy consists of ensuring compliance with applicable tax laws and regulations within the framework of fulfilling the corporate interest and supporting a long-term business strategy that avoids tax risks and inefficiencies in the implementation of business decisions. Our strategy involves responsible tax planning that utilizes available incentives and allowances in a manner that supports our business growth and sustainability goals. We do not engage in aggressive tax planning schemes, artificial tax structures, or practices that could be considered harmful tax practices.

Tax Governance

Our tax governance framework ensures accountability and transparency in our tax-related decisions. We have a dedicated Tax Department responsible for managing and overseeing all tax matters. This department is staffed with tax professionals who have in-depth knowledge of tax laws and regulations. Roles and responsibilities are clearly defined for better governance. Our tax governance structure includes regular tax compliance checks, reviews, and audits to ensure that we adhere to tax laws and regulations in all the jurisdictions where we operate.

The Board of Directors through the Chairman, Managing Director, Chief Executive Officer, Chief Financial Officer and members of the management team, promote due

observance of the principles and good tax practices. Our Board of Directors plays a critical role in overseeing our tax practices. The Board receives regular reports on our tax strategy, compliance, and risk management. The Audit Committee, a sub-committee of the Board, provides additional oversight by reviewing our tax policies, procedures, and practices. The Board ensures that our tax practices align with our broader corporate governance principles and sustainability objectives.

Tax Control and Risk Management

We prioritize tax control and risk management to mitigate potential tax-related risks. Our internal controls include robust systems and processes for accurate tax accounting and reporting. We engage in continuous monitoring and risk assessment to identify and address potential tax risks promptly. We regularly review and update our tax compliance procedures to adapt to changes in tax laws and regulations.

Stakeholder Engagement and Management of Concerns Related to Tax

We recognize the importance of engaging with our stakeholders on tax matters. We maintain open and transparent communication with tax authorities and regulators. We are committed to promptly addressing any concerns raised by tax authorities and cooperating fully in any tax audits or investigations.

In addition to our interactions with tax authorities, we actively engage with other stakeholders, including our shareholders, employees, customers, and the wider community, on tax matters. We provide clear and comprehensible information on our tax practices through our annual reports and other communication channels. We are committed to responding to stakeholder inquiries and concerns related to our tax practices in a timely manner.

Tax Reporting

Our approach is guided by principles that ensure accountability in our financial disclosures. We provide detailed information on our tax contributions in various jurisdictions, including corporate income tax, value added tax, excise duties, etc. Our country-by-country reporting adheres to international standards, enabling stakeholders to understand our financial performance and tax contributions in specific regions. We offer insights into our tax policy, strategy, and risk management efforts, demonstrating the rationale behind our tax decisions. Additionally, we calculate and disclose our effective tax rate (ETR) and provide information on tax incentives and credits, all in compliance with recognized reporting standards. Our tax reports also include details of our interactions with tax authorities and responses to stakeholder inquiries, fostering transparency and trust among shareholders, regulators, and the public.

Operational Excellence



We are the largest and only backward integrated pipes manufacturer in India. Our operational excellence encompasses a holistic approach to operations, spanning efficiency, innovation, sustainability, and adaptability.

On the manufacturing front, Finolex operates four plants-three in Maharashtra (Ratnagiri, Urse, and Talegaon), and one in Gujarat (Masar). What truly sets us apart is our unwavering commitment to quality, demonstrated by the ISO 9001:2015 certification held by all our manufacturing facilities. Our operations are strategically distributed amongst the Ratnagiri, Urse and Masar plants with the largest and most significant facility situated in Ratnagiri, which accounts for approximately 70% of our operations. During FY 2022-23, our new plant at Talegaon near Pune, Maharashtra with annual capacity of 12,000 MT became operational. This plant looks after the commercial production of PVC fittings.

4,00,000 MT
per annum pipes and
fittings production capacity

2,72,000 MT
per annum PVC resin
manufacturing capacity

Our flagship Ratnagiri facility has an open sea cryogenic jetty for receiving raw materials, along with extensive storage facilities, a PVC pipe manufacturing plant, and a PVC resin manufacturing unit in collaboration with Uhde GmbH, Germany, using Hoechst Technology. Producing resin in-house ensures that all our pipe manufacturing plants receive a consistent supply of top-quality resin.

R&D Spending

We continuously monitor all the processes involved in manufacturing and sales of our products with an objective to identify opportunities to improve efficiencies. For instance, we continuously monitor production parameters such as cycle time (time taken for each production batch/shot). By tracking the cycle time on different machines and different Stock Keeping Units (SKUs), we are able to standardize and continuously reduce the cycle time. Reduced cycle time leads to lower power consumption and higher productivity on the same machines and within the same time frame. In FY 2022-23, we launched 1 new SKU into the market.

We also believe in continuously enhancing our operational efficiency. We have a dedicated R&D team which looks after the R&D required for enhancing our products as well as processes.

Environmental Stewardship

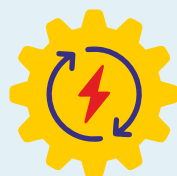


At Finolex, Environmental stewardship is at the core of our business strategy. Acknowledging our impact on the environment and our reliance on both renewable and non-renewable natural resources, we have embedded sustainability into our operations. As a responsible organization, our commitment is to minimize our environmental impact and take actions that would further minimize the negative impact on our operating ecosystem, and at the same time create value within our internal and external environment. Our comprehensive environmental management system for all our operational sites reflects our commitment towards this.

This system seamlessly integrates our policies and standards, and regulatory requirements, providing us with a structured approach towards achieving sustainability. In doing so, we ensure that every individual across all levels within the organization, from top management to frontline staff, jointly address all concerns and take the best decision to address environmental considerations throughout our operations.

Our approach aligns seamlessly with our business objectives, ensuring balanced growth while adhering to all environmental regulations and standards. Our standardized process, overseen by our senior leadership, facilitates the sharing of best practices and reinforces existing management systems. Our environmental dedication is exemplified by the active involvement of our senior leadership which plays a pivotal role in evaluating environmental performance at both the company and plant levels through monthly reviews.

Parameters such as environmental management, ecosystem biodiversity, climate change, resource management, and quality management & product stewardship are material to Finolex. For environmental management, we closely monitor and manage our water consumption throughout our manufacturing processes to minimize our environmental footprint. Furthermore, we invest in energy-efficient technologies to reduce greenhouse gas emissions, contributing to a lower carbon footprint. Ecosystem biodiversity is crucial to our business operations for mitigating any potential negative impacts our operations may have on local flora and fauna.



Energy Management

Our operational strategies revolve around prioritizing resource conservation including energy. We are aware of the finite nature of non-renewable resources and continuously endeavour to fulfil our requirements using sustainable sources in our operations. Hence, we have committed to reduce overall energy consumption, enhance energy efficiency, and integrate clean energy sources. To ensure that we are complying to our commitment, we have implemented a meticulously crafted strategy to achieve our goals for energy management. This strategy involves well-defined targets for energy efficiency, complemented by regular performance assessments conducted by top management. Our steadfast commitment to energy conservation has propelled us closer to our ambitious goal of achieving 100% electric-powered forklifts by 2030 at all our plants.

We've adopted state-of-the-art technologies, streamlined operations, and robust maintenance practices to ensure optimal energy utilization across our plants. Our in-house monitoring system tracks various energy consumption parameters, enabling us to maximize energy efficiency through effective monitoring and production control systems. Our plants are installed with energy-efficient technologies and we have implemented energy-saving SOP's and practices to conserve energy at our plants. We also conduct regular internal energy audits to monitor and identify the areas of optimization. We have equipped our plants with energy optimization and waste heat recovery systems during the design stage of our operations which has significantly reduced our reliance on fossil fuels and led to substantial energy savings. Additionally, our initiatives such as using electric-powered forklifts, solar heaters, LPG optimization, Heat Integration, Fin Fan cooler stoppage, installation of high-efficiency pumps, optimizing boiler operation and replacement of Conventional lights with LED lamps helped us save more than 89 Lakhs kwh of energy in FY 2022-23.



Energy Consumption

We meet our energy consumption needs through a mix of captive and purchased electricity. Our energy consumption and energy intensity over time are reflected in the below tables.

Energy Consumption (in GJ) and Energy Intensity (in GJ/tonne of production)

Parameter	FY 2022-23		FY 2021-22		FY 2020-21	
	Renewable	Non Renewable	Renewable	Non Renewable	Renewable	Non Renewable
Direct Energy	-	41,80,502.8	-	37,71,954.8	-	34,19,643.2
Indirect Energy	-	2,40,527.0	-	2,33,232.6	-	2,03,274.5
Total Energy consumption	-	44,21,029.8	-	40,05,187.4	-	36,22,917.8
Energy Intensity	-	8.2745	-	8.9997	-	8.2764

Energy Consumption in GJ

Parameter	Ratnagiri	Urse	Masar	Chinchwad	Talegaon
Direct Energy	41,77,938.533	1,522.37	853.78	0	188.12
Indirect Energy	15,213.6	1,36,161.00	87,698.332	1,249.06	205.02
Total Energy consumption	41,93,152.133	1,37,683.37	88,552.11	1,249.06	393.14

Energy Conservation

Energy efficiency is a cornerstone of our energy management program, and we continually strive to enhance it by exploring various methods to integrate into our operations. As part of our commitment to energy conservation, we undertake numerous energy efficiency initiatives at our plants. In the fiscal year 2022-23, we successfully saved more than 89 Lakhs kwh of energy resulting in saving of more than 8500 tCO₂e emissions, and a cost savings of ₹ 7.12 Crores.

Some examples of our major energy conservation initiatives taken during the reporting period are:

Heat Integration

We have installed waste heat recovery systems at our VCM and PVC plants located at the PVC resin complex in Ratnagiri. To identify the areas for further improving waste heat recovery we conducted an exhaustive study.

In EDC, purification unit, steam is used for heating in distillation columns. In one of the distillation columns (moisture & low boils separating column), we achieved steam reduction increasing the temperature of the reflux liquid. We also optimized the recycle EDC feed to the heads column carried out after a detailed study resulting in steam saving.

High Boil distillation column is used for separating high-boiling impurities from EDC. In high boil separating column steam reduction is achieved by optimizing reflux liquid.

This study helped us in saving ~3100 MT of steam on a yearly basis which additionally contributed to ~1017 MT CO₂e reduction and saving of ₹ 62 Lakhs annually.

Auxiliary Power reduction in CPP by optimizing Boiler Operation³

We are operating a 43 MW Captive Power Plant at Ratnagiri. We optimized the Boiler fuel feeding and secondary air in FY 2022-23 for direct energy saving (In terms of coal) and indirect energy saving in Fan power consumption. This initiative resulted in a saving of more than 1% of auxiliary power consumption on a yearly basis (i.e., ~16,17,333 KWh) which additionally contributed to ~2,645 MT CO₂e reduction and a saving of ₹ 146 Lakhs annually.

LPG Optimization in VCM Plant

Liquefied Petroleum Gas (LPG) is used as fuel in our Vinyl Chloride Monomer (VCM) plant. The biggest consumer is the flare unit, which requires LPG to keep its pilot burners live on a continuous basis.

We conducted a study to understand the LPG consumption patterns and the areas of optimization. This study helped us in achieving ~60 MT of LPG savings which additionally contributed to ~259 MT CO₂e reductions and savings of Rs. 51 Lakhs annually.

Replaced ordinary burnt clay bricks with AAC blocks at Masar-Vadodara Plant

Autoclaved Aerated Concrete (AAC) blocks are environment friendly as there are no toxic materials used in the production of these bricks. Additionally, the production process also involves 50% lesser emission of greenhouse gases and 30% lesser creation of solid wastes.

One of the biggest advantages of these AAC blocks is their thermal efficiency which helps in keeping the room pleasant during both summers and winters and thereby reducing heating and cooling loads.

These blocks are porous and airy in nature which makes it last really long and are not much affected by climatic changes. These blocks also handle fire better than traditional blocks. This helped in CO₂ footprint reduction by 15 kg/square feet i.e., for 22,874 sq. ft. compound, 354 MT of CO₂e reduction.



Rooftop Solar installation at Masar - Vadodara Plant

We have installed solar panels at our Masar plant of capacity 1 MW/day. This will contribute to increasing our renewable energy consumption and thereby significantly reducing carbon emissions of ~1,200 MT CO₂e annually. (@ 228 kgs/GJ)

Electric Forklifts

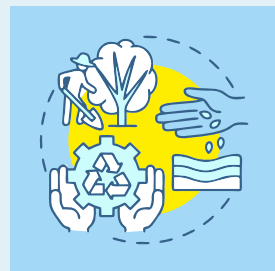
We replaced two of our diesel forklifts which had reached end of their life with electric forklifts of capacity 3 tonnes each, enabling us to reach our goal of achieving 100% electric powered forklifts by 2030 at all our plants. This replacement has helped us in reducing our emissions by ~5 MT.

Solar Water Heaters

Our guest house of Phase-II colony located at Ratnagiri comprises of 20 rooms. All the rooms were initially equipped with 30 litres electric geysers of 2.2KW each. Additionally, 2 geysers of identical capacity are installed at the kitchen area. Considering the migration to a carbon-free and long-term sustainable energy system, we have installed 3 roof-top solar water heaters of 500 litres capacity each. The performance of these newly installed system was successfully verified for 15 days. It is able to consistently provide hot water at 60°C. Necessary piping for the solar water heating system to different rooms and canteen has also been installed. This has resulted in the saving of 663 GJ of energy equivalent to a reduction of ~77 MT CO₂e.

Solar Water Heaters

Day Light Harvesting System was installed in one Plant and in Raw material storage to save 518.4 kWh/annum.



Climate Action and Management of GHG emissions

At FIL, we recognize the urgent need to address climate change and its far-reaching impacts. Our approach to climate change mitigation is deeply ingrained in our commitment to sustainability. Therefore, we take a proactive stance in reducing our carbon footprint and enhancing our climate resilience. We have adopted a comprehensive strategy to minimize our greenhouse gas emissions. This involves optimizing our manufacturing processes, enhancing energy efficiency, and transitioning to cleaner energy sources from considering natural capital (air, water and soil) into our decision-making process from planning, inception and to the operational stage. Our ongoing efforts aim to significantly lower our carbon emissions across all our plants.

This includes reducing water consumption, minimizing waste generation, and enhancing materials recycling. By doing so, we aim to not only mitigate our environmental impact but also ensure long-term sustainability. We carefully monitor several environmental parameters, including energy and water consumption, water discharge, waste generation, and recycling, among others. We have recently also started monitoring our scope 3 emissions caused by employee commute. This enables us to make conscious efforts to optimize resource usage in a responsible manner. We recognize the importance of adapting to the changing climate. The table below demonstrates our Scope 1, 2 and 3 emissions as well as GHG intensity over the past three years.

GHG emissions

Parameter	UOM	FY 2022-23	FY 2021-22	FY 2020-21
Scope 1	tCO ₂ e	3,97,746	3,57,962	3,23,265.07
Scope 2	tCO ₂ e	54,840.3	53,555	46,346.59
Scope 3	tCO ₂ e	10,636.23	----	----
Total (Scope 1+Scope 2+Scope 3)	tCO ₂ e	4,63,222.3	4,11,517	3,69,612.29
Total GHG emission intensity (Scope 1 & Scope 2 emissions)	tCO ₂ e/ tonne of production	0.8471	0.9246	0.84

Note: Scope 3 emissions are calculated for employee commute for FY 2022-23 & HO data was not considered for FY 2020-21



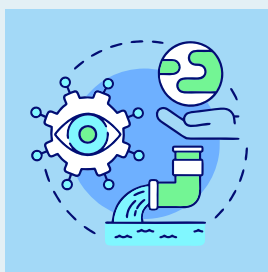
Air emissions

We monitor and control various air emissions, including SO_x, NO_x, particulate matter (PM), and fluorides, to ensure that the emissions are well within the regulatory limits. Our commitment to environmental standards is evident through our compliance with the National Ambient Air Quality Standards (NAAQS) 2009 to ensure optimal ambient air quality. All our facilities are

equipped with the necessary controls to maintain emissions within permissible limits. We adhere to national ambient air standards by conducting ambient air monitoring at multiple locations twice a week, with continuous 24-hour sampling and have installed Continuous Ambient Air Quality Monitoring System (CAAQMS) to provide real-time data at our Ratnagiri plant.

Air Emissions (in tons)

Parameter	FY 2022-23			FY 2021-22			FY 2020-21		
	SO _x	NO _x	TPM	SO _x	NO _x	TPM	SO _x	NO _x	TPM
Ratnagiri	808.26	90.00	27.9	649.50	118.40	30.50	640.90	124.60	26.26
Urse	0.015	0.178	0.021	0.01	0.18	0.02	0.01	0.01	0.01
Ratnagiri	0.0033	0.0902	6.1514	0.01	0.09	8.74	0.01	0.01	5.58
Talegaon	-	-	-	-	-	-	-	-	-
Total	808.28	90.27	34.08	649.52	118.67	39.26	640.92	124.62	31.85



Water Management

Water is an indispensable element for Finolex, playing a pivotal role in multiple facets of our operations. As a leading manufacturer of pipes and fittings, water is not only the primary medium transported through our products but also an essential resource for our manufacturing processes. We acquire water from various sources, including surface water, ground water, sea

water and municipal supplies. Furthermore, we've invested in substantial rainwater harvesting capabilities at our operational sites. To mitigate water-related risks, we've embraced a strategic approach. This approach involves a comprehensive perspective on water management, covering fresh and recycled water usage, water conservation initiatives, and endeavours to reuse and recycle water, ultimately progressing toward zero liquid discharge. Our data monitoring systems help us monitor water levels to understand the water withdrawn, water consumption and discharge levels. Continuous monitoring helps us identify areas of highest water consumption, lowest water availability and take measures to make conscious decisions for water management. The water withdrawal in terms of source and category across all our locations is given in the table below

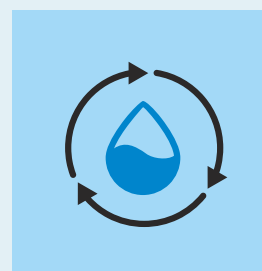
Water Withdrawal (in KL)

Sources of water withdrawal	FY 2022-23	FY 2021-22	FY 2020-21
Surface water	15,26,289	13,66,886	13,81,542
Groundwater	23,480	28,674	24,005
Third-Party water	1,07,140	83,150	60,399
Desalinated water (Sea water for main cooling tower of CPP and desalination plant)	17,82,478	16,94,518	15,68,538
Others (Rain and Recycled water)	4,16,028	7,28,073	3,25,045
Total water withdrawal	38,55,415	39,01,301	33,59,528
Total water consumption	21,70,913	24,29,672	19,52,121
Total water discharge	17,39,341	14,84,283	14,10,663

The highlight of one of our initiatives for water conservation taken during the reporting period is:

Rainwater harvesting at Masar-Vadodara Plant

Rainwater harvesting reduces the pressure on natural water sources and helps to conserve them for future use. Rainwater harvesting reduces stormwater runoff, which can cause flooding, erosion, and water pollution, improving the quality and quantity of groundwater. We have installed 3 new rainwater harvesting units at our Masar plant for ground water recharge of ~30,000 m³



Effluent recycled

We are dedicated towards minimizing our environmental footprint, and our robust effluent recycling practices play a pivotal role in achieving this goal. Our state-of-the-art effluent treatment plants are designed to efficiently treat and purify wastewater generated during our manufacturing processes. This not only ensures compliance with environmental regulations but

also allows us to recycle a substantial portion of the treated water, thereby reducing our overall water consumption. Our effluent treatment plants are equipped with 3-stage water treatment plants that consist of equalization tanks, primary clarifiers, flash mixers, aeration tanks, secondary clarifiers, collection tanks, pressure sand bed filters and carbon bed filters. The treated water is used as make-up for cooling towers or boilers and for gardening purposes. We continuously monitor our wastewater quality parameters such as pH, Biological Oxygen Demand (BOD), Chemical Oxygen Demand (COD) and Total suspended Solids (TSS) to ensure that the treated water is meeting the requirements specified by Central and/ or State Pollution Control Boards. At all three plants, we ensure that no water is directly discharged without treatment.



Waste Management

In line with our commitment to responsible corporate practices, we prioritize the circularity of our systems. At all our facilities, we strictly manage our wastes as per the regulatory requirements. We have implemented an effective waste monitoring system that tracks waste generation, sources, and disposal mechanisms, allowing us to identify potential areas for waste reduction. By

maintaining meticulous records and manifests at each site, we can analyse trends and implement measures to reduce our waste footprint. These efforts not only benefit the environment but also lead to cost reductions and increased operational efficiencies. All our waste is categorized and segregated at the source by the type, nature of the material and stored in designated waste storage areas within our facilities. The graph given below represents the composition of waste generated.

Our focus is on treating biodegradable waste, primarily composed of canteen waste, which is transformed into valuable manure through organic waste processing units. Garden waste is processed by crushing it, and it is then utilized in an organic waste processing unit together with canteen waste or transformed into pellets. The remaining waste is responsibly managed through third-party vendors. Hazardous waste, used oil, lead-acid batteries, and e-waste are sold to State Pollution Control Board (SPCB) authorized recyclers. Bio-medical waste is safely disposed of through a common biomedical treatment and disposal facility approved by SPCB. Our waste generation has experienced a 18% rise in comparison to FY 2021-22 due to operational changes, improved accounting and segregation. Our constant efforts to segregate all the waste at source thereby enhancing the likelihood of recycling and reusing enabled us to divert 8,813 MT of total waste of which 14.1% of it was recycled and 84.7% was sent for re-use. The table below represents the category of waste generation over the past 3 years and waste disposed and diverted from the disposal.

Waste Generation (in MT)

Description	FY 2022-23	FY 2021-22	FY 2020-21
Plastic waste	1,092.87	456.76	545.593
E-waste	5.58	4.87	2.04
Bio-medical waste	0.013	0.026	0.043
Battery waste	2.3	3.81	0
Other Hazardous Waste	243.97	256.03	182.02
Other Non-hazardous waste	7,579.75	6,812.88	4,842.87
Total waste generated	8,924.49	7,534.38	5,572.58

Waste diverted from disposal

We make constant efforts to segregate all the waste at source thereby enhancing the likelihood of recycling and reusing. This enabled us to divert 162.7 MT of total waste of which 22.3% of it was recycled and 77.7 % was sent for re-use. The below tables represent the detailed breakup of each type of waste diverted from the disposal.

Hazardous Waste diverted from disposal (in MT)

Description	FY 2022-23	FY 2021-22	FY 2020-21
Recycled	36.8	30.82	21.31
Re-used	125.89	135.73	121.73
Other recovery operations	-	-	-
Total waste generated	162.69	166.55	143.04

E-waste Diverted from disposal (in MT)

Description	FY 2022-23	FY 2021-22	FY 2020-21
Recycled	5.58	4.87	2.04
Re-used	-	-	-
Other recovery operations	-	-	-
Total waste generated	5.58	4.87	2.04

Non-hazardous Waste diverted from disposal (in MT)

Description	FY 2022-23	FY 2021-22	FY 2020-21
Recycled	1,210.72	824.064	548.392
Re-used	7,432.686	6,403.11	4,803.921
Other recovery operations	-	-	-
Total waste generated	8,643.406	7,227.174	5,352.313

This includes, Fly ash, canteen waste, plastic waste, biosludge etc.

Hazardous Waste directed to disposal (in MT)

Description	FY 2022-23	FY 2021-22	FY 2020-21
Incineration	13.35	11.94	12.9
Landfilling	67.9	77.54	26.09
Other disposal operations	-	-	-
Total	81.25	89.48	38.99

Non-hazardous Waste directed to disposal (in MT)

Discription	FY 2022-23	FY 2021-22	FY 2020-21
Incineration	-	-	-
Landfilling	29.21	42.47	36.15
Other disposal operations	-	-	-
Total	29.21	42.47	36.15



Biodiversity Management

As a responsible corporate citizen, Finolex have initiated biodiversity assessment study at Ratnagiri plant which will help in establishing comprehensive biodiversity management plan. At Finolex, we are dedicated to safeguarding the environment and promoting biodiversity conservation. We have established a comprehensive biodiversity management program to enhance the biodiversity around our areas of operations and contribute positively to biodiversity conservation. We have developed a biodiversity policy and a commitment to zero deforestation to emphasize our responsibility to protect and enhance the natural environments where we operate. We pledge to comply with all relevant environmental laws and regulations.

Our Ratnagiri plant, perched on a seaside plateau off the Ranpar coast, faced barren land challenges due to heavy rainfall erosion and laterite rocks. To fulfil our commitment to tree plantation and green belt development, we initiated tree

plantation in 1994 during the commission of the plant. We have developed a green belt on 150 acres till date. The transformation of 150 acres of land was done by carefully selecting indigenous species based on climate adaptability, salt tolerance, and CPCB guidelines. We also planted mango, cashew, coconut trees to assess the factory's impact and ornamental varieties to enhance the aesthetics while building the ecosystem for local flora and fauna. Over 29 years, we've nurtured 62,000 trees with a 90% survival rate, sequestering 600 MT of CO2 annually. Similar efforts were extended to our Urse and Masar plants and the Finolex Housing Colony in Ratnagiri, where over 700 trees were planted at plants and 1600 trees were planted at the colony. We have also planned to conduct a biodiversity impact assessment in the following year. This will help us identify potential risks and opportunities for biodiversity conservation.

Product Stewardship

Our commitment to product stewardship is deeply ingrained in our corporate ethos, we are dedicated to reducing hazardous substances in our products. We are on track to achieving 100% lead-free products by 2026, ensuring the safety and well-being of our customers and the environment. We take immense pride in delivering products of exceptional quality and durability. Our pipes are engineered to stand the test of time, offering superior performance and reliability. In alignment with ISO 14001:2015, we conducted life cycle perspective analysis for all our products. This approach encompasses the evaluation of environmental aspects throughout the entire product life cycle, including raw material acquisition, design, production, transportation, product use, end-of-life treatment, and final disposal. Additionally, our Suspension PVC grade FS-6701 products have earned certification from NSF/ANSI 14, making them suitable for food contact and drinking water applications. We are also proactive in meeting customer requirements, conducting testing, and ensuring compliance with REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulations.

Our PVC resin contains restricted substances in the Annex XVII of REACH Regulation which accounts for approximately 6% of our revenues. We carried out a risk assessment for the potential impacts of our resin product on human health and the environment. No hazardous substance is present in our PVC products above the detectable limit.

Further, all our products are recyclable and made of polyvinyl chloride. PVC pipes are mainly used for plumbing or agricultural water resource networks. If a metal pipe is used instead of PVC pipe, then over a period metal pipe starts corroding, resulting in either leakage of water or poor supply of water due to line plug-up. In both cases, it is a waste of electrical power. PVC pipes are not affected by environmental factors and are

hence long-lasting. It helps farmers source water from different locations which reduces their dependency on monsoon. The carbon footprint for metal pipes is comparatively higher than for PVC pipes.

In the fiscal year 2022-23, we are pleased to report that no product recalls due to safety issues were recorded. Our continuous efforts are directed toward delivering products and services of the highest quality to our customers while minimizing our impact on the environment and society. We are also in the process of obtaining Extended Producer Responsibility (EPR) registration, demonstrating our commitment to managing the entire life cycle of our packaging products, including responsible disposal and recycling, in compliance with relevant regulations.

The highlight of one of our initiatives to reduce the packaging waste taken during the reporting period is:

Recycling of Jumbo Bag

Our main products are PVC pipes, manufactured at the Ratnagiri plant. These are dispatched to other plants of Finolex through Jumbo bags made up of PP (Polypropylene) with a carrying capacity of 750 kg. We initiated reusing of the empty bags by returning them back to our Ratnagiri plant for using it in the next dispatches, based on their condition; all the bags are used for ~7 times. Reusing of these jumbo bags has resulted in saving of more than 34% of packaging material on yearly basis (i.e., ~140 MT), direct savings of ~ 330 Lakhs on packaging costs and also indirectly contributed to the reduction of ~481 CO2e annually. FIL is committed to creating a better present and a stronger future. We understand the importance of adapting to change while upholding our values. As we navigate evolving challenges and opportunities, we remain dedicated to our mission of responsible and sustainable business practices. Together, we aim to build a brighter tomorrow.

Environmental Compliance

We ensure strict adherence to all applicable legislations and environmental standards, meeting regulatory requirements promptly. Our operational activities consistently align with relevant environmental laws. In our ongoing commitment to reduce our environmental footprint, we undertake various initiatives aimed at environmental protection. The total expenditure dedicated to environmental protection for the reporting period amounted to ₹ 31.4 Crores.

People Wellbeing

Employees are the backbone of our organization. Our achievements are rooted in the dedication, expertise, and creativity of our workforce. We work towards creating a safe and inclusive working environment for all our employees while creating opportunities for them to grow. We also ensure that our workplace encourages diversity and inclusion and the rights of our employees are recognized and protected. Over last 40-years, FIL has been established as trusted employer brand in the talent market. We believe in developing a work environment that prioritizes employee well-being and safety, provides growth opportunities and ensures inclusivity at the workplace. Our employees are a family and our company culture promotes open communication and a solution-oriented approach to all situations. Our Employee Value proposition clearly defines our priorities – “We strive to be best at what we do, both in the eyes of our customers and our co-workers. We believe in healthy work-life balance and in the concept of one team with complementary strengths so that everyone is adding value. We bring meaning to everyone's life by wholeheartedly giving back to our society. We are Finolex Parivaar!!”.



We have various policies in place to enhance our workplace environment and promote human capital development. Our comprehensive HR policy covers various facets of our employee practices such as talent management, ethical practices, employee wellness and engagement, work-life balance, equity and diversity, career management and progression and ensuring an inclusive work environment. In addition to this we also have other policies such as the Human Rights Policy, Equal Opportunities Policy, Policy on Prevention of Sexual Harassment, etc. to ensure that the rights and well-being of our people are protected at all times. Our HR strategy is aligned with our organisational

goals and objectives and helps us deliver strong performance consistently across business verticals. Over the years we have strengthened our practices and policies across key focus areas of organisation effectiveness and overall employee development. We endeavour to nurture a workplace that values meritocracy, empowerment, and fosters a culture of high performance and excellence.

Details of Employees and Workers

Our employees are our valuable assets, and key drivers in our growth journey. The diverse range of skillsets, coupled with dedication and knowledge has significantly contributed to our achievements. Our workforce includes a total of 1,270 permanent employees, 203 permanent workers and 2,858 other than permanent workers.

Details of Employees and Workers (FY 2022-23)

Parameter	Male	Female	Total
Permanent Employees	1,229	41	1,270
Other than Permanent Employees	NIL	NIL	NIL
Total Employees	1,229	41	1,270
Permanent Workers	203	NIL	203
Other than Permanent Workers	2,840	18	2,858
Total Workers	3,043	18	3,061

All Employee workforce details (Gender-wise)

Category	Units	FY 2022-23	FY 2021-22	FY 2020-21
Male employees	Nos.	1,432	1,343	1,335
Female employees	Nos.	41	36	42
Total	Nos.	1,473	1,379	1,377

All Employee workforce details (Age-wise)

Category	Units	FY 2022-23	FY 2021-22	FY 2020-21
Less than 30 years	Nos.	297	296	280
30 - 50 years	Nos.	913	849	863
More than 50 years	Nos.	263	234	234
Total	Nos.	1,473	1,379	1,377

Talent Acquisition

We follow a transparent and unbiased process while hiring and provide equal opportunities for every potential candidate. We do not discriminate against any employee or applicants for employment on the basis of an individual's age, gender, race, ethnicity, colour, religion, caste, creed, language, national origin, disability, marital status or any other status protected by applicable law. We have a robust induction and onboarding process helps new employees to understand and engage in company culture and build a sense of belongingness. Our hiring process emphasizes equal opportunity and unbiased evaluation of candidates, focusing solely on qualifications and skills. We also hire young talent through campus recruitments, nurture their growth through various learning interventions and establish a strong pipeline for future leadership roles. We actively recruit, assess and onboard the best talent from various Tier 1 and Tier 2 colleges across India.

New Joiners (Gender-wise)

Category	Units	FY 2022-23	FY 2021-22	FY 2020-21
Male employees	Nos.	329	143	117
Female employees	Nos.	10	9	11
Total	Nos.	339	152	128

New Joiners (Age-wise)

Category	Units	FY 2022-23	FY 2021-22	FY 2020-21
Less than 30 years	Nos.	154	73	71
30 - 50 years	Nos.	179	74	52
More than 50 years	Nos.	6	5	5
Total	Nos.	339	152	128

Positions filled by internal candidates

Category	FY 2022-23	FY 2021-22	FY 2020-21
Percentage of open positions filled by internal candidates (Internal hires)	51	24	7

Employee Turnover

We believe our workforce is like a family and we treat all our employees with utmost respect and dignity. We strive to nurture the growth of all the employees without any discrimination of grade or position and make our employees feel protected and encouraged and are treated like family. We also encourage a culture of education, safety and immediate appreciation to encourage retention across the organization. We had faced an attrition rate of 15% in FY 2022-23.

Workforce turnover (Gender-wise)

Category	Units	FY 2022-23	FY 2021-22	FY 2020-21
Male employees	Nos.	236	133	84
Female employees	Nos.	8	14	6
Total	Nos.	244	147	90

Workforce turnover (Age-wise)

Category	Units	FY 2022-23	FY 2021-22	FY 2020-21
Less than 30 years	Nos.	93	38	31
30 - 50 years	Nos.	107	72	28
More than 50 years	Nos.	44	37	31
Total	Nos.	244	147	90

New Joiners Turnover (Gender-wise)

Category	Units	FY 2022-23	FY 2021-22	FY 2020-21
Male employees	Nos.	47	20	13
Female employees	Nos.	2	5	0
Total	Nos.	49	25	13

New Joiners Turnover (Age-wise)

Category	Units	FY 2022-23	FY 2021-22	FY 2020-21
Less than 30 years	Nos.	32	14	11
30 - 50 years	Nos.	17	11	4
More than 50 years	Nos.	0	0	0
Total	Nos.	49	25	15

Voluntary Employee Turnover Rate

Parameter	FY 2022-23	FY 2021-22	FY 2020-21
Voluntary employee turnover rate	15.4	7.11	3.41

Diversity, equity and inclusion

At FIL, we believe that fostering a culture of creativity, innovation and diversity brings together different perspectives, ideas, and experiences. We are committed to upholding the values of diversity, inclusion and equal opportunity when it comes to providing employment.

We are committed to eliminating all forms of unlawful discrimination, including direct discrimination, indirect discrimination and denial of reasonable accommodation, bullying and harassment of employees. Our Equal Opportunities Policy highlights our fair practices in term of selection, learning and career progression irrespective of gender, age, ability, race/ ethnicity, etc. and is applicable to all our employees as well as job applicants.



Gender Diversity

We have also taken several affirmative actions to enhance the gender diversity at FIL. Through these efforts, our diversity ratio has increased by 7% for female employees. With a view to empower our female employees, we have implemented an initiative where one shift at our new fittings plant at Talegaon is run by female employees and comprises of 90% of women. We support and believe in equality and empowerment and provide parental leave in accordance with the company's policy. In order to better engage with and exchange ideas among women, there are also two ladies' clubs. We have also set targets for enhancing workforce gender diversity at FIL.

Grade Level	Female	Male	Total	Female Emp %	Target FY24 Female %
EXO	1	10	11	9.1 %	increase by 10% to 15%
Senior Management	2	19	21	9.5 %	increase by 10% to 15%
Mid Management	5	142	147	3.4 %	increase by 10% to 15%
Junior Management	7	206	213	3.3 %	increase by 10% to 15%
Staff	26	852	878	3.0 %	increase by 10% to 15%
Blue Collar	0	203	203	0.0 %	increase by 10% to 15%
Grand Total	41	1,432	1,473	2.8 %	increase by 10% to 15%

We are committed to ensuring the safety of our female employees across the organization that allows them to work without fear of prejudice, gender bias, or sexual harassment. We also have a Policy on Prevention of Sexual Harassment (POSH) which provides a platform to our employees to report on sexual harassment at the workplace. Our Internal Complaint Committee (ICC) ensures fair trial of any reported cases and provides redressal against the same. The PoSH policy also ensures confidentiality and safety of the person reporting the complaint at all times. We also have a Whistle-blower policy for employees to report any instances of unethical behaviour, suspected fraud, or violation of the Company's Code of Conduct or ethics policy. We encourage our employees to raise their voice against any form of unethical behaviour at the organization and strive to create an atmosphere of honesty, dignity and transparency.

Equal Remuneration

We further ensure gender equality, exemplified by our unwavering commitment to equal pay for female employees. Our company recognizes that fair compensation is a fundamental right, irrespective of gender. Women at Finolex are valued for their contributions on equal footing with their male counterparts. We employ a fair and equal Remuneration Policy and foster equal opportunity and pay for female employees. This commitment not only upholds our ethical standards but also fosters an inclusive and empowering work environment where every employee, regardless of gender, thrives and prospers.

Workplace accessibility to people with special needs

We are aware of the ability of the employees of the Company to contribute to the organization. At Finolex we have contributed significantly and continuously in the development of inclusive employee diversity. We have in place an integrated development strategy, which promotes the training and retention of skilled staff from different target groups. We do not discriminate against hiring people with physical disabilities. Our Equal Opportunities Policy is aligned with the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder. Our premises and offices are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016 We also provide medical assistance and promoting inclusion for our employees with physical disabilities. In FY 2022-23, we had 5 physically disabled other than permanent workers in our workforce.

Employee Engagement

At FIL, we recognise the invaluable role of effective communication and meaningful interactions in fostering workplace culture. We understand that engaged employees

are at the core of a thriving organization. Communication is the cornerstone of engagement. We foster an environment where every employee's voice is heard. We promote a culture of open and transparent communication.

Leadership Communication

There is no other thing greater than a self-made man, was the philosophy of our Founder, and the same continues in our present way of working and value system of the Organization. Working as a large extended family of employees, dealers, distributors, retailers and customers, each connected to the other through strong bonds of mutual respect, growth contribution and empowerment.

At FIL, we strongly believe that key to becoming a great leader is always through being skilled in communication. The leadership team keeping communication ongoing with the larger team, as an ongoing structured framework through both formal and informal mediums is also a necessity in current times. Especially in current times, when communication channels are rapidly increasing and the need for connectivity between a leader and their employees is in high demand, effective leadership communication is a definitive cornerstone to business success. In order to implement changes and produce real business results in the Company, we believe one first needs to learn the skills necessary to have effective workplace conversations and enable leadership communication framework to make this communication a regular habit and part of the organization culture.

At FIL, leadership communication consists largely of messages related to a Company's culture and core values. These messages are significant to the key stakeholders of the Company, including the employees, customers, strategic partners, shareholders, and media. When it comes to communications from leaders, they are critical for us in FIL as they have a direct impact on this relayed message regarding the organization's vision, mission, and transformations. The most important goal of leadership communication is to cultivate a sense of trust in the workplace through the messaging coming from leaders, keeping employees engaged and focused in the right direction.

Considering, communication is a core leadership function, meaning effective workplace communication and effective leadership are closely intertwined. We firmly believe that an effective leader needs to be a skilled communicator, applying that skill in relationships at the organizational level, in larger communities and groups.

Keeping employees motivated and driven towards success remains a top priority for our leaders in FIL. In order to inspire and motivate the team, business leaders also needs

to establish and foster a strong line of communication. As a leader, one needs to think with clarity, express ideas, and disseminate information to a multitude of audiences. A good leader can handle the rapid flows of information that circulate within the organization, and between customers, partners, and any other stakeholders. Essentially, maintaining strong leadership communication within the workplace is the key to keeping your business not just afloat, but thriving in the industry as a whole.

Fostering strong lines of communication as a leader introduces a particular set of goals that differ largely from the business skill of general communication. Our FIL leaders, take it as their responsibility not only to have good basic communication skills, but also to ensure that the lines of communication are open within the function to cover the following leadership goals:

Align employees with the Company culture.

- Align employees with the Company's strategic goals
- Build trust within the workplace
- Maintain employee engagement
- Encourage two-way conversations and open dialogue.
- Promote employee collaboration and teamwork
- Keep employees informed
- Communicate any upcoming changes effectively and in a timely manner
- Prevent internal miscommunications.
- Disseminate important information and make it available to employees

At FIL, we have institutionalized a framework to support the identification and recognition of right employee behaviour time to time. Our framework for Collaboration and Communication includes:

- Annual Meet
- Quarterly Regional meets and Recognition
- Team Building
- Family Day at Plants
- Dusherra at Corporate



Employee Engagement Initiatives

We organize regular team-building events and activities to promote collaboration, teamwork, and camaraderie among our employees. We also celebrate occasions together as a family. We organize activities and encourage celebration of various events and festivals such as women days, engineer's days, Ganpati, Dussehra, Diwali and Holi or birthdays. We also celebrate each other's achievements with recognition of performance at work and years of service with FIL. Each celebration brings us closer together as a team and helps build bonds outside of work. We encourage our employees to be active participants in community initiatives. Through volunteering opportunities and corporate social responsibility activities, we foster a sense of purpose beyond the workplace.

Employee Benefits

We care for our employees and our generous policies about maternity and paternity leave, employee benefits like - Children Felicitation Policy, Wedding Gift Policy, Annual Health-Check-up Policy, Car owning policy, Health Insurance policy vouch for the same. 100% of our permanent employees and workers are covered under Health Insurance, Accident insurance, Maternity and Paternity Benefits. We also provide childcare facilities and lactation facilities at our Ratnagiri plant. We also have facilities to provide 18-29 weeks of paid parental leave for the primary caregiver and 3 days for non-primary caregiver in excess of the minimum legal requirement, in case of special circumstances. 100% of our permanent employees and workers are provided with retirement benefits such as Provident Fund, Gratuity, Employees' State Insurance (ESI), etc.

In case of any significant operational changes that could substantially affect them, employees and their representatives are provided with a 30-day notice prior to the implementation of the change. Further, 100% of our workers (13.78% of our workforce) are represented by independent trade unions and the notice period and provisions for consultation and negotiation are specified in the collective agreements.

Parental Leave Parameter	FY 2022-23		FY 2021-22		FY 2020-21	
	Male	Female	Male	Female	Male	Female
Number of employees entitled to parental leave	13	1	2	2	NA	2
Total employees who took parental leave	13	1	2	2	NA	2
Total number of employees who returned to work in the reporting period after parental leave ended	13	1	2	2	NA	2
Total number of employees who returned to work after parental leave ended and are still employed 12 months after their return to work in 2021-22	13	1	2	4	NA	2
Return to Work Rate (%)	100%	100%	---	100%	NA	100%
Retention Rate (%)	100%	100%	---	100%	NA	100%



Great Place to Work®

The "Great Place to Work" certification is a prestigious recognition awarded to organizations that demonstrate a commitment to creating an exceptional workplace culture. This certification is typically based on an assessment conducted by the Great Place to Work Institute, which evaluates various aspects of an organization, including employee satisfaction, trust in leadership, and workplace practices.

In FY 2022-23, we participated in the Great Place to Work® Assessment and cleared the certification process in the first attempt. To achieve the "Great Place to Work" certification, we underwent a rigorous evaluation process that included anonymous employee surveys and an analysis of our company culture and policies.

This Assessment is considered a 'Gold Standard' in workplace and FIL has earned this recognition based on a rigorous assessment independently conducted by Great Place to Work® Institute India. We set a target to score above 70%. 93% of our workforce participated in this survey.

Core Focus	Unit	FY 2022-23
Employee Engagement Employee Satisfaction Employee Wellbeing Employee Net Promoter Score (eNPS)	% of employees Level of engagement, satisfaction, wellbeing, Employee net promoter score (eNPS)	Trust Index@ Grand Mean 75% 82%
Data coverage	% of employees who responded to the survey	93%

At FIL, we want our people to achieve greatness in their professional careers and be recognised for their excellence. Implementation of a well-organised performance management system enhances employee engagement, enables the identification of performance deficiencies, and facilitates performance improvement.

The strategy business direction and goals are developed and communicated across the organization by means of our robust performance management process. The strategy, business direction and goals are developed by means of strategy workshop involving Chairman, MD and the functional heads during the beginning of the finance year. The KRAs and KPI are formulated for the organizational level and then cascaded to every plant and every function within the company. The communication and orientation session is organized by HR team for all the employees to ensure proper cascading of KRAs and setting S.M.A.R.T. goals for each of the employees. At the beginning of each appraisal cycle or upon joining the Company all over employees are encouraged to undertake S.M.A.R.T. goals for the year.

Every functional heads participates in the organization level goal setting workshop and is able to align his departmental goal to the bigger picture. This in turn helps every individual employees to connect to the strategy, business direction and align their KRAs with that of organization goal.

We not only value what to achieve but also how to achieve. Considering this there is 80% weightage for KRAs and 20% weightage to Competencies. Our structured employee feedback and evaluation includes conducting Mid year and annual appraisals. Reporting managers actively monitor performance and provide inputs and feedback. The entire process is managed through success factors platform which allow employees to capture their goals, achievement and enables managers to submit their feedback against the respective goals. This overall helps the organization to build in transparency in the performance appraisal process.

We provide deserving candidate with career progression opportunities through our promotions process. In FY 2022-23, 167 employees were promoted to next level. We also promote Internal Job rotations for employees to build their overall capability and take up the new role. In FY 2022-23, 51 positions were filled through Internal Job Postings.

Performance and career development reviews of employees and worker:

Employees	Category	FY 2022-23	FY 2021-22
	Male	1,006	1,014
	Female	29	30
	Total	1,035	1,044

Workers	Category	FY 2022-23	FY 2021-22
	Male	203	208
	Female	0	0
	Total	203	208



Training and education

We believe in fostering capacity development and building a high-performance learning culture, wherein our people are empowered, driven, rewarded, and have abundant opportunities to demonstrate their abilities and skills. We aim to equip our talent with the competencies required to meet the challenges of the changing landscape of the industry.

We make consistent investment in employee training and development with an objective of continuously enhancing our employees' skills and adapting to emerging capabilities. This approach not only fosters their personal growth but also aligns them with the evolving needs of our organization. Our training programs encompass a wide range of comprehensive topics that benefit the overall development of all our employees. Importantly, these programs are inclusive, welcoming employees regardless of factors such as gender, age, or designation.

Segment	Total number of training & 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 Board members also participated in ESG Materiality Assessment Survey.	100%
Key Managerial Personnel	7	The KMP participated in ESG Materiality Assessment Survey and workshop and were also familiarized on principles of Environment, Social and Governance released by SEBI/MCA. In addition, KMP attended Training and awareness programs covering topics on Code of Conduct, EHS, Product information, induction on Employee Benefits / regulations.	100%
Employees other than BoD & KMPs	261	Business Ethics and values, Code of Conduct, POSH, Employee Benefits, EHS, Compliance, Skill Development.	70-80%
Workers	Multiple	POSH, EHS, Code of Conduct Product Training, Compliance.	70-80%

Training and skill development activities help in improving motivation, performance, and job satisfaction among employees. It also helps in adhering to various standards and compliances, bringing-in innovations, and reducing employee turnover. We are committed to nurturing and refining their skills through vocational training, soft skills development, and communication enhancement.

We firmly believe in the value of education and extend our support to deserving candidates through educational initiatives. Specifically, we provide financial assistance to MBA students by covering 60% of their tuition fees. In FY 2022-23, 32 students have successfully graduated from the program. Furthermore, we actively engage several apprentices, providing them with vocational training, while our engineers undergo a comprehensive three-month training program that includes understanding procedures, acquiring various skills.

To bolster our capacity-building efforts, we offer refresher courses and short-term certificate programs. Additionally, we provide our employees with exposure to technical experts from diverse domains, including partnerships with organizations like the National Safety Council of India, Civil Engineers, Mechanical Engineers, and more.

We have also implemented an Internal Management System (IMS) that ensures every employee dedicates 6-8 hours to training. Moreover, our Department Review Committee (DRC) oversees internal suggestions, identifies training needs, and facilitates department-level improvements. At the core of our mission lies the belief that the upliftment of our employees is integral to the overall development of our organization. 100% of our employees and workers were provided trainings on health and safety while over 90% of employee were provided trainings on skill upgradation.

Mind-set towards Zero Defects

Teaching the importance of quality and ensuring there are zero defects in the product, explaining how defects can have a financial impact and learn techniques to ensure zero defects. This programme is designed with an objective to develop awareness and commitment towards zero defects, understand the burden of defects on the system, understand the cause-and-effect relationship and learn techniques which will be used to embrace zero defects. The target group for the program where Operators and Supervisors working at the Plant. 46% of our workforce participated in this programme. The knowledge about defect identification improved by 78%. This has help to capture the defect in the product stage and address them in the initial stage itself.

Behavioral, Skill Upgradation, EHS, Compliance	26,680 Hours	18	₹ 2,632
Types of training programmes	Total hours of training per FTE	Average hours of training per FTE	Average training expenditure per year per employee

Human rights

We recognise the significance of upholding human rights in all our business activities, processes and operations of the Group's value chain and new business relations. Our endeavours towards the protection of human rights are guided by various international standards on human rights. We hold human rights in the highest regard, and our commitment to upholding these principles is woven into the fabric of our organization.

Our Human Rights Policy serves as a guiding compass for our actions. This comprehensive policy explicitly outlines our dedication to respecting and safeguarding human rights across all facets of our operations and across our supply chain. It ensures that our employees, customers, and stakeholders can trust in our unwavering commitment to ethical practices.

Our commitment to human rights extends beyond our internal operations; it permeates our supply chain as well. We recognize that our responsibilities go beyond our immediate sphere, and we actively engage with our suppliers to ensure they share our values. We continuously assess and refine our supply chain practices, promoting transparency, accountability, and ethical conduct. By fostering a culture of respect for human rights within our organization and among our suppliers, we strive to make a positive impact on the broader community. Human Rights assessment was conducted for 69% of our value chain. No significant risks were identified in the assessments.

In FY 2022-23, we undertook an internal assessment through our EHS, HR and IR functions to assess 100% of our plants and offices for any Human Rights violations. No significant Human Rights related risks were identified for our operations. The Code of Conduct guidelines forms an integral element of all employment contracts. Every employee is responsible for respecting human rights. At FIL, we do 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.

We are committed to providing a safe workplace to all our employees. Adherence to human rights issues is ensured by the Company's Code of Conduct through robust internal controls and governance practices. In case of any concerns related to human rights, employees can raise their grievances through our Vigil Mechanism/Whistle Blower Policy, wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or violation of Human Rights. The Internal Complaints Committee (ICC) is in charge of providing resolution for the reported cases.

Health and Safety

At Finolex, the health and safety of our employees, stakeholders, and the communities in which we operate is paramount. Health and Safety (H&S) approach is a fundamental pillar of our corporate values. Through a strong safety culture, compliance with regulations, risk assessment, emergency preparedness, safe work practices, occupational health, transparency, and continuous improvement, we aim to provide a safe and secure environment for all stakeholders. Our dedication to H&S underscores our commitment to responsible business practices and the well-being of our workforce and communities. We have implemented a comprehensive H & S strategy that integrates these core principles into every aspect of our operations, ensuring a safe and secure workplace environment. Our H&S approach is based on fostering a culture of safety throughout the organization. We believe that every employee has a role to play in maintaining a safe workplace. Regular safety training and awareness programs empower our workforce to identify and mitigate potential hazards. We are committed to meeting and exceeding all relevant health and safety regulations and standards. Our operations strictly adhere to local, national, and international guidelines. We continuously monitor and adapt to evolving regulations to ensure compliance. At Finolex, we also regularly conduct rigorous risk assessments across our facilities and processes. This includes hazard identification, risk evaluation, and the development of mitigation strategies. These assessments help us proactively address potential safety concerns. We have also developed strategies that enable us to be well-prepared in responding to emergencies. Comprehensive emergency response plans are in place to safeguard our employees and minimize any environmental impact. We conduct regular drills and training exercises which ensure that our teams are well-prepared to respond effectively.

At Finolex, safe work practices are a fundamental aspect of our daily operations. We provide clear guidelines and procedures to our employees, emphasizing the importance of always following established safety protocols. We also have Our occupational health programs are in place to monitor and address workplace health concerns. We conduct regular health check-ups and provide access to wellness resources that promote employee well-being. At Finolex, we also conduct regular safety audits and inspections across all facilities. These assessments identify potential areas for improvement and allow us to take proactive measures to enhance safety. We maintain a transparent approach to health and safety, and incidents, near misses, and safety concerns are reported and thoroughly investigated. This transparency ensures that lessons are learned, and preventive actions are taken. We are committed to building a culture of continuous improvement in health and safety. This is accomplished through incorporating feedback from employees, stakeholders, and audits which is actively used to refine our health and safety practices, leading to ongoing enhancements.

Health and Safety Management System

The health and safety of all the employees are of prime importance to all our operations, and we are committed to achieving the comprehensive well-being of all the employees and their environment. Our aim and focus are to strive towards efficient workplace well-being and safety by providing the highest safety standards. We, at Finolex, have formulated a Safety, Health and Environment (SHE or IMS) policy to ensure a safe and healthy working environment across all plants and offices with safety protocols.

As part of our Integrated Management system, we are certified with with ISO 9001 - Quality Management Systems (QMS), ISO 14001 - Environmental Management Systems (EMS) and ISO 45001 - Occupational Health and Safety (OH&S) Management System. We are 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 operations at Finolex. All the employees and other non-executive staff actively participate in these initiatives.

We successfully implemented Process Safety Management System (PSM) which consists of 11 elements and under which 28 procedures are available. PSM elements provide guidance 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. Every incident including near misses are reported, investigated, and analysed for corrective actions.

Health and safety incidents and fatalities

Parameter	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0
	Workers	0	0.13
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

We have established processes 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 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. The effective implementation of control measures is ensured through Toolbox Talks (TBT) conducted before commencement of work to communicate available control measures to the workforce and ensure that all safety protocols are followed. After any shutdown or any major modifications Pre-Startup Safety Review (PSSR) is followed prior to start up to ensure that all safety systems are in place. Finolex follows below methodologies considering complexity of process and known hazards:

- Hazard and Operability (HAZOP) Study - HAZOP is systematic way to identify possible Safety, Health & Environment (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 pipelines and vessels in the process. This explicitly identifies the hazards, the potential failures, the potential causes of failure and the recommended actions to address making it clear for the readers to understand.
- Failure Modes and Effects Analysis (FMEA) - FMEA study is conducted for critical equipment and processes. Finolex uses it to design a process, review and improve a process and act 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.
- 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 risk or to determine event rates of an accident or a particular system failure. This has helped Finolex in highlighting the critical components related to system failure and to prioritize the action items to solve the problems.
- What-if method - It is done for critical equipment where failure is possible by different modes and failure can cause a hazardous situation.
- Job Safety Analysis/ Task Risk analysis - JSA conducted for any jobs involving high risk and critical job.

- Reporting of unsafe condition - Any employee/ contractor from any department can report the unsafe condition from the work premises related to safe operation of the process.
- Other Measures such as Safety Walk, Safety Audit and Safety Report are carried to identify work-related hazards and assess risks.

Finolex ensures that it continuously reviews and improves health and safety performance of its operations. All activities relating to monitoring, emergency handling, and team review are supervised and directed by the Director-Technical cum Occupier. The safety committee consists of members from both executive and workers category which addresses the safety concerns to ensure highest safety at office and plant locations. Self-spot audit reporting system has been developed to assess the work site and reporting unsafe act and conditions by workers. To further improve awareness on HSE, Finolex organized various programmes such as National Safety Week, Fire Service Week and World Environment Week. These programmes imparted training on workplace safety, fire prevention and control, conducting quiz and poster competitions and safeguarding health of the workers by taking a safety and environment oath.



Customer Relationship Management

We believe in fostering a culture of customer-centricity across our operations and in decision-making at all levels. Our customer-centric approach is at the core of our success, helping us maintain our reputation for delivering high-quality products.

Our Customer Relationship Management (CRM) strategy revolves is rooted in sustainability, with a commitment to minimizing our environmental impact while nurturing strong customer relationships. By placing the customer at the heart of our sustainability efforts, fostering transparency, and promoting eco-friendly product innovation, we are positioned to excel in a greener and more responsible future.



Customer Centricity

At the core of our CRM philosophy is customer-centricity and we see our customers not as buyers but as partners in our sustainability journey. In order to ensure this, we prioritize innovation to reduce the environmental impact of our products. We invest in research and development to create eco-friendly alternatives, offering customers sustainable options that align with their values and needs. Above all, we openly communicate our sustainability efforts, including product ingredients and their environmental impact to all our stakeholders. This not only ensures that we empower customers to make informed, sustainable choices, but also emphasizes that our products align with their green objectives, fostering long-term partnerships.

We actively engage with customers on sustainability matters, seek their feedback, collaborate on sustainable initiatives, and address concerns promptly which strengthens trust and loyalty. All our products are focused primarily on customer satisfaction. In this regard, Finolex has identified customer relationship management among its high-priority focus areas and we are committed to supply our products with built-in quality, to exceed customers' expectations by ensuring integrity of overall business operations and to enable sustainable growth of our organization.

Finolex seeks regular inputs from its customers through a robust feedback mechanism through Customer Satisfaction Feedback form with detailed questionnaires. The responses are captured and summarized for further analysis and actions, improvements or enhancements. We have provided various channels for our 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.

Customer Satisfaction Measurement

Satisfaction Measurement	Unit	FY 2022-23	FY 2021-22	FY 2020-21
Satisfaction Measurement	Percentage of satisfied customers / tenants	90	91	90

Additionally, our dealers have access to the Customer Relationship Management portal to raise complaints and track them. 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 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 and making Finolex synonymous with durable pipes and products, augmenting the user experience.

Customer Data Privacy

We respect the privacy of individuals and are committed to take reasonable precautions to protect information consisting of personal information and 'Sensitive Personal Data or Information' (SPDI) of such information provider and comply with all legal, regulatory and/or contractual obligations related to privacy. Finolex 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.

This policy covers the processing, storage and access to Information as required under lawful and/or contractual activities with Finolex or otherwise required in the normal course of business. It describes Finolex's policies and procedures on the collection, usage and disclosure of information provided/received by persons and meets the requirements established under:

- The Information Technology Act, 2000 – Section 43A
- The Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Information) Rules, 2011.

Transparency

Our CRM includes regular sustainability reporting to customers. We share our progress in reducing our carbon footprint, conserving resources, and contributing to a greener future. This demonstrates our commitment to transparency and accountability. Our employees play a pivotal role in delivering exceptional CRM. We invest in training

programs to ensure they understand the significance of sustainability and can effectively communicate our eco-friendly practices to customers. We constantly evaluate and refine our CRM strategies to enhance customer satisfaction and further our sustainability objectives. We took multiple steps to inform and educate the consumers about safe and responsible usage of products via product labelling, organizing awareness programmes and informative reminders. We sent informative reminders through email and registered post to certain consumers with respect to prohibition on supply of plastic raw material for production of banned single use plastic (SUP) items and producer engaged in the manufacture of plastic packaging not having valid registration. We adopted 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. We circulate product catalogues with our dealers/customers which covers our product specification and usage.

Product Safety

During FY 2022-23, no instances of product recalls on account of safety issues were reported. We constantly endeavour to deliver products and services of the highest quality to our customers while ensuring minimal harm to the environment and society. We are committed to creating a better today and growing with changing times to create a stronger tomorrow.

Customer Satisfaction

At FIL, we prioritize customer satisfaction. To achieve this, we conduct customer satisfaction surveys on an annual basis. These surveys are instrumental in gathering valuable feedback about our products and services. Our surveys are conducted using a survey form which covers various aspects of the customer experience, including product quality, delivery timelines, customer support, and overall satisfaction. The feedback we receive from these surveys is carefully analysed, and we develop action plans to address any identified issues. Furthermore, these surveys help us identify trends and evolving customer preferences, allowing us to adapt and innovate accordingly.

Satisfaction Measurement	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Satisfaction Score (in %)	95%	90%	91%	90%
% of customer base covered	15%	13%	13%	13%



Case Study

During FY 2022-23, we have shown a proactive commitment by conducting extensive awareness programmes. These initiatives aim to educate and engage our value chain partners on various aspects including the product range, specifications, product usage, and effective selling techniques. We conduct awareness programmes to showcase our quality, product safety, awards and recognitions, demonstrating our commitment to excellence and industry leadership. In a collaborative effort with the Indian Plumbing Association, we 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, play in establishing reliable and efficient plumbing systems.

Through this initiative, we are actively contributing to the advancement and knowledge-sharing within the plumbing industry. We are fully committed to promoting gender equality in the plumbing segment. We empower girls by providing opportunities, mentorship, and resources. We joined hands with Industrial Training Institute (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, we strive to drive meaningful change in the industry.

Supply Chain Management

At Finolex, sustainability is a fundamental guiding principle that permeates through every facet of our operations including our supply chain partners. Our goal is to create a supply chain that not only meets our business needs but also leads the way toward a greener and more sustainable future. Additionally, our focus is also on risk management in our SCM strategy. We meticulously assess and mitigate environmental risks within our supply chain to safeguard business continuity and minimize any adverse impacts on the environment and our operations. We actively solicit feedback from our suppliers to identify areas where we can innovate further, anticipate risk for remedial actions and reduce our ecological footprint.

Our Sustainable Supply Chain Management (SCM) strategy is designed to align with our commitment to environmental responsibility and to also enhance transparency, operational efficiency, and innovation. The principle of supplier collaboration is central to our SCM approach. We prioritize forging partnerships with suppliers who share our sustainability values. Hence, our selection criteria extend beyond cost and quality to encompass a mutual dedication towards reducing environmental impact. We use a detailed checklist to screen our suppliers based on environmental, social, governance and business/operational relevance criteria. Together with our suppliers, we work diligently to minimize the collective carbon footprint of our supply chain.

Procurement is another crucial pillar of our sustainability strategy. We prefer to source our materials from suppliers who offer environment-friendly options. This includes materials produced using sustainable practices, recycling initiatives, and a strong commitment to resource conservation. Waste reduction and recycling are also crucial components of our SCM strategy. We actively promote recycling and advocate responsible waste disposal practices throughout our supply chain. Our aim is to reduce landfill waste and promote the principles of a circular economy. Transparency and accountability are at the heart of our SCM approach. We meticulously trace the origins of our materials and products, ensuring that their environmental impact is fully disclosed. This information is readily shared with stakeholders, fostering accountability across the value chain.

Supplier Screening	Number of Suppliers
Total number of Tier-1 suppliers	31
% of total spend on significant suppliers in Tier-1	75
Total number of significant suppliers in non Tier-1	1678

Integrating Sustainability within our Supply Chain

At Finolex, around 90% of our direct purchases are sourced sustainably, through globally reputed suppliers. These suppliers are selected based on social, ethical and environmental norms. We have instituted a Supplier Code of Conduct (SCoC) which covers the environment, health, safety and human rights aspects that we expect our suppliers to adhere to. We interacted with our stakeholders and incorporated their views while determining the material topics for framing the Company's overall ESG policy. We interacted with a wide number of vendors and suppliers and incorporated their inputs in the ESG Policy. Our Tier 1 suppliers are globally reputed suppliers who follow the industry best ESG practices. These suppliers are selected based on our social, ethical and environmental norms and hence we acknowledge their sustainability/ ESG reports, and the practices followed within these organisation. In FY 22-23, we assessed 1.85% of significant suppliers. In FY 22-23, we assessed 1.85% of significant suppliers. The remaining suppliers were assessed through Internal Self-Assessment Questionnaire (SAQ) covering assessment about health and safety practices, human rights and working conditions. We also took confirmation about strict implementation of human rights principles at their respective offices / premises. Based on SAQ and the supplier responses, no significant risks or concerns were identified.

Supplier Assessment	Number of Supplier assessed in FY 2022-23
Total number of suppliers assessed via desk assessments/ on-site assessments	31

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. We ensure that all the relevant clauses dealing with statutory compliance are validated and honoured by both sides. We have a strict zero tolerance policy towards any kind of statutory non-compliance.

Promoting Local Procurement

At Finolex, we are working towards reducing our single source dependency within our local purchase as well as international purchase. We conduct regular meetings with our suppliers and we also visit the supplier's facilities in India to communicate our long-term goals and support required from the vendors. Our commitment to supporting local economies and reducing emissions is exemplified through our preference for local sourcing whenever feasible. This not only helps reduce transportation emissions but also nurtures community engagement and economic growth. We have increased procurement from MSMEs/small producers from 7.7% to 11% during FY 2022-23

compared to FY 2021-22 and increased procurement from within the district and neighbouring districts from 3.4% to 4.5% during the same period.

These initiatives have helped us to reduce lead time in our supply chain, product support in case of exigencies. Material availability has also helped us in reducing our inventory and has also enabled us to support the MSME/small scale industries. Procuring material from nearby places has facilitated in contributing towards positive environmental impact through reduction in consumption of fuel thereby leading to reduction in the carbon footprint.



Supplier Engagement

At Finolex, we leverage multiple platforms to engage with the suppliers.

These include:

- In-person meetings
- Conferences and seminars
- Regular communication via telephone, email, etc
- Visiting the supplier's factory to capture more information on the product/supplier

These engagements help the organization in the long run and provides support when there is supply constraints. These engagements and regular interactions with the suppliers also help us to remain above our competitors in technology adoption. We conduct regular visits and audits to supplier's factory to understand the initiatives followed by our vendors towards sustainability.

The Company ensures that suppliers adhere to the SCoC which covers environment, health, safety and human rights parameters and must sign the CoC as a part of the contract documents. A dedicated email address is provided for reporting the violations and/or resolve supplier grievances.



Community Development

OUR MISSION...

To help the most vulnerable communities with quality healthcare, education, equality, empowerment, clean water, and sanitation

To support individuals with disabilities to live with dignity, to thrive, and to succeed

To help the earth heal by initiating water conservation, planting trees, and driving sustainable environmental initiatives

Key Highlights

5+ lakhs

Lives impacted

24 States

across India

₹ 22.2 Cr.

CSR expenditure in FY 2022-23

1,000
Farmers trained in mechanization in Sinnar, Nashik



3,200+
Trees planted in Maharashtra and Gujarat



216
Students provided with scholarships across India



800+
Cataract surgeries in 2022



1,000+
Students are provided access to safe drinking water



75+
Cerebral Palsy surgeries completed



1,100+
Children, slum dwellers, homeless, and senior citizens provided daily meals in Pune, Mumbai and Varanasi



700+
Senior citizens supported with health camps and other needs



600+
Celebrated Rakhi with jawans at the borders in 2022



500+
Women supported with tailoring skills in Ratnagiri and Pune in Maharashtra, Masar in Gujarat, and Varanasi in Uttar Pradesh



4,000+
Students involved in river and beach cleaning in Pune and Ratnagiri



4
Sports personalities supported during the year



250+
Abandoned cows supported with daily feed in Pune



OUR FOCUS AREAS

1. AGRICULTURE AND RURAL DEVELOPMENT
2. ENSURING ENVIRONMENTAL SUSTAINABILITY
3. ERADICATING EXTREME HUNGER AND POVERTY
4. PROMOTION OF EDUCATION
5. PROMOTION OF VOCATIONAL SKILLS & LIVELIHOODS
6. PROMOTING GENDER EQUALITY & EMPOWERING WOMEN
7. PROMOTING PREVENTIVE HEALTHCARE
8. PROMOTING SPORTS
9. SAFE DRINKING WATER AND SANITATION
10. SUPPORT TO DIFFERENTLY ABLED
11. TECHNOLOGY INCUBATORS
12. ARMED FORCES/VETERANS
13. CONTRIBUTION TO SWACHH BHARAT KOSH CLEAN GANGA FUND
14. ANIMAL WELFARE

In our steadfast journey towards social responsibility, we have forged a profound partnership with the Mukul Madhav Foundation (MMF). This collaboration embodies our firm belief that corporate actions can be powerful agents of positive change. At the heart of this association lies the shared conviction that each harbours the potential to drive transformation within their community. By aligning our resources with the Mukul Madhav Foundation's expertise, we engage directly with the communities to ensure that the initiatives undertaken have a positive impact. Together we strive to provide vital resources, elevate marginalized communities, and co-create a promising tomorrow.



Agriculture and Rural Development

100+

Farmers supported with mushroom cultivation in Silvassa, Gujarat

370

Solar lights installed in tribal villages of Palghar, Maharashtra

424

Widowed women farmers supported in Osmanabad, Maharashtra

1,000

Farmers trained in mechanisation in Sinnar, Nashik, Maharashtra

At Finolex, our mission is centred on elevating the livelihoods of both agricultural and non-agricultural communities of the farmer communities. However, we also especially focus on marginalised groups like returning migrants, women farmers, and widows. We are committed to making a positive impact by equipping them with the necessary resources. This involves, providing them with high-quality seeds, saplings, and bee boxes to support their farming endeavours. To further empower them, we provide comprehensive training covering a wide spectrum of subjects such as advanced farming techniques, soil science, mechanisation, and marketing strategies, to help them increase their yields and optimise their profits.

MMF has undertaken a comprehensive approach to support projects in agriculture and rural development, with a focus on eradicating poverty. Empowerment of women and widows through social assistance enabling them to create more livelihood opportunities and support their families and increased support for agricultural raw materials has been a highlight this year. Notable initiatives include a Central Agriculture Testing Laboratory in Solapur, in partnership with MMF and the Madha Welfare Foundation enabling soil and water testing for improved yields, benefiting around 4,000 farmers. Another significant project involved a partnership with Finolex, MMF, and the Kherwadi Social Welfare Association, adopting three villages in Thiruvallur district, Tamil Nadu for sustainable livelihoods and community well-being. This was accomplished in partnership with ward members, village panchayat presidents, and vice presidents.



Ensuring Environmental Sustainability

3,600+

Trees planted in Maharashtra and Gujarat

5

Water projects completed in drought-prone areas of Maharashtra

Water scarcity remains a critical challenge in Maharashtra despite substantial investments from governmental and non-governmental entities to ensure essential needs like irrigation and drinking water. The situation is dire, with a considerable number of people facing acute shortages and droughts. This predicament is set to worsen, as projections indicate that by 2030, around 70 percent of cultivable land will rely solely on rainwater. Considering this, decentralized approaches to water management become pivotal, offering a solution to address the pressing water needs of rain-fed regions and prepare for the future.

In response to the persistent water crisis, our efforts in rural Maharashtra and Gujarat have been impactful. We've launched various water-related initiatives/programs including conservation projects, rainwater harvesting initiatives, bund construction, and the planting of over 18,678+ trees, all aimed at revitalizing drought-prone ecosystems and enhancing the lives of rural communities. A notable collaborative project with MMF and Self-Employed Women's Association (SEWA) (Geneva, Switzerland) focused on Katfal, Maharashtra, where we undertook the construction of new cement nala bunds and the restoration of old ones. These endeavours collectively strive to combat water scarcity and uplift the well-being of villages, presenting a sustainable path forward.



Eradicating extreme hunger and poverty

250+

Slum dwellers, homeless and senior citizens are fed daily

60+

Institutes supported with monthly rations, diapers, and medicines

1100+

Children being fed daily

Finolex, with support from MMF partners, consistently aids diverse organisations from schools for the visually impaired to elderly homes and places assisting those with leprosy, mental health issues, or disabilities. Our efforts include providing essential items like groceries, clothing, and hygiene products. Recent contributions encompass diaper donations to senior citizen homes and initiatives supporting individuals impacted by AIDS or disabilities.



Promotion of Education

216

Students provided with scholarships

150

Children with special needs in Bangalore provided rehabilitation services

385

Tribal girls are provided with educational support

80+

Engineering students are supported financially

90+

Educational institutes supported with infrastructure and facilities

75

Agriculture college students supported with scholarships across Maharashtra

We believe in the strength of education to overcome challenges. With the help of MMF, we focus on improving educational facilities to ensure every child gets a quality education. This involves awarding scholarships, improvising school infrastructure by providing computers, sports equipment. In addition, we give impetus to other factors that impact overall well-being of children, including access to clean water and sanitation facilities. Our dedication aligns with United Nations Sustainable Development Goal 4, aiming for quality education for everyone.

Our contribution to Mukul Madhav Vidyalaya (MMV) holds a special place for us. This visionary initiative offers top-quality education in Golap, Ratnagiri. Spread across 10 acres of land provided by us, this school brings urban-style education to rural Maharashtra. Established in 2010 with 150 students, MMV has flourished and currently educates over 650 students from kindergarten to 12th grade. In 2020, the school expanded to include a junior college offering science and commerce streams to students.



Promotion of vocational skills and livelihoods

50+

Women provided tailoring skills in Ratnagiri and Pune in Maharashtra, Masar in Gujarat, and Varanasi in UP

500+

Women trained in honeybee box-keeping in Palghar and Bhimashankar in Maharashtra

7

Students trained in radiology technology

1,000+

Farmers trained pan India

India is on the path to becoming a global workforce powerhouse, and whether its citizens work within the country or abroad, it's essential that they are adequately prepared and equipped with the necessary skills. Our dedication lies in giving individuals the tools they need to be independent with requisite practical skills. To fulfil this mission, we've organized skill development projects in Ratnagiri, Maharashtra, and Masar, Gujarat, focusing on computer literacy and tailoring. Working alongside MMF and other partners, we're involved in numerous endeavours aimed at training women and young people in different trades.



Promoting gender equality and empowering women

770+

Senior citizens supported in Maharashtra

370+

Individual toilets built in Palghar and Gadchiroli, Maharashtra

600+

Widows supported with essentials in Maharashtra

15th

Period Positive Holiday Home opened in Gadchiroli, Maharashtra

We prioritize promoting gender equality to uplift communities. Through various initiatives, we empower women by ensuring their access to education, healthcare, self-esteem, and financial independence. These efforts encompass education, vocational training, and healthcare assistance. Our programs have positively impacted over 30,000 women, providing education, training, and essential support. We've also supplied 200 bicycles to girls facing school transportation issues and aided over 600 widows with necessary items.

In the past two years, significant projects have been undertaken by the British Asian Trust in Bihar and Madhya Pradesh to combat child trafficking and child abuse. Additionally, the Gauravi – One Stop Crisis Center project by Action Aid focuses on aiding women who have faced domestic abuse. Moreover, efforts have been made to empower vulnerable communities in Gujarat through skilling and livelihood initiatives.



Promoting Sports

4

Sports personalities supported during the year

We promote teamwork and sportsmanship. Aiding athletes and sportspersons to pursue sports as a full-time endeavour. We offer infrastructure for various sports such as mountaineering, skating, para-badminton, and more. Additionally, we facilitate competitive sports in nearby schools, enhance facilities at Mukul Madhav Vidyalyaya in Ratnagiri, and sponsor marathons in Pune and Ratnagiri to encourage healthy habits among different age groups.



Promoting Preventive Healthcare

800+

Cataract surgeries completed in Pune

25+

Cochlear implants provided in Pune

600+

Patients supported financially

260+

Patients screened in 3 mammography camps in Ratnagiri and Pune

2000+

Patients with thalassemia supported with filters and blood transfusions

424

Pediatric heart surgeries supported in Pune, Andhra Pradesh, and Karnataka

160+

Patients with thalassemia supported with filters, medicines, and blood transfusions in Maharashtra and Gujarat

Our continuous focus is on enhancing and improving the standard of healthcare services in India. Our goal is to ensure that high-quality healthcare is accessible and affordable for everyone. To achieve this, we collaborate with hospitals and medical institutes to improve infrastructure and train medical professionals. We also organise preventive diagnostic camps and awareness programmes and offer financial assistance to individuals and institutions in need of funds. Our network includes hospitals, non-governmental organisations, and international groups which together provide aid to individuals struggling with serious illnesses like thalassemia, diabetes, cancer, and other critical ailments.

We prioritize marginalized groups including differently abled, women, children, and the elderly ensuring they have access to medical services and provide support for emergency cases. Our efforts encompass funding critical procedures like cardiac surgery, cataract surgeries, and blood tests, while also distributing insulin and organising diabetic camps throughout the year.



Safe Drinking Water and Sanitation

10,000+

Individuals have access to safe drinking water pan India

370

Toilets built in tribal villages in Palghar and Gadchiroli, Maharashtra

2

Tribal villages declared open defecation free

Despite its rapid economic growth, India continues to face a range of public health challenges. The absence of toilets and insufficient sanitation facilities is a major concern especially in rural parts of the country. The sanitation condition needs a considerable amount of effort when it comes to young girls. Our endeavours are aimed at setting up a proper sanitation infrastructure and restroom amenities in multiple villages with a special emphasis on Maharashtra. Additionally, we advocate for cleandrinking water sources like RO Filters in schools and villages.



Support to differently abled

75+

Successful Cerebral Palsy surgeries completed in Maharashtra

400

Visually challenged individuals supported monthly in Gujarat and Maharashtra

130

Children supported with artificial limbs and callipers in Kheda, Gujarat

9

Finolex Rehabilitation Centres established in Gujarat and Maharashtra

1000+

Cerebral Palsy children identified and supported in Maharashtra and Gujarat.

We are committed to empowering people with disabilities by creating opportunities for their growth and success. Through various initiatives, we've impacted over 250 individuals with prosthetic surgeries and employed the visually impaired. "Mission Cerebral Palsy" supports over 1,000 children with surgeries, physiotherapy, and wheelchairs. We also assist institutions for the differently abled in Maharashtra with supplies and infrastructure. On World Disability Day 2018, we aided Bal Kalyan Sanstha with a CCTV system and water tank. Our efforts extend to providing wheelchairs and prosthetics and supporting individuals with disabilities.



Technology Incubators

35+

Ion generators donated to hospitals and police stations in 2020

79+

Ventilators provided to hospitals in 2020

1 start-up supported through Science and Technology Park who provided "High-Temperature Multi Jet Updraft Gasifier Unit" at Gulmarg Gondola

We strongly believe that innovation and the progress of technology have the capacity to pave the way for India's future growth. We have undertaken the responsibility of nurturing and backing tech start-ups and have intentions to broaden our support to an even greater number of start-ups in the coming times.



Armed Forces / Veterans

Celebrated Rakhi with **600** jawans at the borders in 2022

It's a tremendous honour to have the opportunity to assist the military and those who have bravely risked their lives to protect our country. Since 2017, Finolex and MMF have dedicated themselves to improving the well-being of soldiers, veterans, and their families. This commitment involves various initiatives designed to offer financial and occupational support to widows and disabled veterans, as well as upgrading their healthcare and sanitation facilities.



Contribution to Swachh Bharat Kosh Clean Ganga Fund

4,000+ Students and volunteers participated in beach and rivercleaning in Pune and Ratnagiri

Our team has taken an active role in the Swachh Bharat initiative, the world's largest sanitation programme, working alongside volunteers, students, and government officials to improve the cleanliness of rivers, riverbanks, and beaches, with a primary focus on Maharashtra. We believe that restoring the natural balance and cleaning up our life-sustaining rivers and stunning beaches along the Maharashtrian coastline is crucial.



Animal Welfare

250+ Abandoned cows supported with daily feed in Pune

Our dedication lies in constructing a kinder world that recognizes and honours the welfare of animals. With our endeavours, we aim to establish secure and nurturing settings for animals, guaranteeing their access to adequate nourishment and ensuring they receive compassionate and considerate treatment.

CSR Awards and Achievements



Awarded at the "Global CSR Excellence & Leadership Awards" on March 24, 2022, at Taj Lands' End, Mumbai.



G100 and Denim Club presented an award of Exceptional Women of Excellence to Mrs. Ritu Prakash Chhabria, Co-founder Managing Trustee - Mukul Madhav Foundation, at the House of Lords, London on March 29, 2022



Mrs. Ritu Prakash Chhabria honoured at the NRI World Summit 2022 held in the UK by the esteemed Shiromani Award in recognition of her philanthropic initiatives



Finolex Industries and MMF received appreciation from the Society of Jivrakshak for Animals, Padra (SJAP)- An animal rescue NGO.

CSR Times Award in Education and Healthcare



◀ National CSR Times Award - December 8, 2022

Our project has been awarded the prestigious 9th National CSR Times Award. The award recognizes the project's significant impact on society and its commitment to corporate social responsibility. The CSR Times Award is a testament to the project's meaningful efforts in making a positive difference in the community. The project team would like to extend their heartfelt thanks to all those who contributed to its success. Together we will continue to strive for a better and more sustainable future for everyone.



◀ Vivekananda Sustainability Awards April 20, 2022

The Mukul Madhav Foundation was awarded the Vivekananda Sustainability Awards 2022 for its work on the improvement of clean water and sanitation in communities. The award was presented to Mr. Vinay Saini, AGM, North, and Mr. Arun Ojha, GM, Delhi from Finolex Industries on behalf of the Foundation at a ceremony held in Delhi on April 20, 2022. The Foundation's work has focused on providing access to safe drinking water, improving sanitation facilities, and raising awareness about the importance of hygiene.



◀ Peacock Awards by IOD November 2022

The Managing Trustee of Mukul Madhav Foundation (CSR Partner of Finolex Industries Ltd), Mrs. Ritu Prakash Chhabria, was awarded the prestigious Golden Peacock Award for her outstanding leadership in the field of social empowerment. She has been instrumental in the development and implementation of the Foundation's programs, which have benefited millions of people across India. Her work has focused on education, healthcare, and livelihood development, and she has been a strong advocate for the rights of women and children. This award is a testament to Chhabria's commitment to social justice and her dedication to making a difference in the world.