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e mail : info@insecticidesindia.com  
www.insecticidesindia.com  
CIN : L65991DL1996PLC083909



Ref: IIL/SE/2023/0109/2  
Dated: September 01, 2023

### The Manager

<b>Listing Compliance Department</b> BSE Limited (Through BSE Listing Centre)  <b>Scrip Code: 532851</b>	<b>Listing Compliance Department</b> National Stock Exchange of India Limited (Through NEAPS)  <b>Symbol: INSECTICID</b>
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**SUB: Business Responsibility and Sustainability Report for FY 2022-23 of Insecticides (India) Limited**

**Dear Sir/Madam,**

In compliance with Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are pleased to submit the Business Responsibility and Sustainability Report for the Financial Year 2022-23. The report is an integral part of the Annual Report for the fiscal year 2022-2023 and can be conveniently accessed by clicking on the following link:

<https://www.insecticidesindia.com/wp-content/uploads/2023/08/IIL-Annual-Report-2023.pdf>

You are requested to kindly take the same on record.

Thanking you,

Yours Truly,  
**For Insecticides (India) Limited**

**Sandee** p Kumar  
Digitally signed by Sandeep Kumar  
Date: 2023.09.01 13:36:28 +05'30'  
(Sandeep Kumar)  
Company Secretary & CCO

# Business Responsibility and Sustainability Report

## SECTION A : General Disclosures

### I Company Information

S.no.	Details of listed entity	
1	Corporate Identity number	L65991DL1996PLC083909
2	Name of company	Insecticides (India) Limited
3	Year of incorporation	1996
4	Registered office address	401-402, Lusa Tower, Azadpur Commercial Complex, Delhi - 110033
5	Corporate address	401-402, Lusa Tower, Azadpur Commercial Complex, Delhi - 110033
6	E-mail	<a href="mailto:investor@insecticidesindia.com">investor@insecticidesindia.com</a>
7	Telephone	(+) 91 11-45532209
8	Website	<a href="http://www.insecticidesindia.com">www.insecticidesindia.com</a>
9	Financial year for which reporting is being done	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India (NSE)
11	Paid-up Capital	Rs. 29,59,78,370/- divided into 2,95,97,837/- Equity share of Rs. 10/- each
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sandeep Kumar Designation: Company Secretary & CCO Contact Number: 9911727317 Email Id: <a href="mailto:cs.sandeep@insecticidesindia.com">cs.sandeep@insecticidesindia.com</a>
13	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

### II List of Products/services

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

S.No.	Description of Main activity	Description of business activity	% of turnover of company
1	Manufacturing	Manufacturing of Agro-Chemicals	100

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

S.No.	Product/service	NIC Code	% of total turnover contributed
1	Insecticides	20211	45%
2	Herbicides	20211	40%
3	Fungicides	20211	12%
4	Biologicals & plant growth regulators (PGR's)	20219	3%

### III Operations

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

Location	Number of Plants	Number of Offices	Total
National	6	28	34
International	0	0	0

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

Locations	Number
National (No. of State and UTs)	35
International (No. of Countries)	22

**b What is the contribution of exports as a percentage of the total turnover of the entity?: 5.51%**

**c A brief on types of customers:** ILL's primary customer base comprises farmers, who are considered a crucial group for the company. ILL specializes in producing top-quality crop protection solutions, catering to the needs of both small and marginal farmers.

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

S.no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
i	Permanent (D)	736	713	97%	23	3%
ii	Other than Permanent (E)	638	638	100%	0	0%
<b>iii</b>	<b>Total Employees (D+E)</b>	<b>1374</b>	<b>1351</b>	<b>98%</b>	<b>23</b>	<b>2%</b>
<b>Workers</b>						
i	Permanent (F)	736	728	99%	8	1%
ii	Other than Permanent (G)	846	846	100%	0	0%
<b>iii</b>	<b>Total Workers (F+G)</b>	<b>1582</b>	<b>1574</b>	<b>99%</b>	<b>8</b>	<b>1%</b>

**b Differently abled employees & workers**

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently abled employees</b>					
i	Permanent (D)	0	0	0	0
ii	Other than Permanent (E)	0	0	0	0
<b>iii</b>	<b>Total Differently abled employees (D+E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Differently abled workers</b>					
i	Permanent (F)	0	0	0	0
ii	Other than Permanent (G)	0	0	0	0
<b>iii</b>	<b>Total Differently abled workers (F+G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

S.no.	Particulars	Total (A)	No. and percentage of females	
			No. (B)	(B/A)
i	Board of Directors	9	2	22.22
ii	Key Management Personnel	2	0	0

**20 Turnover rate for permanent employees and workers ((Disclose trends for the past 3 years)**

S.no.	Particulars	FY (Turnover rate in FY 2022-23)			FY (Turnover rate in 2021-22)			FY (Turnover rate in FY 2020-21)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
i	Permanent Employees and workers	18.32%	6.45%	24.77%	17.95%	6.90%	24.84%	18.23%	7.14%	25.38%

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

S.no.	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held	Does the company participate in the Business Responsibility initiatives of the parent company? (Yes/No)
i	OAT & ILL India Laboratories Private Limited	Joint Venture	20%	No
ii	ILL Biologicals Limited	Wholly owned Subsidiary Company	100%	No

**VI CSR Details**

(₹ In Lakhs)

<b>22</b>	(i) Whether CSR is applicable as per section 135: (Yes/No)	Yes
	(ii) Turnover (in ₹)	₹180259.24
	(iii) Net worth (in ₹)	₹91828.97

**VII Transparency and Disclosures Compliances****23 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-2023		Remarks	FY 2021-2022		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of year		Number of complaints received during the year	Number of complaints pending resolution at close of year	
Communities	Yes ( <a href="https://www.insecticidesindia.com/wp-content/uploads/2021/02/CSR-Policy.pdf">https://www.insecticidesindia.com/wp-content/uploads/2021/02/CSR-Policy.pdf</a> )	0	0	-	0	0	Not Applicable
Investors (other than shareholders)		0	0		0	0	Not Applicable
Shareholders	Yes ( <a href="https://www.insecticidesindia.com/wp-content/uploads/2023/08/P1_IGRP_2021.pdf">https://www.insecticidesindia.com/wp-content/uploads/2023/08/P1_IGRP_2021.pdf</a> )	22	0		15	0	Nil complaints received however shareholders requests and queries received and resolved within stipulated time according the Policy
Employees and workers	Yes ( <a href="https://www.insecticidesindia.com/wp-content/uploads/2020/10/CodeofConduct.pdf">https://www.insecticidesindia.com/wp-content/uploads/2020/10/CodeofConduct.pdf</a> )	0	0		0	0	Grievances addressed according to the Policy
Customers	"Yes (Customer Care Number & Email ID available on packaging labels)"	0	0		0	0	Support and grievance resolved according to the Policy
Value Chain Partner	Yes (App and Emails)	0	0		0	0	Not Applicable

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

S.no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative Implications)
i	<b>Business Ethics</b>	Opportunity	Within the organization, business ethics practices are obligatory to build an environment of trust, accountability, integrity, and transparency. It also aids in building trust between the company and stakeholders.	Robust Corporate governance mechanism with policies such as Prevention of Insider trading, Related party Transaction Policy, whistle blower Policy, code of conduct for board and employees	Positive
ii	<b>Economic Performance</b>	Opportunity	Economic performance directly impacts the company's financial health and sustainability. It also influences a chemical company's ability to attract investors, lenders, and suppliers.	-	Positive
iii	<b>Research and development</b>	Opportunity	R&D plays a crucial role in offering a competitive advantage to the organization.	-	Positive
iv	<b>Material Management</b>	Risk	Effective material management practices help the organization's costs, minimize waste, optimize resource utilization, and maintain compliance with regulations.	Reduction on dependency of raw material through various sources would reduce and improve the efficiency	Positive
v	<b>Water Management</b>	Risk	Effective water management ensures the organization's operations are sustainable and minimizes environmental impact. Proper water management practices can help to reduce its water waste and mitigate the risks associated with water scarcity.	Creating an alternative of water resource through water harvesting	Negative
vi	<b>Waste Reduction</b>	Risk	Hazardous and non-hazardous waste generated during manufacturing can pose environmental and human health risks and can be costly to manage. By implementing waste reduction strategies organizations can reduce its environmental impact and operating costs.	Water management policy to innovate and educate employees at production facilities	Negative
vii	<b>Product Safety and transparency</b>	Opportunity	Chemical products can pose risks to human health and the environment, so it is essential for an organization to prioritize product safety and provide transparent information about the chemicals it uses in its products to build trust with customers and other stakeholders.	ILL consistently engages itself in farmers awareness to educate the judicial use of products	Negative
viii	<b>Supply chain management</b>	Opportunity	Effective supply chain management practices are critical for ensuring product quality, safety, and timely delivery while minimizing environmental impact.	-	Positive
ix	<b>Occupational Health &amp; Safety (OHS)</b>	Risk	Chemical handling is a high safety risk. Thus, the OHS system ensures the well-being of employees, reduces the risk of accidents and injuries, and helps to minimize liabilities and associated costs.	"ILL conducting regular internal and external safety audits and has committed to ensure safety and health of workers and employees in all its plants. ILL also has appropriate and requisite safety certifications"	Negative

S.no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative Implications)
x	<b>Diversity and equal opportunity</b>	Opportunity	It can foster innovation, attract, and retain top talent, and enhance the company's reputation and social license to operate. This can ultimately contribute to the company's long-term success and financial performance.	-	Positive
xi	<b>Human Rights</b>	Opportunity	Human rights touch all aspects of a company's operations. Respecting the human rights of all stakeholders is both a legal and ethical imperative.	-	Positive
xii	<b>Local Communities</b>	Opportunity	Maintain a long-lasting relationship with the local communities and giving back to society is of prime importance.	-	Positive

## Section B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Principle 1: **Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.**

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

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

Principle 4: **Businesses should respect the interests of and be responsive to all its stakeholders.**

Principle 5: **Businesses should respect and promote human rights.**

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

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

Principle 8: **Businesses should promote inclusive growth and equitable development.**

Principle 9: **Businesses should engage with and provide value to their customers in a responsible manner.**

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
<b>Policy and management processes</b>										
1.a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1.b	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1.c	Web Link of the Policies	The requisite policies are available at Insecticides (India) Limited Website under Investors Section. <a href="https://www.insecticidesindia.com/policies/">https://www.insecticidesindia.com/policies/</a>								
2	Whether the company has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your company and mapped to each principle	The policies are based on the National Voluntary Guidelines on social, environment and economic responsibilities of business issued by the Ministry of Corporate Affairs, Government of India								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	In the ongoing year, we are setting commitments, goals and targets for environment, social and governance parameters								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
<b>Governance, leadership and oversight</b>										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	During the reporting period, we have established CSR & Sustainability Committee at the Board level which oversees and guides the Sustainability initiatives of the organization. We are in the process to develop the long-term goals and targets for the company. Our Preamble "We are striving to create a sustainable foundation that transforms our society and protects the environment. We at ILL are driving some meaningful initiatives to reinforce a greener and prosperous tomorrow"								

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy	CSR & Sustainability Committee and Management Core team has been established								
9	Does the company have a specified committee of the Board/ Directors/ Officials to oversee the implementation of the policy? (Yes/No) If yes, provide details.	Yes, Insecticides (India) Limited has a Sustainability Committee led by Mr. Hari Chand Aggarwal – Chairman & WTD with members Mr Rajesh Kumar Aggarwal - Managing Director and Virjesh Kumar Gupta - Independent Director								
10	<b>Details of Review of NGRBCs by the Company:</b>									
	<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</b>								
		<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
	Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Frequency (Annually/ Half yearly/ Quarterly)	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
	Performance against above policies and follow up action	<b>Yearly</b>								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	<b>Yearly</b>								
		<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No
12	<b>If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:</b>									
	<b>Questions</b>	<b>Principle 1</b>	<b>Principle 2</b>	<b>Principle 3</b>	<b>Principle 4</b>	<b>Principle 5</b>	<b>Principle 6</b>	<b>Principle 7</b>	<b>Principle 8</b>	<b>Principle 9</b>
	The company does not consider the Principles material to its business (Yes/No)									
	The company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)									
	The company does not have the financial or/ human and technical resources available for the task (Yes / No)									
	It is planned to be done in the next financial year (Yes / No)									
	Any other reason (please specify)									
		This is the first year of implementation of ESG at IIL and IIL considering and evaluating the principles to be incorporated with the policies and conducting review with the help of external agencies, who will helps the company to standardise the policies and establish the monitoring process, it has been planned to conduct reviews in the next financial year.								



## SECTION C: PRINCIPLE WISE DISCLOSURES

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity in a manner that is Ethical, Transparent and Accountable****Essential Indicators**

- 1 **Percentage coverage and total number by training and awareness programmes on any or all the Principles in the financial year**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age coverage by awareness programmes
Board of Directors	1	Capacity building session on sustainability & ESG, Code of Conduct of IIL, POSH, Effective feedback	100%
Key Managerial Personnel	2	Prevention of Harassments at the Workplace, Vision Mission Values and Code of Conduc of IIL	100%
Employees other than BoD and KMPs	139	Product training, POSH, Safety, Vendor Management, Finance (TDS, GST, Annual Return etc.)	71%
Workmen	94	Safety Programmes, Job training and skill upgradation (Chopanki, Udhampur, Dahej and Sambha)	75%

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

**Monetary**

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

**Non-Monetary**

	NGRBC Principle	Name of the regulatory/ enforcement	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

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

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

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

Yes, the aspects concerning anti-corruption have been addressed in our Business Responsibility policy. You can access the policy through this link: <https://www.insecticidesindia.com/wp-content/uploads/2020/10/Business-Responsibility.pdf>.

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

	FY 2022-2023	FY 2021-2022
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-2023	FY 2021-2022
i Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0
ii Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0

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

Not Applicable

**Leadership Indicators**

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
5	Sustainability, Environment Protection, Safe Workplace and preventive healthcare	70

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

Yes, Insecticides (India) Limited has an approach to avoiding/managing conflict of interests involving members of the Board which is also embodied within our Code of Conduct. We assess all the activities for potential conflicts and ensure that any actual, potential, or perceivable conflicts are declared and resolved before the initiation of any task or project. The code of conduct accessed at the <https://www.insecticidesindia.com/wp-content/uploads/2020/10/CodeofConduct.pdf> Further, the Board of Directors sign off on the Code of Conduct on an annual basis and an affirmation declaration is obtained from the Board of Directors. Further, the Board confirms that there were no materially significant related party transactions made with the Promoters, Directors or Key Managerial Personnel which may have a potential conflict of interest with the company at large.

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

**Essential Indicators**

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

	FY 2022-23	FY 2021-22	Details of Improvements in Environmental & Social Impacts
R&D	3.00%	2.70%	Innovative Molecules
Capex	2.25%	1.50%	Investment in Solar leads to energy efficiency and process improvement

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

No, Currently, IIL does not assess suppliers using ESG (Environmental, Social, and Governance) parameters. However, the company has plans to incorporate ESG evaluations in its supplier assessment process in the future.

**b If yes, what percentage of your inputs was sourced sustainably?**

Not Applicable

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

As of now, IIL does not have established processes for the safe reclamation of our products for reuse, recycling, or proper disposal at the end of their life cycle. We acknowledge the importance of implementing such processes to ensure responsible and sustainable waste management practices. We are actively exploring ways to enhance our environmental commitment and are working towards developing appropriate procedures for product reclamation and disposal.

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

Not applicable

## Leadership Indicators

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

NIC Code*	Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)
Nil					

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

Product / Service	Description of the risk / concern	Action Taken
Nil		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023	FY 2021-2022
Does not recorded, will do in future		

- 4 Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Product	FY 2022-2023			FY 2021-2022		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Does not recorded, will do in future					
E-waste	Does not recorded, will do in future					
Other waste	Does not recorded, will do in future					

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	Nil

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

### Essential Indicators

#### 1 Details of measures for the well-being of employees (including differently abled):

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)	No (E)	% (E/A)	No (F)	% (F/A)
<b>Permanent employee</b>											
Male	713	713	100	713	100	0	0	0	0	0	0
Female	23	23	100	23	100	23	100	0	0	0	0
<b>Total</b>	<b>736</b>	<b>736</b>	<b>100</b>	<b>736</b>	<b>100</b>	<b>23</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>other than permanent employee</b>											
Male	638	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>638</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Notes:

Non-permanent employees/ workers are covered under employee State insurance Scheme

Day care facility has been extended to the employees on need basis

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)	No (E)	% (E/A)	No (F)	% (F/A)
<b>Permanent workers</b>											
Male	728	0	0	728	100	0	0	0	0	0	0
Female	8	0	0	8	100	8	100	0	0	0	0
other	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>736</b>	<b>0</b>	<b>0</b>	<b>736</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than permanent workers</b>											
Male	846	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
other	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>846</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Benefits	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employee	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	1.74	14.47	Y	2.81	13.14	Y

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

As of now, IIL does not have any employees under the differently-abled category. Nevertheless, we have made significant efforts to ensure that our offices and premises are inclusive and accessible to all individuals. Our workplace is equipped with services such as ramps and elevators to facilitate easy access for people with disabilities. Additionally, the manufacturing plant has been designed with accessibility in mind, ensuring that any future differently-abled employees can easily navigate the area without hindrance.

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

Our Employee Handbook and Business Responsibility policy both address the principle of equal opportunity.

You can find the Business Responsibility policy here: <https://www.insecticidesindia.com/wp-content/uploads/2020/10/Business-Responsibility.pdf>

At Insecticides (India) Ltd., we are dedicated to providing equal employment and advancement opportunities to all qualified individuals, irrespective of their race, color, religion, sex, age, marital status, national origin, or handicap.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

**6 Is there a mechanism available to receive and redress grievances for the following categories of employees and workmen? If yes, please name the mechanism.**

	Yes/No	Details
Permanent Workmen	Yes	IIL has a well-established policy and set of procedures in place for reporting and addressing individual grievances. The process involves three levels: Level 1: The affected employee submits their grievance to their immediate supervisor, either in writing or through verbal communication. The supervisor then takes action to address the situation within three working days. If the matter is of a policy-level nature, the grievance is referred to the HR Head.
Other than Permanent Workmen	Yes	Level 2: If the employee is not satisfied with the response from their immediate supervisor, they can submit the grievance along with the supervisor's reply to their HOD/Unit Head or HR Head. The HOD/Unit Head or HR Head will listen to the individual's grievance and provide counseling within three working days.
Permanent Employees	Yes	Level 3: If the grievance remains unresolved, a formal grievance is lodged and forwarded to the Grievances Redressal Committee. The committee carefully analyzes the grievance, taking into account feedback and views from its members. Within seven working days, the Grievance Redressal Committee makes its recommendation and sends it to the Chairman for consideration and appropriate action, if necessary. The Chairman's decision is deemed final and binding on all concerned parties.
Other than Permanent Employees	Yes	This grievance redressal process ensures that individual grievances are addressed promptly and fairly, promoting a positive work environment and effective conflict resolution.

## 7 Percentage of membership of employees and workmen in association(s) or Unions recognised by the Board

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No (B)	% (B/A)	Total (A)	No (B)	% (B/A)
Total Permanent Employees						
Male	1351	0	0	1258	0	0
Female	23	0	0	21	0	0
Total	1374	0	0	1279	0	0
Total Permanent Workmen						
Male	1574	0	0	1258	0	0
Female	8	0	0	21	0	0
Total	1582	0	0	1279	0	0

## 8 Details of training given to employees and workers:

Category	FY 2022-2023					FY 2021-2022				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (B)	% (B/A)	No (C)	% (C/A)
<b>Employees</b>										
Male	1351	1121	82.97	0	0	1258	0	0	0	0
Female	23	16	69.56	0	0	21	0	0	0	0
others	0	0	0	0	0	0	0	0	0	0
Total	1374	1137	0	0	0	1279	0	0	0	0
<b>Workmen</b>										
Male	1574	1574	100	1574	100	1316	1316	100	1316	100
Female	8	8	100	8	100	8	8	100	8	100
others	0	0	0	0	0	0	0	0	0	0
Total	1582	1582	100	1582	1582	1324	1324	0	1324	100

## 9 Details of performance and career development reviews of employees and worker

	FY 2022-2023			FY 2021-2022		
	Total	No.	%	Total	No.	%
<b>Employees</b>						
Male	1351	1351	100	1258	1258	0
Female	23	23	100	21	21	0
Total	1374	1374	0	1279	1279	0
<b>Workers</b>						
Male	1574	1574	100	1316	0	0
Female	8	8	100	8	0	0
Total	1582	1582	100	1324	0	0

## 10 Health and safety management system:

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

We have established technical synthesis plants at two locations, Chopanki and Dahej, which grant the company a competitive edge through backward integration. Additionally, our formulation products are manufactured at several facilities, including Chopanki, Dahej, Samba, and Udampur. Moreover, our biological products are produced in Shamli, Uttar Pradesh, under a

toll arrangement. It's essential to note that all our facilities hold certifications for ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, signifying our commitment to maintaining high-quality standards, environmental responsibility, and occupational health and safety practices. These certifications reflect our dedication to excellence and the well-being of our employees and the environment.

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

Insecticides (India) Limited considers occupational health and safety as its top priority. We firmly believe that providing a safe and healthy work environment is not only crucial for the well-being of our employees but also essential for the long-term success of the organization. To ensure this, we have put in place robust health and safety policies and procedures, along with regular training and awareness programs for all employees.

At each of our manufacturing plants, we have implemented specific safety programs for the well-being of our employees:

1. **Worker Protection Program:** This program is designed to provide comprehensive training to new joiners, ensuring they are well-versed in safety practices within 15 days of joining. For staff members, the training is repeated every two years. The program is conducted in seven languages, covering a holistic understanding of Insecticides India Limited and its business.
2. **Mock Drills:** To effectively respond to emergencies, fire safety drills are conducted for workers every six months at all manufacturing plants. These drills enable employees to be prepared and respond efficiently in case of any unfortunate incidents.
3. **Morning Desktop Discussion:** Regular discussions are held with maintenance staff every day to address incidents or accidents that might have occurred and to identify areas for improvement. These discussions facilitate proactive measures to enhance workplace safety.

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

Yes, Insecticides India Limited (IIL) actively promotes a culture of reporting among its employees. We encourage all our employees to report any work-related injuries, unsafe conditions or acts, near-misses, or any other safety-related concerns.

To facilitate this process and ensure effective reporting, each of our manufacturing plants has established a specific procedure for reporting such incidents. We take these reports seriously and consider them essential for identifying potential hazards and implementing corrective actions to enhance workplace safety.

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

All our employees and workers except other than permanent are provided with Gratuity life insurance from coverage of life insurance and also access to a comprehensive health care scheme. Their well-being is of utmost importance to us, and we strive to ensure that they have the necessary support in case of any medical emergencies.

**11 Details of safety related incidents during the current Financial Year**

Safety Incident/Number	Category (Employees/Workers)	FY 2022-2023	FY 2021-2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-man hours worked)	Employees	0	0
	Workers		
Total record-able work related injuries	Employees	0	0
	Workers		
No. of fatalities caused	Employees	0	0
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers		



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

We have established 24-hour medical facilities or dispensaries at all our plant locations. These facilities are equipped to provide proper medication and treatment to employees in times of illness or health concerns. Additionally, we have prepared an instructional document that contains essential safety-related information and emergency contact details. This document is readily available to workers at the plants, ensuring they are well-informed and prepared for any unforeseen situations.

Moreover, as a proactive measure, we conduct health checkups for our employees on a quarterly basis. Regular health assessments contribute to early detection and prevention of health issues, enabling our employees to maintain their well-being effectively.

**13 Number of Complaints made by employees and workmen under various categories**

	FY 2022-2023			FY 2021-2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

**14 Assessments for the year :**

	% of your plants and offices that were assessed
Health and safety practices	100
Working Conditions	100

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

We are proud to report that none of our plants have encountered any instances of child labor, forced labor, or sexual harassment. At Insecticides India Limited, we place a strong emphasis on promoting a safe, ethical, and respectful workplace for all our employees. Our commitment to upholding human rights and maintaining a positive work environment remains unwavering.

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

Yes, All our employees and workers except other than permanent are provided with Gratuity life insurance from coverage of life insurance

**(b) Workers**

Yes, All our employees and workers except other than permanent are provided with Gratuity life insurance from coverage of life insurance

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

Not Applicable

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023	FY 2021-2022	FY 2022-2023	FY 2021-2022
Employees	0		0	
Workers	0		0	

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

Not Applicable

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

	% of value chain partners (by value of business done with such partners) that were assessed
Working Conditions	-
Health & Safety	-

- 6 **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

## PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

### Essential Indicators

- 1 **Describe the processes for identifying key stakeholder groups of the entity.**

We recognise that farmers are one of our key stakeholders and their well-being and upliftment is our priority. We are committed to providing goods that not only amaze our customers but also adhere to the safety and quality requirements set forth by law. The Company recognises that Employees, Shareholders, Communities, Suppliers/partner/vendors and regulatory bodies are the internal and external groups of key stakeholders on the basis of their immediate impact on the operations and working of the Company .

The Company also engages with the analysts and news media from time to time.

- 2 List stakeholder groups identified as key for your company as described in Section B, Q. 9, and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Farmers	Yes	<ul style="list-style-type: none"> <li>Awareness campaigns</li> <li>Visits</li> <li>Farmer meetings</li> <li>Mass media, social media and call centers</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>Awareness of the right usage of agrochemicals</li> <li>Understanding the challenges faced by them while using insecticides and herbicides</li> </ul>
Shareholders	No	<ul style="list-style-type: none"> <li>Annual Report</li> <li>Press Releases</li> <li>Investor Presentation</li> <li>Corporate Website</li> <li>Quarterly and Annual Results</li> <li>Corporate Announcement on</li> <li>Stock Exchanges</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>Financial information</li> <li>Return on investment</li> <li>Company developments</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Customer feedback and satisfaction survey</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>Product details</li> <li>Product pricing</li> <li>Product feedback</li> <li>New product development</li> <li>Better service</li> <li>Products quality</li> <li>Competitive price</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>Induction program</li> <li>Conferences</li> <li>Engagements Surveys</li> <li>Workshops</li> <li>Training program</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>Benefits provided to employees</li> <li>Understanding challenges faced by employees (if any)</li> </ul>
Communities	No	<ul style="list-style-type: none"> <li>Community Visits</li> <li>Interaction with Local Bodies in areas of operation</li> <li>CSR Activities</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>Understanding challenges faced by these communities</li> <li>Feedback on CSR activities carried out</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>Open house vendor meets</li> <li>Meetings through associations</li> </ul>	half-yearly	<ul style="list-style-type: none"> <li>Vendor assessment and review</li> <li>Pricing and quality issues</li> <li>Supply chain issues/ solutions</li> </ul>
Regulatory Bodies	No	<ul style="list-style-type: none"> <li>Regulatory filings</li> <li>Facility inspections</li> <li>Annual reports</li> </ul>	half-yearly	<ul style="list-style-type: none"> <li>Compliance with regulatory requirements</li> </ul>

## Leadership Indicators

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

The Company's management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees etc. The Company has Stakeholders Relationship Committee, Nomination, Remuneration and Ethics Committee and Corporate Social Responsibility and Sustainability Committee to update and upgrade the progress of actions to the Board and takes inputs on a quarterly basis.

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

Yes, through materiality assessment, we engage with our stakeholders in terms of identifying and prioritising the issues pertaining to environmental and social topics.

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

While no concerns arose during the reporting period, IIL has a stringent Grievance Redressal Mechanism and process governed by our Grievance Redressal Policy.

## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

- 1 **Employees and workmen who have been provided training on human rights issues and policy(ies) of the company in the Financial Year**

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (A)	No. of employees / workers covered (B)	% (B / A)
<b>Employees</b>						
Permanent	736	0	0	672	0	0
Other than permanent	638	0	0	607	0	0
<b>Total</b>	<b>1374</b>	<b>0</b>	<b>0</b>	<b>1279</b>	<b>0</b>	<b>0</b>
<b>Workers</b>						
Permanent	736	0	0	633	0	0
Other than permanent	846	0	0	691	0	0
<b>Total</b>	<b>1582</b>	<b>0</b>	<b>0</b>	<b>1324</b>	<b>0</b>	<b>0</b>

- 2 **Details of the minimum wages paid to employees and workers**

Category	FY 2022-2023					FY 2021-2022				
	Total (A)	Equal to Minimum Wage No (B)	%(B/A)	More than Minimum Wage No (C)	%(C/A)	Total (D)	Equal to Minimum Wage No (E)	%(E/D)	More than Minimum Wage No (F)	%(F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	713	0	0	713	100	651	0	0	651	100
Female	23	0	0	23	100	21	0	0	21	100
<b>Other than Permanent</b>										
Male	638	0	0	638	100	607	0	0	607	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	728	0	0	728	100	625	0	0	625	100
Female	8	0	0	8	100	8	0	0	8	100
<b>Other than Permanent</b>										
Male	846	0	0	846	100	691	0	0	691	100
Female	0	0	0	0	0	0	0	0	0	0

## 3 Details of remuneration/salary/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages	Number	Average remuneration/ salary/ wages
Board of Directors	7	Rs. 103.20 Lakhs	2	Rs. 48.00 Lakhs
Key Managerial Personnel	5	Rs. 38.11 Lakhs	1	Rs. 48.00 Lakhs
Employees other than BoD and KMP	1365	Rs. 3.20 Lakhs	21	Rs. 5.30 Lakhs
Workmen	1574	Rs. 3.10 Lakhs	8	Rs. 4.15 Lakhs

## 4 Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the company have a comprehensive human rights policy which emphasizes the protection of human rights, including non-discrimination and fair treatment. We also recognize our responsibility to uphold the rights of workers, customers, suppliers, and the communities in which we operate.

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

At ILL, we prioritize the principles of human rights and are committed to treating all employees with dignity and respect. To ensure that these values are upheld throughout our operations and interactions with stakeholders, we have implemented a comprehensive human rights policy. This policy emphasizes the protection of human rights, including non-discrimination and fair treatment. We also recognize our responsibility to uphold the rights of workers, customers, suppliers, and the communities in which we operate.

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

	FY 2022-2023			FY 2021-2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced labour / involuntary labour	0	0		0	0	
Wages	0	0		0	0	
other Human Rights related Issues	0	0		0	0	

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

In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, we have established the Internal Complaints Committee, complying with all relevant provisions. The details of this policy can be accessed on our company's website at [https://www.insecticidesindia.com/wp-content/uploads/2023/01/POSH\\_Policy\\_2023.pdf](https://www.insecticidesindia.com/wp-content/uploads/2023/01/POSH_Policy_2023.pdf)

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

No

9 Assessment for the year

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

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

We are proud to report that none of our plants have encountered any instances of child labor, forced labor, or sexual harassment, discrimination etc. At Insecticides India Limited, we place a strong emphasis on promoting a safe, ethical, and respectful workplace for all our employees. Our commitment to upholding human rights and maintaining a positive work environment remains unwavering.

Leadership Indicators

1	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	NA
2	Details of the scope and coverage of any Human rights due-diligence conducted, including in the value chain.	NA
3	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	NA
4	Details on assessment of value chain partners:	
		<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
	Sexual Harassment	
	Discrimination at workplace	
	Child Labour	
	Forced Labour/Involuntary Labour	No assessment during the period
	Wages	
	Others – please specify	
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments	

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1 Details of total energy consumption (in Joules or multiples) and energy intensity**

Parameter	FY 2022-2023	FY 2021-2022
Total electricity consumption in GJ (A)	59147.72	52575.75
Total fuel consumption (B)	227808.84	202496.75
Diesel GJ	92875.51	82556.01
Natural Gas GJ	60880.83	54116.29
Biomass Briquette GJ	68065.33	60502.52
Petrol (GJ)	81.06	72.05
Wood GJ	3712.80	3300.27
Furnace oil GJ	2193.32	1949.61
Energy consumption through other sources (C)	0.00	0
<b>Total energy consumption (A+B+C)</b>	<b>286956.56</b>	<b>255072.49</b>
Energy intensity per rupee of turnover ((Total energy consumption/ turnover in rupees)	0.00001594	0.00001417
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

**3 Provide details of the following disclosures related to water****Water withdrawal by source (in kilolitres)**

Parameter	FY 2022-2023	FY 2021-2022
i Surface water	0	0
ii Groundwater	6373.50	5665.33
iii Third party water	63979.00	56870.22
iv Seawater / desalinated water	0	0
v Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>70352.50</b>	<b>62535.56</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>70352.50</b>	<b>62535.56</b>
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000391	0.00000347
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

IL has successfully adopted a zero liquid discharge (ZLD) system in three of its plants located in Chopanki, Udampur, and Sambha. This system enables the company to effectively treat and recycle all water utilized in both manufacturing and domestic processes, eliminating the discharge of any wastewater into the environment.

For domestic effluents, a sewage treatment plant is employed to treat the water, and the treated water is then utilized for gardening purposes. On the other hand, all industrial effluents are processed through an effluent treatment plant, ensuring

responsible management of water resources and environmental protection.

#### 5 Provide details of air emissions (other than GHG emissions) by the entity

Parameter	Unit	FY 2022-2023	FY 2021-2022
NOx	tonnes	58.27139354	
SOx	tonnes	22.22705136	
Particulate matter (PM)	tonnes	26.18273696	
Persistent organic pollutants (POP)		Not Applicable	Not Applicable
Volatile organic compounds (VOC)		Not Applicable	
Hazardous air pollutants (HAP)		Not Applicable	
Others – please specify		Not Applicable	

#### 6 Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2022-2023	FY 2021-2022
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	12047.31	17528.61
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	10596.32	11537.45
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	0.00000126	0.00000161
Total Scope 1 and Scope 2 emission intensity	Metric tonnes of CO2 equivalent	0.00000126	0.00000161

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

At ILL, we are dedicated to combating climate change, recognizing it as a significant 21st-century threat. To reduce our carbon footprint and minimize greenhouse gas emissions, we have been optimizing processes and incorporating low-carbon technologies in our operations. Emphasizing sustainable practices, we have prioritized the utilization of renewable energy sources, particularly solar energy. In 2020, we commenced planning for the installation of solar power plants at our manufacturing units, aiming to generate electricity from renewable sources. In early 2021, we successfully implemented the project, installing rooftop solar panels with a combined capacity of 1.2 MW at our Chopanki and Dahej manufacturing units. The positive outcomes have motivated us to extend our solar power capacity to other manufacturing units as well.

#### 8 Provide details related to waste management by the entity

Parameter	FY 2022-2023	FY 2021-2022
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Total Hazardous waste MT (G)	608.62	581.35
Other Non-hazardous waste generated (I). Please specify, if any	Currently, not estimated. In coming year, it will be tracked and reported	Currently, not estimated. In coming year, it will be tracked and reported
Total (A+B + C + D + E + F + G + H+I)	608.62	581.35



Parameter	FY 2022-2023	FY 2021-2022
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
Recycled (MT)	22.458	19.96
Re-used	-	-
Other recovery operations	-	-
Total	22.458	19.96
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
Incineration and Landfilled (MT)	588.473	523.09
Other disposal operations	-	-
Total	588.473	523.09

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

Our approach to waste management adheres to local regulations, ensuring proper disposal or recycling through authorized facilities. Our primary emphasis lies in recycling and reusing materials, striving for environmentally friendly waste treatment. Any hazardous waste generated during production undergoes disposal by authorized third-party agencies certified by the State Pollution Control Board. These agencies employ recycling or incineration.

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

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

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

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

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

Yes

Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable			

## Leadership Indicators

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

Parameter	FY 2022-2023	FY 2021-2022
<b>From renewable sources</b>		
i Total electricity consumption (A)		
ii Total fuel consumption (B)		
iii Energy consumption through other sources (C)		
iv Total energy consumed from renewable sources (A+B+C)		
<b>From non-renewable sources</b>		
v Total electricity consumption (D)	NA	NA
vi Total fuel consumption (E)		
vii Energy consumption through other sources (F)		
viii Total energy consumed from non-renewable sources (D+E+F)		
ix Water intensity (optional) – the relevant metric may be selected by the entity		

- 2 Provide the following details related to water discharged:

Parameter	FY 2022-2023	FY 2021-2022
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i To Surface water		
a No treatment		
b With treatment – please specify level of treatment		
ii To Groundwater		
a No treatment		
b With treatment – please specify level of treatment		
iii To Seawater		
a No treatment	NA	NA
b With treatment – please specify level of treatment		
iv Sent to third-parties		
a No treatment		
b With treatment – please specify level of treatment		
v Others		
a No treatment		
b With treatment – please specify level of treatment		
vi Total water discharged (in kilolitres)		

- 3 **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information:**

**Water withdrawal, consumption and discharge in the following performa**

Parameter	FY 2022-2023	FY 2021-2022
<b>Water withdrawal by source (in kilolitres)</b>		
i Surface water		
ii Groundwater		
iii Third party water		
iv Seawater / desalinated water		
v Others		
vi Total volume of water withdrawal (in kilolitres)		
vii Total volume of water consumption (in kilolitres)		
viii Water intensity per rupee of turnover (Water consumed / turnover)		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i Into Surface water	NA	NA
a No treatment		
b With treatment – please specify level of treatment		
ii Into Groundwater		
a No treatment		
b With treatment – please specify level of treatment		
iii Into Seawater		
a No treatment		
b With treatment – please specify level of treatment		
iv Sent to third-parties		
a No treatment		
b With treatment – please specify level of treatment		
iv Others		
a No treatment		
b With treatment – please specify level of treatment		

- 4 **Provide details of total Scope 3 emissions & its intensity**

Parameter	Unit	FY 2022-2023	FY 2021-2022
i Total Scope 3 emissions			
ii Total Scope 3 emissions per rupee of turnover		Metric tonnes of CO2 equivalent	

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

NA

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

Initiative undertaken	Details of the initiative	Outcome of the initiative
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Nil

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

ILL has plants operating in diverse geographic locations across India and in case of any disruption in production due to any natural or unnatural calamity at any one location, ILL can quickly manage and mitigate by ramping up production at other locations, therefore ensuring continuous supply of materials to our customers. All of ILL's critical information is backed at decentralized servers and cloud storage which prevents loss of any information or any unforeseen cyber security and data privacy threats.

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

Record the impact in future

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

Not Applicable

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

**Essential Indicators**

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

- i. Bombay Chambers of Commerce and Industry (BCCI)
- ii. Crop Care federation of India (CCFI)
- iii. Pesticides Manufacturer & Formulators Association of India

**1.b List the top 10 trade and industry chambers/ associations you are a member of/are affiliated to, on the basis of no. of members.**

S.no.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
i.	Bombay Chambers of Commerce and Industry (BCCI)	National
ii.	Crop Care federation of India (CCFI)	National
iii.	Pesticides Manufacturer & Formulators Association of India	National

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

Name of authority	Brief of the case	Corrective action taken
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Nil

## Leadership Indicators

## 1 Details of public policy positions advocated by the company

Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link
Nil				

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

## Essential Indicators

## 1 Details of Social Impact Assessments (SIA) undertaken by the company for projects in the current Financial Year.

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

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

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

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

Through ILL's Corporate Social Responsibility programs, company representatives frequently meets community stakeholders and key persons to understand the need of the communities the organization impacts and plans to execute requisite community development programs which emerge from the interactions. The said representative also collects the grievances of local communities and resolved them through adequate mechanisms.

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

	FY 2022-2023	FY 2021-2022
Directly sourced from MSMEs/ small producers	16.99	19.90
Sourced directly from within the district and neighbouring districts	NA	NA

## Leadership Indicators

## 1 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments.

Details of negative social impact identified	Corrective action taken
Does not Accessed during the period	

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

State	Aspirational District	Amount spent (In INR)
Nil		

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

No

- b From which marginalized /vulnerable groups do you procure?

Not Applicable

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

Not Applicable

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

Intellectual Property based on traditional knowledge	owned/ acquired	Benefit shared	Basis of calculating benefit share
Nil			

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

Name of authority	Brief of the Case	Corrective action taken
Nil		

- 6 Details of beneficiaries of CSR Projects

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
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The company's CSR projects is to reach out to the most vulnerable and marginalized communities from the urban and rural population. This year through various programmes undertaken by IIL Foundation and implementing agencies more than 1.00 million number of people benefitted through the CSR projects undertaken by the CO.

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

### Essential Indicators

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

IIL is obligated to have a single customer care number to comply with legal requirements. This number is provided on each product label to address general queries and provide information. The customer care team also offers on-site support for such inquiries, and all queries are recorded in a register at each plant site. Additionally, the company emphasizes the responsible and careful use of agrochemicals.

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

%age of products and services carrying information	
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not applicable as no such mechanism exists
Recycling and safe disposal	

3 **Number of consumer complaints in respect of different categories:**

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
other	Nil	Nil	Nil	Nil	Nil	Nil

4 **Details of instances of Product Recalls on account of safety issues.**

	Number	Reasons for recall
Voluntary recalls		
Forced recalls	Nil	

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

Yes, the company has a framework in place to ensure the application of appropriate methodologies, processes, and systems for monitoring and evaluating risks related to cyber security and data privacy. The Risk Management Committee reviews the framework on a quarterly basis.

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

- Privacy impact assessment along with critical data flow identification is in process.
- Data privacy session for HR and Finance has been conducted.
- Privacy day was celebrated along with required communications and sessions conducted.
- Employee communications are held on a regular basis.

## Leadership Indicators

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

Information relating to all products of the Company are available on the website at [www.insecticidesindia.com](http://www.insecticidesindia.com). Additionally, it is also available on the 'Insecticides india' - an App and various social media platforms such as Facebook, YouTube and Instagram.

**2 Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.**

The product information, including the MRP label stating the price, part quantity, description, and date of manufacture, is displayed on the product label as per Legal Metrology Packaged Commodities Guideline.

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

The entity informs its customers about the disruption or discontinuation of essential services

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

No

**5 Provide the following information relating to data breaches:**

a	Number of instances of data breaches along-with impact	Nil
b	Percentage of data breaches involving personally identifiable information of customers	Not Applicable