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www.insecticidesindia.com
CIN : L65991DL1996PLC083909



Ref: IIL/SE/2025/1607/02

Dated: July 16, 2025

The Manager

Listing Compliance Department BSE Limited (Through BSE Listing Centre) Scrip Code: 532851	Listing Compliance Department National Stock Exchange of India Limited (Through NEAPS) Symbol: INSECTICID
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SUB: Business Responsibility and Sustainability Report for FY 2024-25 of Insecticides (India) Limited

Dear Sir/Madam,

In compliance with Regulation 34(2)(f) 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 2024-25. The report is an integral part of the Annual Report for the financial year 2024-2025 and can be conveniently accessed by clicking on the following link:

<https://insecticidesindia.com/wp-content/uploads/2025/07/Annual-report.pdf>

You are requested to kindly take the same on record.

Thanking you,

Yours Truly,
For Insecticides (India) Limited

(Sandeep Kumar)
Company Secretary & CCO

Encl: as above

Annexure -5

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L65991DL1996PLC083909
2.	Name of the Listed Entity	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	investor@insecticidesindia.com
7.	Telephone	(+) 91 11-45532209
8.	Website	www.insecticidesindia.com
9.	Financial year for which reporting is being done	April 01, 2024 - March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	i. BSE Limited (BSE) ii. National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 29,09,78,370/-
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 Company Secretary & CCO Contact Number: 011-45870222 Email Id: cs.sandeep@insecticidesindia.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Disclosures made in the report are on standalone basis.
14.	Name of assurance provider	None
15.	Type of assurance Obtained	Not applicable

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing/Trading	Manufacturing and trading of Agro-Chemicals	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Insecticides	20211	49%
2	Herbicides	20211	37%
3	Fungicides	20211	10%
4	Biologicals & plant growth regulators (PGR's)	20219	4%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	8*	43 [#]	51
International	0	0	0

* Includes one plant approaching operational readiness.

[#] Includes depot-stores and offices.

19. Markets served by the entity:

a. Number of locations

Locations	Value (in numbers)
National (No. of States*)	34
International (No. of Countries)	22

*States include union territories.

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

The contribution of exports as a percentage of the total turnover of Insecticides (India) Limited is 5.16%

- c. **A brief on types of customers:** We deliver innovative and effective crop protection solutions to farmers, helping them safeguard their yields and enhance productivity. Through our strong network of distributors, we ensure that our products — which include herbicides, insecticides, fungicides, and biological plant growth regulators (PGRs) — reach farmers efficiently and reliably. Our commitment is to empower farmers with the resources they need to grow healthier, more resilient crops.

IV. Employees

20. Details as at the end of Financial Year (FY 2024-25):

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	824	795	96.48%	29	3.52%
2.	Other than Permanent (E)	911	908	99.67%	3	0.33%
3.	Total employees (D + E)	1735	1703	98.16%	32	1.84%
Workers						
4.	Permanent (F)	905	897	99.12%	8	0.88%
5.	Other than Permanent (G)	27	27	100%	0	0.00%
6.	Total workers (F + G)	932	924	99.14%	8	0.86%

b. Differently abled Employees and workers (FY 2024-25):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	0	0	0.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total Employees (D+E)	0	0	0.00%	0	0.00%
Differently Abled Workers						
4.	Permanent (F)	1	1	100%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
6.	Total workers (F+G)	1	1	100%	0	0.00%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	6*	1	16.67%

*KMP's also include Managing Director and whole-time directors

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9%	18%	10%	12%	8%	12%	16%	10%	16%
Permanent Workers	18%	13%	18%	23%	13%	23%	27%	0%	27%

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	OAT & IIL India Laboratories Private Limited	Joint Venture	20%	No
2	IIL Biologicals Limited	Wholly-owned subsidiary	100%	No
3	IIL Overseas DMCC (Dubai)*	Wholly-owned subsidiary	100%	No
4	Kaeros Research Private Limited	Wholly-owned subsidiary	100%	No

*under the liquidation process

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
 ii. Turnover (in ₹): 20,02,26,58,018.32
 iii. Net worth (in ₹): 10,81,79,02,372.39

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes (https://insecticidesindia.com/wp-content/uploads/2024/12/CSR-Policy.pdf)	0	0	-	0	0	-
Investors (other than shareholders)	Yes (https://insecticidesindia.com/wp-content/uploads/2024/12/Investor-Grievance-Redressal-Policy.pdf)	0	0	-	0	0	-
Shareholders		18	0	Nil Complaint received during the year which is not solved to the satisfaction of shareholders. However, requests/ queries received were resolved within time according to the Policy.	12	0	-
Employees and workers	Yes (P17 Code of Conduct and Guidelines 2025 Clean.pdf)	0	0	-	0	0	-
Customers	Yes (Customer Care Number & Email ID available on packaging labels)	416	1	-	0	0	-
Value Chain Partners	Yes (App and Emails)	0	0	-	0	0	-

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

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

S.No.	Material identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1	Natural Resource Management	Risk	Inefficient utilization of natural resources—such as raw materials and water—combined with inadequate waste management practices, can result in significant operational inefficiencies and increased compliance risks.	We have robust waste management systems, including segregation and safe disposal across all our facilities. Further we regularly impart awareness to employees on responsible resource and waste handling practices. Additionally, we are also developing an alternative water resource through water harvesting.	Negative
2	Protect Climate and Emission Reduction	Risk	GHG emissions present a material risk due to evolving stakeholder expectations and growing need to limit global warming. High emissions can lead to increased costs, reputational damage, and limited market access.	We are constantly adopting energy efficient technologies to optimise processes and are increasing our reliance on renewable energy sources like biomass and solar electricity to meet our energy demands.	Negative

S.No.	Material identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
3	Energy Efficiency and Management	Opportunity	Enhancing energy efficiency offers a strategic opportunity to reduce operational costs and improve overall productivity. It enables compliance with climate regulations while lowering the company's carbon footprint. Investing in energy-efficient technologies also strengthens competitiveness and further reduces emissions.	-	Positive
4	Employee Engagement and Development	Opportunity	Ensuring the well-being of employees enhances productivity and innovation. An engaged and skilled workforce is instrumental in driving operational excellence. It also promotes talent retention, cultivates future leadership, and ensures alignment with the company's sustainability objectives and overall business strategy	-	Positive
5	Occupational Health and Safety	Risk	Handling chemicals entails significant safety risks. To address this, the Occupational Health and Safety (OHS) system plays a critical role in safeguarding employee well-being, reducing the likelihood of accidents and injuries, and minimizing potential liabilities and associated costs. Moreover, workplace injuries can negatively impact productivity and hinder the development of a positive and safe working environment	We conduct routine internal safety audits and prioritise the safety and well-being of our workers across all plants. Additionally, we maintain the necessary safety standards.	Negative
6	Supply Chain Management	Opportunity	Efficient supply chain management practices are crucial for guaranteeing product quality, safety, and on-time delivery, all while reducing environmental impact.	-	Positive

S.No.	Material identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
7	Community Engagement and Management	Opportunity	Fostering long-term, trust-based relationships with local communities and actively contributing to societal well-being are essential to maintaining our social license to operate. By engaging with communities through meaningful dialogue, supporting local development initiatives, and addressing their concerns and expectations, we not only strengthen our social impact but also build resilience, reputation, and long-term business continuity.	-	Positive
8	Diversity and Equal Opportunity	Opportunity	Diversity & Equal Opportunity can stimulate innovation, attract and retain top talent, and bolster the company's reputation and social acceptance, ultimately leading to long-term success and financial performance.	-	Positive
9	Product Stewardship	Opportunity	Given that chemical products can present risks to both human health and the environment, it is imperative for organisations to prioritize product stewardship and offer transparent information regarding product usage. This fosters trust with customers and other stakeholders	-	Positive
10	Innovation and Sustainability	Opportunity	Driving innovation and sustainability together provides a competitive edge to the organisation	-	Positive
11	Governance and Ethics	Opportunity	Robust governance ethics are imperative for establishing trust, accountability, integrity, and transparency, while also fostering trust with stakeholders.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.insecticidesindia.com/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our all operational manufacturing locations are ISO 9001, ISO 14001 and ISO 45001 certified.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are dedicated to advancing gender diversity by nurturing an inclusive workplace that champions equal opportunity, representation, and professional growth for all individuals. In addition, we are actively working to increase the inclusion and representation of persons with disabilities within our workforce, reinforcing our commitment to building a truly diverse and equitable organization.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Keeping in line with our gender diversity target, our current female representation at executive level and above stands at 18% Additionally, we have also increased representation of differently abled workforce as part our total workforce.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):	We recognise the growing importance of Environmental, Social, and Governance (ESG) factors for our stakeholders, particularly in the agro-chemical sector where sustainability plays a critical role. At IIL, we are committed to maintaining transparency and accountability in how we manage our ESG performance. From reducing the environmental impact of our products and processes, to fostering inclusive growth in rural communities and upholding the highest standards of corporate integrity, ESG principles are integrated into our strategic decision-making. We firmly believe that a proactive and purpose-driven ESG approach will not only enhance the resilience of our business, but also contribute meaningfully to global climate goals. Through innovation, collaboration, and responsible leadership, we are confident that our focus on ESG will generate lasting value for our farmers, employees, investors, and society at large.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Corporate Social Responsibility & Sustainability Committee headed by Hari Chand Aggarwal (Chairman and Whole-Time Director) (DIN:- 00577015) and ESG Core Team (formed at an operational level) headed by Mrs Nikunj Aggarwal (DIN:- 06569091) is responsible for implementation and oversight of ESG strategy and business responsibility policies								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Insecticides (India) Limited has a Corporate Social Responsibility & Sustainability Committee under the Chairmanship of Mr. Hari Chand Aggarwal – Chairman & Whole-Time Director (DIN:- 00577015) with members Mr Rajesh Kumar Aggarwal - Managing Director (DIN:- 00576872) and Mr. Shyam Lal Bansal - Independent Director (DIN:- 02910086)								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, review is undertaken by Committee of the Board.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, review is undertaken by Committee of the Board.									The frequency of compliance requirement differs based on respective authority's deadline. All compliances are met before due date								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	6	Prohibition of Insider Trading (PIT), Board effectiveness, Regulatory framework on RPTs, Carbon Credits, Human Rights, Fire Safety	100%
Key Managerial Personnel	6	Carbon Credits, Code of Conduct, PIT, Human Rights, POSH, Fire Safety	100%
Employees other than BoD and KMPs	7	Carbon Credits, Code of Conduct, PIT, Human Rights, POSH, Fire Safety, Skill upgradation	86.16%
Workers	7	Code of Conduct, PIT, Human Rights, POSH, Fire Safety, Skill upgradation	77.34%

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

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	P1	1. BSE Limited 2. National Stock exchange of India Limited	Fine of ₹10,000 (Rupees Ten Thousand only) each plus 18% GST	The company has received the Notice for non-compliance of listing regulations wherein the company had earlier declared a record date of August 23, 2024 for the purpose of payment of Interim dividend and identification of shareholders to whom such dividend will be paid. However, due to oversight, the record date for the purpose of Buyback was decided by the Board as September 11, 2024, which is within a period of 30 days from the previous record date (i.e. August 23, 2024) and is not in conformity with the regulatory requirements under Regulation 42(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.	No
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

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

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.

At Insecticides (India) Limited (IIL), we have established guidelines for Bribery Prevention as part of our Code of Conduct (CoC) ([P17_CodeofConductandGuidelines_2025_Clean.pdf](#)). These guidelines outline our commitment towards preventing bribery and corruption in our business relations and operations. We also provide regular awareness sessions to our employees on anti-bribery and corruption guidelines. Employees, Customers, Suppliers and other Stakeholders of the Company are encouraged to raise concerns on becoming aware of any actual or potential violation of any CoC or applicable laws/regulations.

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 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not applicable

8. Number of days of accounts payables

	FY 2024-25	FY 2023-24
Number of days of accounts payables	128	102

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	Purchases from trading houses as % of total purchases	23.83%	11.37%
	Number of trading houses where purchases are made from	17	17
	Purchases from top 10 trading houses as % of total purchases from trading houses	83.5%	94.23%
Concentration of Sales	Sales to dealers / distributors as % of total sales	76.84%	71.88%
	Number of dealers / distributors to whom sales are made	10030	8230
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4.22%	4.12%
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	6.59%	2.40%
	Sales (Sales related parties / Total Sales)	1.55%	0.88%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.01%	0
	Investments* (Investments in related parties / Total Investments made)	68.92%	54.12%

*Investments in wholly owned subsidiaries and associates are taken into account.

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
NA		

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.

As part of our Code of Conduct (CoC), we have a procedure in place to avoid and manage instances of conflict of interests. The CoC lays out the guidelines to prevent instances of conflict of interest by mandating the interested parties to make full disclosures to the Company's management, of any interest which the Board members or their immediate family may have in a company or firm which is a supplier, customer, distributor of or has other business dealings with the Company.

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

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in Environmental and social impacts
R&D	37.24%	35.22%	The company has invested in R&D to develop water-based pesticide formulations aimed at reducing pollution caused by organic solvents, thereby improving both environmental and social impacts. These innovations not only lower the environmental footprint but also enhance the safety and well-being of farmers and workers by reducing exposure to hazardous chemicals
Capex	5.42%	13.82%	Installation of equipment to bring the energy efficiency and optimisation.

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

We engage with our suppliers regularly, covering topics like pricing, material quality, availability, regulatory compliance, and sustainability considerations. Efforts are underway to strengthen their awareness of environmental and social aspects within the supply chain. Also, our Ethical Business Practices Guidelines which are part of our Code of Conduct extend to our suppliers to ensure sustainable growth of our business and supply chain partners.

- b. If yes, what percentage of inputs were 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 (c) Hazardous waste and (d) other waste.**

- a) Plastic Waste: - We have engaged with a CPCB authorised vendor to dispose of our plastic waste.
- b) Hazardous waste generated from our operations is disposed of in compliance with regulations through vendors authorized by the CPCB/SPCB.

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

Yes. Extended Producer Responsibility (EPR) is applicable to our activities as a Brand Owner and Importer for the disposal of plastic waste generated due to plastic packaging of our products under Category I, II and III of the Plastic Waste Management Rules. We are following the EPR Action Plan submitted to the Central Pollution Control Board under the Plastic Waste Management Rules, 2016.

Leadership Indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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We have not yet undertaken any Life Cycle Assessment (LCA) studies; however, we acknowledge the critical importance of assessing the environmental and social impacts of our products throughout their entire lifecycle.

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24

Due to the nature of our products, which are agro-chemicals the use of recycled or reused input materials in our production processes is currently not feasible

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

	FY 2024-25			FY 2023-24*		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics including packaging	-	3335.36	-	-	1743.8	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

*Data is restated for FY 2023-24 due to error in calculation

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
Not applicable	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	795	789	99.25%	795	100%	0	0.00%	0	0.00%	0	0.00%
Female	29	29	100%	29	100%	29	100%	0	0.00%	0	0.00%
Total	824	818	99.27%	824	100%	29	3.52%	0	0.00%	0	0.00%
Other than Permanent Employees											
Male	908	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	3	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	911	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	897	787	87.74%	897	100%	0	0.00%	0	0.00%	0	0.00%
Female	8	5	62.50%	8	100%	8	100%	0	0.00%	0	0.00%
Total	905	792	87.51%	905	100%	8	0.88%	0	0.00%	0	0.00%
Other than Permanent Workers											
Male	27	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	27	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.095%	0.075 %

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100 %	100 %	Y
Gratuity	100%	100%	Y	100 %	100 %	Y
ESI	1%	12.50%	Y	1.80 %	19.50 %	Y

3. Accessibility of workplaces

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

We are committed to fostering a safe, inclusive, and accessible environment for our workforce and visitors, with a focus on enhancing their overall well-being. All our facilities, including the corporate head office, are designed to be accessible to persons with disabilities. This includes the installation of ramps and elevators to ensure ease of movement throughout our premises.

One such example is that at our Dahej facility, we have further enhanced accessibility by providing two meeting rooms—one on the ground floor and another on the first floor—ensuring that individuals with varying mobility needs can participate fully and comfortably. We regularly engage in assessing the needs of persons with disabilities and proactively implement necessary measures to address any accessibility challenges, reflecting our ongoing commitment to an inclusive workplace.

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.

At IIL, we recognise the importance of providing equal opportunities and remain fully committed to fostering an inclusive environment. We take responsibility for ensuring fairness at our workplace where all our employees are treated with dignity and respect ([P17_CodeofConductandGuidelines_2025_Clean.pdf](#)). We have formulated the guidelines for non-discrimination that are part of our Code of Conduct, which outline the entity's responsibility to ensure equal opportunities for all and prevent any discrimination based on race, caste, religion, marital status, sex, age or any other status or characteristic which is personal.

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	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

We have established a structured approach to handle complaints and issues related to the human rights of our employees. This process is divided into three levels:

- Level 1: Employees with a grievance can approach their immediate supervisor to report the issue, either verbally or in writing. The supervisor is tasked with resolving the concern within a span of three working days. If the matter requires additional support or cannot be resolved at the supervisory level, they are directed to the Head of Human Resources for further attention
- Level 2: If the initial resolution is unsatisfactory, the employee may further escalate the matter. This involves submitting the grievance, along with the initial response from the supervisor, to either the Head of Department/Unit or to the Head of Human Resources. The escalated issue is then addressed, and guidance is provided within three working days.
- Level 3: In case the grievance persists beyond the first two stages, the employee may file a formal grievance. This action prompts the involvement of the Grievance Redressal Committee, which conducts a comprehensive review of the grievance, considering various perspectives from its members. The committee is tasked with submitting its recommendations to the Chairman within a seven-day period. The Chairman's decision is deemed final and is to be adhered to by all parties involved.

This grievance redressal process ensures that individual grievances are promptly and fairly addressed, fostering a positive work environment and facilitating effective conflict resolution.

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

	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	824	0	0.00 %	797	0	0.00 %
Male	795	0	0.00 %	769	0	0.00 %
Female	29	0	0.00 %	28	0	0.00 %
Total Permanent Workers	905	0	0.00 %	818	0	0.00 %
Male	897	0	0.00 %	811	0	0.00 %
Female	8	0	0.00 %	7	0	0.00 %

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No.(C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1703	515	30.24%	66	3.88%	1503	254	16.90 %	23	1.53 %
Female	32	22	68.75%	2	6.25%	28	1	3.57 %	3	10.71%
Total	1735	537	30.95%	68	3.92%	1531	255	16.66%	26	1.70 %
Workers										
Male	924	531	57.47%	105	11.36%	844	526	62.32 %	0	0 %
Female	8	5	62.50%	0	0%	7	2	28.57 %	0	0 %
Total	932	536	57.51%	105	11.27%	851	528	62.04 %	0	0 %

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1703	770	45.21%	1503	769	51.16 %
Female	32	29	90.63%	28	28	100 %
Total	1735	799	46.05%	1531	797	52.06 %
Workers						
Male	924	834	90.26%	844	811	96.09 %
Female	8	7	87.50%	7	7	100 %
Total	932	841	90.24%	851	818	96.12 %

*Performance and career development reviews are only conducted for permanent employees and workers.

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 implemented a comprehensive Occupational Health and Safety Management System in line with the **ISO 45001** standard across all our manufacturing facilities and our head office. This system ensures a structured approach to identifying, assessing, and mitigating occupational health and safety risks.
- To further strengthen our safety practices, we have adopted the HAZOP (Hazard and Operability) methodology for systematic identification and mitigation of potential hazards in processes and operations. Our commitment to health and safety is also embedded in our Quality, Environment, Health & Safety (QEHS) Policy, which provides a strategic framework for continuous improvement in workplace safety and employee well-being.

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

All our facilities are certified under **ISO 45001**, underscoring our commitment to proactive risk management and continuous improvement in occupational health and safety performance. Our approach to hazard identification and risk assessment includes the following key steps:

- Hazard Identification:** We systematically review all operations—both routine and non-routine—to identify potential hazards across processes, equipment, and work environments.

- **Risk Assessment:** Identified hazards are assessed for their potential impact, likelihood, and severity, with a focus on occupational health and safety as well as associated risks.
- **Risk Mitigation and Continuous Improvement:** Based on assessments, we implement targeted action plans to mitigate risks. Training is regularly provided to employees to promote awareness and encourage timely reporting of hazards to the HSE team.

Additionally, our dedicated HSE team conducts scheduled facility walkthroughs and audits to proactively identify and address emerging risks, ensuring a safe and compliant workplace for all.

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

- We have established a robust and transparent reporting mechanism that empowers all employees and workers to report work-related hazards without hesitation. This includes the ability to report injuries, unsafe conditions, and near-miss incidents directly to their unit heads or the Health, Safety, and Environment (HSE) team.
- All reports are promptly addressed and treated with high priority to ensure timely corrective and preventive actions. In addition, our safety protocols allow employees to withdraw from potentially dangerous work situations without fear of retaliation, ensuring their right to a safe and healthy working environment is fully respected.

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

Yes, all our manufacturing facilities are equipped with Occupational Health Centres (OHCs) capable of providing primary healthcare services to our workforce. The OHCs operate round the clock to ensure continuous access and medical support to our workforce. Our onsite doctor provides medical support to our workforce, extending beyond occupational health services to include treatment for common illnesses like fever and other medical conditions. The OHC team also coordinates further medical support with nearby hospitals when required. Additionally, we also provide annual health check-ups at our facilities for our employees and workers.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.24	0
	Workers	0.44	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including the contract workforce

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

Ensuring a safe, healthy, and supportive workplace for our workforce is a core priority. To uphold this commitment, we have implemented a range of proactive measures across our operations:

- **Regular Safety Trainings:** We conduct periodic training sessions for employees and workers on fire safety, first aid, safe chemical handling and hazard identification to build awareness and preparedness.
- **Worker Protection Programme:** A dedicated programme is in place at our facilities to ensure that all new workers receive basic safety training on pesticide and insecticide handling within 15 days of joining.
- **Inclusive Communication:** To ensure effective understanding across our diverse workforce, training is delivered in **five vernacular languages**. Additionally, we provide **symbol-based training (pictograms)** for personnel who are unable to read or write, making safety education inclusive and accessible to all.

These measures are designed not only to comply with regulatory standards but to foster a culture of safety and care throughout our organization

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

	FY 2024-25			FY 2023-24		
	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 (by entity or statutory authorities or third parties)
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.

Not applicable

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).

To ensure the well-being of our workforce in case of unforeseen circumstances, we extend the following to our employees and workers:

- Accident insurance
- 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.

We ensure full compliance with all regulatory obligations by accurately deducting and depositing the applicable statutory dues related to our transactions. These processes are routinely monitored. Furthermore, we expect our value chain partners to maintain high standards of transparency, accountability, and ethical business conduct.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes, we have a post-retirement employment assistance programme in place, wherein, we engage consultants/advisors, both internal and external who have retired from the workforce, from various fields on a case-by-case basis to facilitate continued employability.

5. Details on assessment of value chain partners:

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

* At present, we are not assessing our value chain partners.

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

Not applicable

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

Essential Indicators

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

We follow a structured approach to identify key stakeholder groups based on their influence on, and impact from, our business operations. Our stakeholder identification process considers both internal and external stakeholders who are critical to the company's success, sustainability, and long-term value creation.

Key stakeholder groups include **employees, shareholders, farmers (our end customers), communities, suppliers/partners/vendors, and regulatory bodies**. These groups are identified based on their direct engagement with our operations, their influence on business decisions, and their stake in the outcomes of our activities.

Stakeholder interactions are conducted periodically through meetings, consultations, feedback sessions, and other communication platforms to ensure their perspectives are integrated into our strategic and operational planning.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Farmers	No	1. Awareness campaigns/Trainings 2. Visits 3. Farmer meetings/Fairs 4. Mass media, social media and call centres	Activities are conducted on periodic basis on a predetermined schedule	1. Enhancing farmer awareness on the safe and appropriate use of agrochemicals 2. Assessing the key challenges experienced by farmers in the application of agrochemicals
Shareholders	No	1. Annual Report 2. Press Releases 3. Investor Presentation 4. Corporate Website 5. Quarterly and Annual Results 6. Corporate Announcement on Stock Exchanges 7. Annual General Meeting 8. Investor/Analyst Meet/ Conference Calls	Quarterly	1. Disclosure of financial performance and key metrics 2. Updates on business developments and future outlook

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 (Annually/ Half yearly/ Quarterly/ others please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ol style="list-style-type: none"> 1. Dealer's meet 2. Corporate Website 3. App 4. Telephonic 5. e-mails 	Quarterly	<ol style="list-style-type: none"> 1. Comprehensive product information 2. Transparent pricing structure 3. Customer feedback and satisfaction 4. Innovation and new product development 5. Enhanced customer service 6. Consistent product quality 7. Competitive pricing strategy
Employees	No	<ol style="list-style-type: none"> 1. Induction program 2. E-mail communications 3. Engagements Surveys 4. Workshops 5. Training program 6. Newsletters 7. Monthly Review Meetings 8. Quarterly training programs 	Others-monthly	<ol style="list-style-type: none"> 1. Employee Benefits and Support 2. Identification of Employee Challenges 3. Employee Engagement and Satisfaction 4. Health, Safety, and Well-being 5. Diversity, Equity, and Inclusion
Communities	No	<ol style="list-style-type: none"> 1. Community Visits 2. Interaction with Local Bodies in areas of operation 3. CSR Activities 4. Partnership with NGOs 	Quarterly	<ol style="list-style-type: none"> 1. Identification of Challenges Faced by Local Communities 2. Community Feedback on CSR Initiatives 3. Promotion of Community Well-being 4. Support for Infrastructure Development
Suppliers	No	<ol style="list-style-type: none"> 1. Open house vendor meetings 2. Meetings through associations 3. E-Mail communications 	Others-ongoing basis	<ol style="list-style-type: none"> 1. Vendor review 2. Assessment of Pricing and Quality Concerns 3. Supply Chain Challenges and Mitigation Strategies
Regulatory Bodies	No	<ol style="list-style-type: none"> 1. Regulatory filings 2. Facility inspections 3. Annual reports 	Quarterly	<ol style="list-style-type: none"> 1. Compliance with regulatory requirements
Media	No	<ol style="list-style-type: none"> 1. Advertisements 2. Social Media 3. Newsrooms 	Others - On-need basis	<ol style="list-style-type: none"> 1. Awareness of the right usage of agro-chemicals 2. Our work with farmers

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.**

Our Board members actively oversee the implementation of ESG initiatives and regularly assess material economic, environmental, and social issues through dedicated Board-level committee. This committee is responsible for reviewing stakeholder feedback and ensuring it is integrated into strategic decision-making

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, we engage with our stakeholders to identify and manage environmental and social issues material to our Company. During the reporting year, we revisited our material topics and conducted a materiality assessment by engaging with our internal stakeholders through meetings, digital communication, consultation sessions to understand and prioritise issues relevant to our business for effective management and long-term success.

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

We understand the importance of addressing the concerns of vulnerable and marginalised groups. Through our CSR programs and targeted initiatives, we engage with vulnerable groups to identify and address the needs of local communities near our manufacturing facilities and provide effective solutions.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	824	217	26.33%	797	83	10.41 %
Other than permanent	911	0	0%	734	0	0 %
Total Employees	1735	217	12.51%	1531	83	5.42 %
Workers						
Permanent	905	177	19.56%	818	0	0 %
Other than permanent	27	0	0.00%	33	0	0 %
Total Workers	932	177	18.99%	851	0	0 %

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	824	0	0.00%	824	100 %	797	0	0.00%	797	100 %
Male	795	0	0.00%	795	100 %	769	0	0.00%	769	100 %
Female	29	0	0.00%	29	100 %	28	0	0.00%	28	100 %
Other than Permanent	911	0	0.00%	911	100 %	734	0	0.00%	734	100 %
Male	908	0	0.00%	908	100 %	734	0	0.00%	734	100 %
Female	3	0	0.00%	3	100 %	0	0	0.00%	0	0 %
Workers										
Permanent	905	0	0.00%	905	100 %	818	0	0.00%	818	100 %
Male	897	0	0.00%	897	100 %	811	0	0.00%	811	100 %
Female	8	0	0.00%	8	100 %	7	0	0.00%	7	100 %
Other than Permanent	27	0	0.00%	27	100 %	33	0	0.00%	33	100 %
Male	27	0	0.00%	27	100 %	33	0	0.00%	33	100 %
Female	0	0	0.00%	0	100 %	0	0	0.00%	0	0.00 %

3. Details of remuneration/salary/wages*

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (in INR)	Number	Median remuneration/ salary/ wages of respective category (in INR)
Board of Directors (BoD)	8 [#]	109.54 lacs	2	48 lacs
Key Managerial Personnel	5	48.52 lacs	1	48 lacs
Employees other than BoD and KMP	1698	3.10 lacs	31	8.11 lacs
Workers	924	3.18 lacs	8	2.91 lacs

*Lt. Shri Navin Shah & Shri Virjesh Kumar Gupta retired from their position as Independent Director(s) of the Company w.e.f May 30, 2024, upon completion of their second term.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	3.46%	3.39 %

*Wages has been calculated as per the Industry Standard Guidance Note.

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)

We are committed to upholding, honouring, and safeguarding the basic human rights of our employees. Our Nomination, Remuneration and Ethics Committee is tasked with addressing any human rights concerns or impacts that may occur within the Company.

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

At Insecticides (India) Limited, we hold human rights in the highest regard and are dedicated to treating our workforce with the utmost dignity and respect. Our commitment to these principles is embedded in our code of conduct which entails robust guidelines on human rights. These guidelines are crucial for ensuring the protection of rights, fostering an environment free from discrimination, and guaranteeing fair treatment for all. We also acknowledge our responsibility to safeguard the rights of our workers, customers, suppliers, and the communities we serve.

To address any human rights issues, we've implemented a three-tier grievance redressal system. Please refer to Principle 3, Question 6 of Essential Indicator for more details.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labour	Nil	Nil		Nil	Nil	
Forced Labour/ Involuntary Labour	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	Nil	Nil		Nil	Nil	

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	NA	NA
Complaints on POSH upheld	0	0

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

To foster a safe and secure workplace, we, at IIL, have established policies and procedures for reporting discrimination and harassment. Our policies have a comprehensive approach to safeguard a complainant against any retaliation or discrimination that they may experience in discrimination or harassment cases. We ensure that the identity of the complainant is kept confidential to the extent possible. To achieve that, we adhere to the Sexual Harassment at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, through our POSH policy and Whistleblower Policy.

Our POSH and Whistleblower policy can be accessed here;

POSH Policy: <https://insecticidesindia.com/wp-content/uploads/2024/12/Prevention-of-Sexual-Harassment-Policy.pdf>

Whistle-blower Policy: <https://insecticidesindia.com/wp-content/uploads/2024/12/Whistle-Blower-Vigil-Mechanism-Policy.pdf>

9. Do human rights requirements form part of your business agreements and contracts?

At IIL, upholding the human rights of our employees is a fundamental principle, and we extend the same expectation to all our vendors and business partners. Human rights requirements are integrated into our business agreements and contracts, ensuring that all parties we engage with are aligned with our commitment to ethical and responsible conduct.

As part of our vendor onboarding process, we assess and verify that minimum social standards—such as fair treatment of workers, safe working conditions, and compliance with labour laws—are upheld at their workplaces. We also require our vendors to fully comply with all applicable legal and regulatory human rights obligations throughout the duration of our engagement.

By embedding these standards into our contractual agreements, we aim to foster a responsible supply chain that respects and protects human rights at every level.

10. Assessments for the year:

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

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

Not applicable

Leadership Indicators

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

Not applicable

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

As of now, formal human rights due diligence has not been conducted. However, we recognize the growing importance of structured human rights assessments in aligning with global best practices and responsible business conduct. We remain committed to integrating human rights considerations into our operations and supply chain practices and are in the process of evaluating mechanisms to strengthen our due diligence approach in the future.

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

Yes, our offices and facilities are designed to facilitate accessibility for persons with disabilities for our workforce and visitors. For further information, please refer to Principle 3, Essential Question 3.

- Details on assessment of value chain partners:**

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

*At present, we are not assessing our value chain partners.

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

Not applicable

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

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A) (GJ)	5,887.75	5,675.77
Total fuel consumption (B) (GJ)	10,64,791.00	7,52,934.00
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumed from renewable sources (A+B+C)	10,70,678.75	7,58,609.77
From non-renewable sources		
Total electricity consumption (D) (GJ)	76,028.77	68,581.49
Total fuel consumption (E) (GJ)	10,94,357.00	11,57,214.81
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F)	11,70,385.77	12,25,796.30
Total energy consumed (A+B+C+D+E+F)	22,41,064.52	19,84,406.07
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.000111926	0.000100916
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) (GJ/ crore)*	2315.078	2260.522
Energy intensity in terms of physical output	42.16	44.20
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Not applicable**

*The energy intensity per rupee of turnover adjusted for Purchasing Power Parity for FY 2023-24 has been recalculated as per Industry Standard Guidance Note.

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 and 22.4 for the FY 25 and FY 24 respectively.

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.

None of our facilities have been classified as 'Designated Consumers' under the PAT scheme.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	6,430.40	9,994.10

Parameter	FY 2024-25	FY 2023-24
(iii) Third party water	83,182.80	63,375.60
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater harvesting)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	89,613.20	73,369.70
Total volume of water consumption (in kilolitres)	54,433.20	49,656.60
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (L/₹)	0.0000027186	0.0000025253
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)*	56.23	56.56
Water intensity in terms of physical output	1.02	1.106
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Not applicable**

*The water intensity per rupee of turnover adjusted for Purchasing Power Parity for FY 2023-24 has been recalculated as per Industry Standard Guidance Note.

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 and 22.4 for the FY 25 and FY 24 respectively.

4. Provided the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment *	35,180	23,713
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	35,180	23,713

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Not applicable**

*Level of treatment:- Pre-liminary treatment

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

Three of our manufacturing sites—Chopanki, Udampur, and Sambha—are equipped with Zero Liquid Discharge (ZLD) systems, ensuring no wastewater is released into the environment. In addition to these, our Dahej facility has a wastewater treatment plant wherein water discharge meets the quality and quantity standards as prescribed by Gujarat Pollution Control Board.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	MT	91.27	17.10
SOx	MT	90.41	29.90
Particulate Matter (PM)	MT	37.43	19.90
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others- please specify		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Not applicable**

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	14,657.67	12,144.97
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	15,353.58	13,335.29
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	0.000001498	0.000001295
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)*	-	31.00	29.02
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	0.56	0.57
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Not applicable**

*The emissions intensity per rupee of turnover adjusted for Purchasing Power Parity for FY 2023-24 has been recalculated as per Industry Standard Guidance Note.

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 and 22.4 for the FY 25 and FY 24 respectively.

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

We are continuously striving to reduce our GHG emissions through the following initiatives:

- Adoption of Solar Energy:**

We are progressively increasing our use of renewable energy by installing solar panels across our facilities. This initiative contributes directly to lowering our dependence on conventional energy sources and reducing Scope 2 emissions.

- Use of Biomass Briquettes:**

We have introduced biomass briquettes as a sustainable alternative fuel for our boilers. This not only helps in reducing Scope 1 emissions but also supports the transition towards cleaner, low-carbon operations.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1,453.09	1,301.40
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	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)	1,453.09	1301.40
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000726	0.0000000662
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	1.50	1.481
Waste intensity in terms of physical output	0.027	0.028
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	4.42	5.60
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	4.42	5.60
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	1,363.99	1,279.70
Total	1,363.99	1,279.70

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Not applicable**

*The waste intensity per rupee of turnover adjusted for Purchasing Power Parity for FY 2023-24 has been recalculated as per Industry

Standard Guidance Note.

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 and 22.4 for the FY 25 and FY 24 respectively.

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

We adhere to waste management regulations by ensuring proper disposal and recycling through certified facilities. Our emphasis is on recycling and reusing, with a commitment to eco-friendly practices. Hazardous waste from our production is managed by authorised vendors. We also have dedicated bins installed at each facility for waste segregation and management within our operations.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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None of our facilities are in and/or around ecologically sensitive areas where environmental approvals/ clearance is required or mandatory.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/ No)	Relevant Web link
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No new projects were undertaken in the reporting period which require Environmental Impact Assessment.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, we are compliant with mentioned laws, regulation, guidelines, as applicable.

Leadership Indicators

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

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: Chopanki, Rajasthan
- (ii) Nature of operations :Manufacturing unit
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	6,027.20	8,288.00
(iii) Third party water	396.00	298.57
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (In kilolitres)	6,423.20	8586.57
Total volume of water consumption (In kilolitres)	6,423.20	8586.57
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000003211	0.0000004366
Water intensity (optional) – the relevant metric may be selected by the entity*	0.32	0.43
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Not Applicable**

*Intensity is calculated per ton of production of the plant in water stress area.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 3 emissions per rupee of turnover		Nil	Nil
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Not Applicable**

*At present, we are not tracking scope 3 emissions.

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

Not applicable

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of initiative (Savings in ₹ Million)
1	IN-1 Yield Improvement	Data-driven analysis identified inefficiencies affecting product recovery and consistency. By adjusting cycle timings, we ensured optimal reaction completion and reduced excess solvent usage.	Yield improved from 81% to 84%, enhancing throughput without compromising quality.
2	TPM Yield Improvement	Implemented refined washing protocols in the TPM process block to reduce product losses and maximize recovery. Comprehensive review of existing wash cycles led to optimization in solvent quantity and sequence. Adoption of standardized procedures improved consistency and operational control.	Yield increased significantly from 76% to 86%, directly improving output per batch.
3	TPM Solvent Norms Deduction	Targeted EDC solvent consumption reduction by installing vent condensers across filtration and washing units. The condensers enabled effective vapor capture and recycling, minimizing environmental losses. This retrofit required no major process changes, ensuring seamless integration.	Norms reduced from 0.60 to 0.45 Kg/Kg, aligning with sustainability and cost-control goals.
4	DRP-14 Yield Improvement	Reaction stage optimization in the DRP-14 process led to improved raw material conversion and higher yield. Strategic increase in excess raw material ratios enhanced reaction completeness. Process parameters were fine-tuned for better consistency and output.	Yield improved from 89% to 94%, contributing to reduced rework and waste.
5	PF maintained to 0.99	Identified inefficiencies in the Automatic Power Factor Correction (APFC) system, causing suboptimal power factor levels (~0.93). Prevented utility penalties and optimized electrical system performance. Enhancement required minimal capex with high RoI and operational impact.	Post modification, PF improved to 0.99, minimizing reactive power and improving power quality.

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

Yes, we have a disaster management and business continuity framework in place that extends to all our facilities. The Operational Control Procedure Manual aids in establishing safe operating procedure to control and minimise damage to human life. The manual outlines the causes and action plan for natural and man-made disasters. The disaster management team is responsible to oversee the development and implementation of the plan. The team is also responsible to prepare a risk analysis and business impact analysis to determine the possible consequence and impact associated with the occurrence of disasters.

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

As an agrochemical company, we recognize the potential environmental impacts associated with our value chain, particularly concerning chemical usage, waste generation, and resource consumption. These challenges can arise in various stages, from raw material extraction to production and distribution, and pose risks to the environment, including water contamination, soil degradation, and greenhouse gas emissions. We aim to minimize the adverse environmental impacts associated with our value chain while promoting sustainable agricultural practices and contributing to broader environmental goals

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

At present, we are not assessing suppliers for environmental impacts.

8. How many Green Credits have been generated or procured:

- a) By listed entity :- 0
- b) By the top ten (in terms of value of purchases and sales respectively) value chain partners:- 0

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.

Six

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chambers of Commerce and Industry (BCCI)	National
2	Crop Care federation of India (CCFI)	National
3	Pesticides Manufacturer & Formulators Association of India	National
4	Basic Chemicals Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)	National
5	Udaipur Chamber of Commerce & Industry (UCCI)	State
6	Federation of Indian Export Organizations	National

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

Name of authority	Brief of the case	Corrective action taken
-	-	-

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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Not applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

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

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

We are deeply committed to the well-being of the communities in which we operate. We ensure that our business activities do not adversely impact local communities or their natural resources. Our **Corporate Social Responsibility (CSR)** initiatives are strategically aligned to support the sustainable development and upliftment of these communities.

Through a structured **community engagement framework**, we maintain open and transparent communication with local stakeholders. Our manufacturing facilities actively welcome feedback and work proactively to address community suggestions and concerns. This approach enables us to foster trust-based, long-term relationships and create shared value with the communities we serve

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	17.66%	13.86 %
Sourced directly from within India	65.58%	66.78 %

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of total wage cost *

Location	FY 2024-25	FY 2023-24
Rural	16.26%	13.02 %
Semi-urban	34.47%	32.90 %
Urban	21.90%	24.42 %
Metropolitan	27.38%	29.66 %

(Place to be categorized as per RBI Classification System – rural/ semi-urban/ urban/ metropolitan)

*Wages has been calculated as per the Industry Standard Guidance Note.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
	Not applicable

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

S. No.	State	Aspirational District	Amount spent (In INR)
			Not applicable

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

We do not have a preferential procurement policy; however, we strive to purchase our raw materials from MSME suppliers.

- (b) From which marginalised / 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.

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

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

Name of authority	Brief of the Case	Brief of the Case
		Not applicable

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
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The company's CSR projects aim is to reach out to the most vulnerable and marginalized communities from the urban and rural population.

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.

We are dedicated to providing our customers with the best possible solutions on our products and services. We are committed to resolving customer feedback and complaints efficiently. Our consumers can reach out to us for any inquiries or issues through our customer care line at +917231000514, found on every product label or through the 'Contact Us' page on our website. Furthermore, our team conducts regular on-site visits to retail outlets to review customer grievances recorded in the service call registers.

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

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

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

	FY 2024-25			FY 2023-24		
	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
Cyber-security	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
Others	416	1	-	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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.

We are dedicated to safeguarding data from cyber threats. Therefore, we have an internal cybersecurity framework designed to protect data privacy and mitigate risks. Key elements of this framework which can be accessed here:- [\(P17_CodeofConductandGuidelines_2025_Clean.pdf\)](#) are:

- Comprehensive threat and vulnerability identification and risk assessment to determine potential impacts on organizational operations and assets.
- Rigorous access control and monitoring measures, including user authentication and authorization, to protect sensitive information and critical systems.
- Implementation of robust network security measures, such as firewalls and intrusion detection/prevention systems, to secure our network infrastructure.
- A well-defined incident response and breach management plan to ensure swift and effective action.
- Regular cybersecurity awareness and training programs for employees and data privacy personnel, focusing on best practices like phishing detection and strong password management.
- Deployment of comprehensive endpoint security solutions, including antivirus and anti-malware, to protect desktops, laptops, and mobile devices.
- Development of detailed business continuity and disaster recovery strategies to ensure operational resilience in the event of cyber incidents or disruptions

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

Not applicable

7. 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

Nil

c. Impact, if any, of the data breaches

Nil

Leadership Indicators

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

Farmers are our major customer base and at ILL, we strive to regularly engage with our consumers/customers and the farmer community to impart education on our products. We disseminate information through various communication channels such as:

- i. We share information on our products through organised meetings wherein we roll out printed invitation cards to the concerned recipients.
- ii. We also conduct demonstrations on practical use of products on targeted crops by bringing in the consumers of our products
- iii. Furthermore, we record and conduct livestream sessions on social media channels like YouTube in vernacular languages to share relevant information about our services.
- iv. Our products also display a QR code to provide our customers with essential product information like Batch Number, Manufacturing & Expiry Date, cautionary logo, etc

Our customers can also find details of our products on our website under the banner of 'Solutions'. Our social media channels are:

Facebook- <https://www.facebook.com/InsecticidesIndia>

YouTube - <https://www.youtube.com/@InsecticidesIndiaLtd/featured>

Instagram- <https://www.instagram.com/insecticidesindia/>

LinkedIn - <https://www.linkedin.com/company/insecticidesindia/>

Twitter X - <https://x.com/insecticidesltd>

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

We utilise every opportunity to serve and connect with our customers. We display clear information on our product labelling and packaging to inform our consumers of the safe and responsible usage. Additionally, we use occasions like 'Product Stewardship Day' to connect with our consumers to educate them on the judicious use of insecticides and pesticides. This reporting year, we reached out to approx. 20,000 farmers to equip them on the safe use of our products and simultaneously understand their grievances.

Further, we also participate in renowned agricultural events and exhibitions like AgroVision and Agri Exhibition to showcase versatile crop protection solutions and promote sustainable farming practices

For more information, please refer to Leadership Indicator 1.

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

None of our products are classified as essential services. Therefore, this is not applicable.

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

No, we are compliant with all local regulatory requirements to ensure complete transparency of our products.

Further, our product representatives reach out to our consumers in regional areas to seek regular feedback and customer satisfaction on our product commercialisation and performance on an ongoing basis. We are in the process of implementing the survey from the financial year 2025-26.