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# **About the Report**

We are pleased to present our Sustainability Report for FY 2024-25, which outlines initiatives, efforts, and strategies to embed sustainable practices into our operations. This report reflects how Insecticides (India) Limited ("IIL", "Insecticides", "We", "Us", or "Our") is moving towards a more sustainable future, maintaining social license to operate, and delivering long-term value to all the stakeholders. It also outlines the lessons we've learned and the areas where we aim to improve, as we remain committed to responsible growth. The intended audience for these Environment, Social and Governance (ESG) disclosures includes all stakeholders with a direct or indirect connection to the Company.

#### **Scope and Boundary**

The report is prepared in reference to Global Reporting Initiative (GRI) standards to reflect our best practices for sustainability reporting.

The report covers our non-financial information and sustainability initiatives from 1st April 2024 to 31st March 2025, covering disclosures made on a standalone basis. The environmental performance data covers our manufacturing facilities located in Chopanki (Bhiwadi, Rajasthan), Dahej, Dahej SEZ (Bharuch, Gujarat), Sambha, and Udhampur (Jammu & Kashmir). In addition, disclosures related to social aspects and stakeholder engagement extend beyond these manufacturing sites to include our corporate and regional offices as well.

#### **Feedback**

As we continuously strive to improve our sustainability performance, we welcome inputs and suggestions on our Sustainability Report from our stakeholders. Kindly share your feedback at:



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# Growing with Purpose

At Insecticides (India) Limited, our journey is rooted in a deep commitment to empowering farmers and advancing sustainable agricultural practices. As we move forward, "Growing with Purpose" is not just another catch phrase at IIL, it is our ethos. It reflects our unwavering dedication to strengthen the farming community, protect natural ecosystems and support India's agricultural progress.

We continue to draw on our rich legacy and forward-looking approach to address evolving challenges in agriculture. By prioritising the dissemination of the latest knowledge, technologies, and sustainable techniques, we aim to uplift the farmers.

Our advanced product portfolio serves the diverse needs of crops across regions, offering comprehensive and technology-enabled solutions. Central to our purpose is ensuring the safe and correct use of crop protection and nutrition products. Through our guiding philosophy, "Sahi ka Mantra" (right time, right product, right dosage, right method), we advocate for precise application that enhances productivity while minimising environmental impact.

By promoting responsible practices and empowering our farmers with the right tools and guidance, we aim to contribute meaningfully to sustainable agriculture.

Through this purpose-driven growth, we are not only addressing immediate agricultural challenges but also nurturing long-term resilience and prosperity.

As we chart our sustainable journey, we recognise that true growth goes beyond business performance—it is about creating long-term value for all stakeholders. "Growing with Purpose" means integrating environmental stewardship, social responsibility, and ethical governance into every aspect of our operations. From reducing our ecological footprint and enhancing resource efficiency to fostering inclusive rural development and upholding transparent business practices, our actions are guided by a purpose larger than profit.

This Sustainability Report captures our ongoing efforts, key milestones, and vision for a resilient and responsible future.



# From the Chairman's Desk

For us, business excellence and sustainability are not mutually exclusive—they are intrinsically linked. We are committed to continuous progress in a way that benefits all.



Dear Stakeholders,

It is with great pride that we present to you our Sustainability Report for FY 2024–25, a reflection of our enduring commitment to sustainability and responsible business practices. This report highlights our continued efforts toward environmental stewardship, social responsibility, and sound governance, showcasing the tangible progress we've made over the past year.

In today's rapidly evolving world, businesses are operating against a backdrop of complex challenges, from climate change and extreme weather events to geopolitical tensions, inflationary pressures, and supply chain disruptions. Amidst this volatile environment, we have remained resilient and adaptable, guided by our commitment to sustainable operations and responsible growth. Our ability to stay agile while staying true to our values has enabled us to not only overcome headwinds but also create meaningful value for all stakeholders. In FY 2024-25, this approach translated into strong financial performance, with a steady growth in revenue and a net profit of ₹139 Crore on standalone basis, underscoring the strength and relevance of our purpose-led strategy.

As a leading manufacturer of crop protection products, we recognise the responsibility that comes with our position in the industry. With a technical manufacturing capacity of 16,550 MT, we continue to deliver high-quality products that meet the evolving needs of the market. Our operations are underpinned by strong quality, safety, and environmental management systems. In line with our growth strategy, we are pleased to share that our new manufacturing facility in Sotanala, Rajasthan will be commencing production in coming years. This addition is set to significantly strengthen our production capabilities and would reinforce our commitment to meeting demand with efficiency and excellence.

On the environmental front, we have continued to make meaningful progress in improving our resource efficiency and reducing our environmental footprint. In FY 2024-25, we achieved a 4% year-on-year increase in renewable electricity consumption, supported by the implementation of multiple energy efficiency programs across our manufacturing plants. Our proactive initiatives in water conservation also led to a notable reduction in overall water usage. We continue to work towards green belt development across our facilities, and at present, more than 30% of our operational area is covered-reinforcing our commitment to ecological balance and sustainable site management.

Our people are the cornerstone of our progress. We believe that a resilient and inclusive workforce is essential for achieving sustainable growth. During the reporting year, we undertook several steps to strengthen our human capital agenda and create a workplace that is equitable, respectful, and empowering for all. We successfully achieved our target of 18% women representation at the executive level and above—marking a significant milestone in our journey towards gender diversity in leadership. We also made progress in building a more inclusive workforce by creating opportunities for persons with disabilities across our operations.

Furthering our commitment to human rights and ethical conduct, we introduced dedicated training modules at our plants to raise awareness and embed responsible practices into everyday operations. We are equally proud to report a 17% reduction in our employee turnover rate, a strong indicator of growing employee satisfaction and engagement. These outcomes reflect our ongoing efforts to foster a high-trust, purposedriven culture—one where every individual feels valued and empowered to contribute to our collective success.

In alignment with our theme for the year, "Growing with Purpose" we have intensified our focus on empowering India's farming communities and advancing sustainable agriculture. As an organisation deeply rooted in the agricultural ecosystem, we believe that purposeful growth is achieved by creating long-term value for those who form the backbone of our food systems. Our onground engagement and capacity-building efforts are designed to equip farmers with the knowledge, tools, and techniques necessary to adopt responsible and climate-resilient farming practices.

Our efforts are focused on creating meaningful impact in the areas of education, healthcare, and farmer outreach—areas that are critical to fostering long-term, inclusive development. Through collaborative partnerships and targeted community initiatives, we strive to address grassroot challenges, uplift livelihoods, and contribute to the overall well-being and resilience of the regions we operate in.

We remain steadfast in our vision to lead with purpose. For us, business excellence and sustainability are not mutually exclusive—they are intrinsically linked. We are committed to continuous progress in a way that benefits all.

Regards,

H. C. Aggarwal Chairman



# From the Managing Director's desk

Through energy-efficient practices, judicious use of products and farmer education initiatives, we are advancing solutions that contribute to a more sustainable agricultural future.

Dear Stakeholders,

As we navigate an increasingly complex and climate-conscious world, we are proud to reaffirm our deep-rooted commitment to sustainability, a commitment that continues to shape our vision and drive our purposeful growth. In FY 2024–25, we remained focused on our mission to empower farming communities, strengthen environmental stewardship, and create long-term value for all stakeholders.

In the face of mounting environmental challenges, ranging from climate volatility and resource constraints to the urgent need for sustainable food systems, our business has demonstrated resilience and adaptability. Our robust performance during the year is a testament to the relevance of our strategy, which places environmental responsibility at the core of our operations. Through energy-efficient practices, judicious use of products and farmer

education initiatives, we are advancing solutions that contribute to a more sustainable agricultural future.

We recognise that the path to long-term agricultural resilience lies in equipping farmers with the knowledge to make informed, responsible choices. As part of this commitment, we observed Product Stewardship Day on 19th February 2025, an initiative designed to raise awareness on the safe and judicious use of crop protection products. Through more than 500 awareness sessions conducted across India, we directly engaged with over 20,000 stakeholders, including farmers and channel partners. These sessions focused on key areas such as proper product selection, accurate dosage, correct application methods, and safe storage practices-reinforcing our ongoing commitment to farmer safety, environmental responsibility, and informed product usage.

Innovation remains a cornerstone of our approach as we continue to explore science-led, sustainable solutions to address the evolving needs of the agricultural sector. By fostering a culture of research, collaboration, and continuous improvement, we are better positioned to empower farmers, enhance productivity, and contribute to building a resilient and future-ready agricultural ecosystem.

Our commitment to innovation spans across various dimensions from enhancing product efficacy and safety to improving resource-use efficiency and reducing the environmental footprint of our operations.

As part of our commitment to biodiversity, we partnered with RIICO to develop a mini forest of 4,000 trees in Chopanki, Rajasthan's RIICO Park. Implemented through the IIL Foundation, this green initiative enhances air quality, supports local biodiversity, and promotes ecological restoration- reflecting our long-term vision for sustainable and inclusive growth.

We are equally focused on nurturing a diverse, inclusive, and empowered workforce. Additionally, this year, we launched IIL Growsmart, a digital Learning Management System offering structured training in multiple regional languages. With over 14 interactive courses, the platform empowers employees to build product knowledge and crop-specific expertise through accessible, on-demand learning.

As we share this Sustainability Report, it reflects not just our progress, but also the complex challenges we continue to address with determination and clarity of purpose. Our sustainability journey is ongoing, marked by continuous learning, innovation, and collaboration. While the path is not always linear, our efforts are firmly anchored in our core values and strengthened by the collective commitment of our people, partners, and communities. Together, we remain focused on driving meaningful change and building a resilient, responsible, and purpose-led future.

Regards,
Rajesh Kumar Aggarwal
Managing Director

# insecticides (INDIA) LIMITED

# **About Us**

We are one of India's leading player of crop protection and nutrition solutions provider, recognized by the farming community for our deep understanding of agricultural needs and our commitment to innovation. Our portfolio encompasses a broad range of high-quality products developed to enhance crop health, improve yields, and ensure sustainable farming practices.

With a strong focus on research and development, we always strive to deliver solutions that empower farmers to protect their crops against pests, diseases, and environmental challenges. Our mission is to support India's agricultural growth by enabling farmers to achieve greater yield and long-term resilience. Our comprehensive product portfolio spans a wide range of crop protection and nutrition solutions, including Insecticides, Herbicides, Fungicides, Biologicals, and Plant Growth Regulators (PGRs), tailored to meet the diverse needs of Indian agriculture.

Headquartered in Delhi, we commenced our operations in 2001 and started our first manufacturing plant in Chopanki, Rajasthan in 2002. Since then, we have significantly expanded

**FOUNDATION** 

our footprint and now operate eight state-of-theart manufacturing units across India, all equipped with modern infrastructure and adhering to robust quality and safety standards including one unit approaching operational readiness. Our journey is fuelled by our commitment to innovation and sustainability. We focus on developing solutions that support farmers, particularly those with small and marginal landholdings.

The journey below outlines our transformation over the years—from laying a strong foundation and expanding manufacturing capabilities to driving innovation and evolving into a provider of comprehensive, end-to-end agricultural solutions tailored to farmers' evolving needs.



- Introduced value-added products from research as well as international tie-ups with the launch of patented products & biologicals
- ▶ Tie-up with NISSAN, Japan & MOMENTIVE, USA

**INNOVATION & SCALING** 

- Commenced R&D centre in JV with OAT Agrio, Japan for innovation
- Industry milestone by manufacturing technical & formulation for Bispyribac Sodium (Green Label)



 Comprehensive product portfolio including patented new chemistries & innovative solutions

A glimpse of technical, formulation and R&D Center at Chopanki, Rajasthan

- Presence across 22 countries. Setting up of EOU
- Expansion at Chopanki & Dahej plant for technical and formulation
- ► Acquired Kaeros Research Pvt. Ltd. to enhance supply chain activities
- Digitalisation Implemented CRM
  - IIL 360 for Team

2020-2025

• IIL Pariwar for Distributors

#### EXPANSION

- Setting up of technical synthesis plant at Chopanki, Rajasthan and Dahej, Gujarat
- Setting up of formulation plant at Udhampur, J&K and Dahej, Gujarat
- Expanded pan-India distribution network
- Focused on expanding product basket, building brand equity and farmer connect
- ► Listed on the Indian Stock Exchange

 Partners
 Setting up formulation manufacturing at Chopanki, Rajasthan & Samba, J&K and Research Facilities
 Setting up of R&D Facility at Chopanki,

A legacy of entrepreneurship spanning

Strategic acquisitions of 'Tractor Brand'

► Long term relationship with the Channel

over three generations

and other brands

Rajasthan

2007-2011

2012-2019

2001-2006

# insecticides

#### Fundamental pillars driving our Value Creation











Brands & Distribution Network



At IIL, our approach to long-term value creation is anchored in four core pillars that shape our operations and long-term strategy. Our international collaborations over the past two decades have enabled us to bring cutting-edge crop protection solutions from around the world to India. We have a robust distribution network covering both rural and urban markets. This ensures timely and efficient access to our solutions. Our advanced manufacturing facilities maintain the highest standards of safety, quality,

Manufacturing



A Research & Development



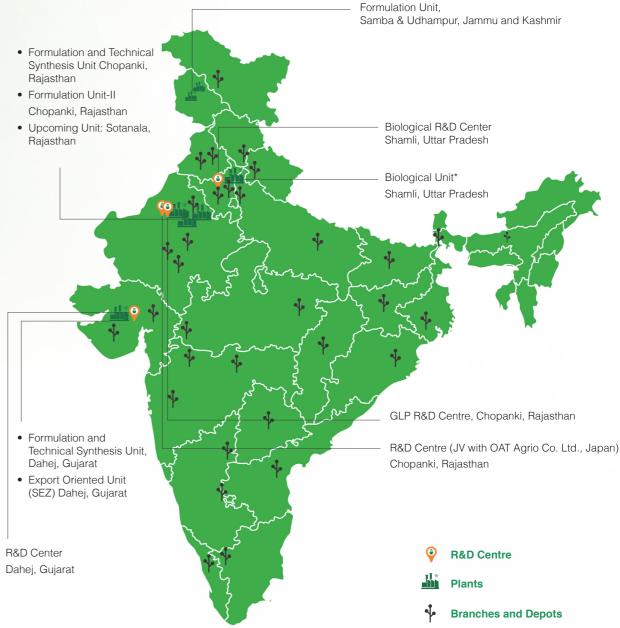
and environmental compliance whilst maintaining and expanding our production capacity. Additionally, our strong focus on research and development fosters continuous innovation, bringing us several patented products, further paving the way for us to carry out sustainable practices that promote agricultural progress and simultaneously create ecological and social impact. Together, these pillars reinforce our commitment to responsible growth and long-term value creation for all stakeholders.

#### Our presence

Our manufacturing network includes two technical synthesis plants, six formulation plants and one export oriented unit (EoU), ensuring efficiency and quality across our production processes. Our technical synthesis plants are located in Chopanki (Rajasthan) and Dahej (Gujarat), while our formulation plants are spread across Samba and Udhampur (Jammu & Kashmir), Dahej (Gujarat), and Chopanki (Rajasthan). Additionally, the biological unit in Shamli, Uttar Pradesh, operates through a

toll arrangement. All our operational facilities adhere to the highest quality, environmental, and safety standards, holding ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certifications.

With a strong distribution network, we connect with over 7,500 distributors and 70,000 retailers, seamlessly integrated through our digital portals. Our presence extends beyond India, reaching 22 countries, reinforcing our position as a significant player in the global agricultural market.



#### insecticides (INDIA) LIMITED

#### **Our Innovative Crop Solutions**







Our commitment to sustainable agriculture is reflected in our comprehensive and evolving portfolio of crop protection and nutrition solutions. We offer a wide range of scientifically formulated

products, including fungicides, insecticides, herbicides, and Plant Growth Regulators (PGRs), designed to address diverse agronomic challenges and enhance crop productivity.





#### 61 Insecticides

Products used to effectively control the insects in crops





#### 21 Fungicides

Products used to prevent and control diseases in crops





# 46 Herbicides Products used to control

Products used to control and prevent weeds





### 16 Biologicals

Products used for good health and productivity of crops

Recognizing the growing need for environmentally responsible farming practices, we have strategically expanded our offerings to include **biological solutions**—products derived from natural sources that support pest and disease management while minimizing ecological impact. Through our specialized, targeted, and efficient solutions, we enable

farmers to optimize crop protection and maximize yields, while supporting long-term agricultural sustainability. By combining innovation with a deep understanding of farmer needs, we continue to strengthen our position as a trusted and forward-thinking partner in the agricultural value chain.



#### **Vision, Mission and Our Values**



#### **VISION**

To be every farmer's first choice for sustainable agriculture.



#### MISSION

Empower farmers with effective world-class products and services that are affordable and accessible

#### **OUR VALUES**



Ultra-modern automated manufacturing for consistent quality and safety



Always evolving in the best interest of the customers



Advancing towards sustainable agricultural practices



Continuously adopting innovative measures



**Eco-friendly products** 

In today's dynamic landscape, embracing sustainability is essential for long-term success. We have embedded sustainability at the heart of our business strategy, ensuring that our operations align with evolving customer expectations and industry demands. By prioritizing responsible practices, we create lasting value while driving innovation and resilience. Our commitment is rooted in customer-centricity, sustainable product development, operational excellence, and strong ethical principles, shaping a more sustainable and future-ready business.

# **Certifications & Compliance**

#### ISO Certified Operational facilities.





ISO 14001 Environmental Management System



ISO 45001 Occupational Health & Safety Management System Recognized for our robust Quality Management System, Environmental Responsibility, and Occupational Health & Safety practices.





#### NABL Accredited Laboratories

Our laboratories are accredited by NABL, ensuring accuracy, reliability, and international recognition of test results.



#### Good Laboratory Practices (GLP) Certified

Our R&D centre at Chopanki comply with Good Laboratory Practices (GLP), ensuring data integrity, procedural reliability, and adherence to established safety and quality standards.



#### Extended Producer Responsibility (EPR) Compliant Entity

Committed to environmental stewardship through responsible plastic waste management and sustainability initiatives.

These certifications are not just regulatory milestones—they reflect our dedication to excellence, operational transparency, and environmental responsibility. Each accreditation strengthens our ability to deliver products that are safe, effective, and sustainable, while reinforcing our role as a responsible leader in the agrochemical industry.

# **Awards and Accolades**



We were honoured with the Export Awards for the years 2019-20 and 2020-21 at **CHEMEXCIL's Export Award Ceremony** held in Mumbai on 8th February 2025. The awards were presented by Hon'ble Union Minister of State for Chemicals and Fertilizers, Smt. Anupriya Patel, in recognition of IIL's commitment to advancing agricultural innovation and supporting farmers across the globe.



Our Managing Director, Mr Rajesh Kumar Aggarwal, was honoured at the Entrepreneur Al Summit 2025 in Delhi for participating in a panel discussion on Al's transformative potential in business.

We secured the Best TVC Award 2025 at the Chalo Rural Conclave and Awards in Mumbai for our Mission TVC campaign, featuring brand ambassador Ajay Devgn.



Our IIL Foundation received the prestigious Bhamashah Award for third consecutive year at the Bhamashah Samman Samaroh 2024 in Udaipur for our contributions to the education sector in Rajasthan.



We were honoured to receive the "Company of the Year (Large Scale)" award at the PMFAI Awards in Dubai on January 21, 2025.



# Performance of FY 2024-25



FINANCIAL

₹2,000 Cr

Revenue

₹139 Cr

PAT

27.90%

1.02

Increase in RoCE

33.72%

Increase in Net profit Margin



# **ENVIRONMENTAL**

More than 30% Green belt coverage

3 ZLD **Facilities** 

Water intensity

~4%

Increase in renewable electricity consumption



SOCIAL

₹2.52 Cr **CSR Spend** 

18% female representation at executive level and above

~17% decrease in turnover rate for permanent employees

Inclusion of **Persons with Disabilities** in our workforce



### **GOVERNANCE**

28 Patents

granted till date

50%

Independent **Directors** 

**R&D Units** 

0

Complaints on corruption

# **Governance and Ethics**

At IIL, we uphold the highest standards of ethical conduct, fostering a culture of trust, accountability, and transparency across all levels of the organization. We recognize that strong governance is essential to maintaining stakeholder confidence and ensuring long-term, sustainable growth. As part of this commitment, we adhere to rigorous corporate governance practices in alignment with the guidelines set forth by the Ministry of Corporate Affairs (MCA) and the Securities and Exchange Board of India (SEBI).

Our governance framework is designed to promote responsible decision-making, effective risk management, and operational transparency. At the helm of this framework is our Board of Directors and senior leadership team, who are committed to driving ethical leadership, strategic oversight, and organizational effectiveness. Through continuous evaluation and improvement of our governance practices, we aim to create lasting value for all our stakeholders while upholding the principles of integrity and fairness.

Our Board of Directors plays a key role in ensuring strong governance across the organisation. Regularly reviewing our business strategy, the Board ensures that we remain agile to changing market conditions while staying aligned with our mission and long-term goals. Following a onetier board system, our Board comprises 50% independent directors, two women directors, and executive directors, bringing in valuable skills, expertise and experience with them. This diversity helps guide our strategic direction, creating value for stakeholders and building sustainable growth.

#### **Our Board of Directors**

Board of

Directors

Independent Directors

Women Directors Remuneration & Board Diversity Policy to ensure experience, and diverse perspectives. This policy

We have adopted the Nomination and that our Board reflects an optimal balance of skills,

to, professional expertise, industry experience, educational background, and diversity in terms of gender and cultural perspective. By doing so, we aim to foster inclusive and effective leadership that supports robust decision-making and sound governance. Additionally, our Board composition is fully aligned with the requirements set out under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Companies Act, 2013, ensuring compliance with regulatory standards and reinforcing our commitment to transparent and accountable governance.

Our Board has constituted six specialized committees, each entrusted with focused

outlines a structured and merit-based approach

to Board nominations, taking into consideration

a wide range of factors including, but not limited

responsibilities in areas critical to our business operations and governance framework. These committees include the Audit Committee, Nomination, Remuneration and Ethics Committee, Stakeholders' Relationship Committee, Risk Management Committee, Corporate Social Responsibility and Sustainability Committee & Finance Committee. Each committee operates under clearly defined charters and functions with independence, diligence, and strategic oversight. While these committees play a critical role in strengthening governance and ensuring compliance in their respective domains, the Board retains overall accountability and ensures that their activities remain aligned with our longterm objectives, ethical standards, and regulatory obligations. This structure enables more effective decision-making, risk management, and performance monitoring across the organization.



Maintaining the independent structure of our committees is vital for strengthening our corporate governance. To further that, we ensure that our committees have a fair mixture of Independent Directors leading our Board committees. Our Audit Committee, Stakeholders' Relationship Committee, Risk Management Committee and Nomination, Remuneration and

Ethics Committee are chaired by independent directors.

Additionally, the Chief Financial Officer (CFO) is part of the Finance Committee, contributing financial expertise to the decision-making process. The Company Secretary acts as the secretary to all the Board-level Committees, ensuring compliance and effective coordination.

#### Technical Expertise of the Board\*



\*Two of our Directors retired from their position as an Independent Director(s) of the Company w.e.f. May 30, 2024, upon completion of their second term.

**NIKUNJ AGGARWAL** 

SHYAM LAL BANSAL

Independent Director

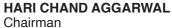
Whole Time Director



The composition of our Board-level Committees is outlined below:































Managing Director

**RAJESH KUMAR AGGARWAL** 









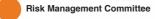
Chief Financial Officer

Stakeholder's Relationship Committee

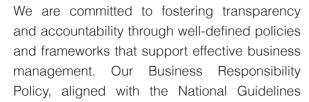








#### **Our Codes and Policies**



on Responsible Business Conduct (NGRBC), sets clear expectations for employees, senior management, and directors, ensuring compliance with our ethical standards, corporate values, and legal requirements.

Investor Grievance Redressal Policy	Related Party Transaction Policy	Criteria of making Payments to Non- executive Directors	Child Labour Policy	Dividend Distribution Policy
Code of Conduct for Prevention of Insider Trading	Forex Risk Management Policy	CSR Policy	Business Responsibility Policy	Risk Management Policy
Whistleblower/Vigil Mechanism Policy	Policy for Material Subsidiaries	Comprehensive Code of Conduct of Insecticides (India) Limited	Prevention of Sexual Harassment Policy	Policy and Procedures for Inquiry in case of Leak or Suspected Leak
Nomination and Remuneration & Board Diversity Policy	Archival Policy	Policy on Preservation of Documents.	Policy for Disclosure of Event or Information and Determination of Materiality	of unpublished price sensitive information

Additionally, our Code of Conduct outlines essential guidelines on bribery prevention, non-discrimination, and human rights. By upholding these principles, we reinforce our commitment to responsible and ethical business practices.

#### **Our Sustainability Governance**

Sustainable governance isn't just a buzzword at IIL. It's the tool to fortify and strengthen our role in the society and build long-term resilience for ourselves and our stakeholders. To advance our efforts to governing our operations sustainably, our Corporate Social Responsibility and Sustainability Committee plays a central role in advancing our Environmental, Social, and Governance (ESG) agenda by identifying, assessing, and monitoring ESG issues that are material to our operations. This committee ensures that sustainability considerations are embedded into strategic decision-making processes and operational execution. To support these objectives, we also have a dedicated core sustainability team, comprising representatives from every department across all plant locations and our corporate head office. This cross functional team is responsible for driving the implementation of sustainability initiatives on the ground, facilitating alignment across functions, and measuring progress against defined sustainability goals.

In addition, our Risk Management Committee provides oversight on the long-term sustainability strategy, ensuring that emerging ESGrelated risks and opportunities are proactively addressed within the broader enterprise risk management framework. The overarching aim of this governance structure is to integrate sustainability into the fabric of our business reinforcing responsible corporate practices, enhancing resilience, and creating enduring value for all stakeholders.

Complementing these efforts, the Nomination, Remuneration, and Ethics Committee plays a key role in upholding the ethical governance standards of our Company. The committee ensures that leadership appointments are conducted through a transparent and merit-

based process, selecting individuals who exemplify our core values and contribute to a culture of ethical excellence. Furthermore, the committee is responsible for reviewing and validating our sustainability disclosures, ensuring that our environmental and social performance is communicated with clarity, accuracy, and in alignment with global best practices. Through its stewardship, the committee strengthens our commitment to ethical conduct, transparency, and sustainable growth. In addition to its governance responsibilities, the committee also evaluates sustainability disclosures, ensuring transparency in reporting our environmental and social impacts in line with best practices.



At Insecticides (India) Limited, ESG is integral to how we operate and grow responsibly. Our focus remains on environmental stewardship, social empowerment, and strong governance.

We continue to align with global standards, track progress, and embed sustainability into core decisions.

Together, we are committed to building a resilient, inclusive, and sustainable future.



Nikunj Aggarwal Whole Time Director



# **Sustainability in Action**

Sustainability is at the core of our operational philosophy, shaping the way we conduct business and make strategic decisions. It serves as a guiding principle that helps us balance economic growth with environmental stewardship and social responsibility. This section outlines the various ways in which we integrate sustainable practices into our day-to-day operations. The initiatives presented in the following pages demonstrate our proactive efforts to minimize environmental impact, promote responsible production, and contribute meaningfully to climate resilience. Through these actions, we reaffirm our commitment to creating long-term value for our stakeholders while making a positive and lasting contribution to the planet.

#### Stakeholder Engagement

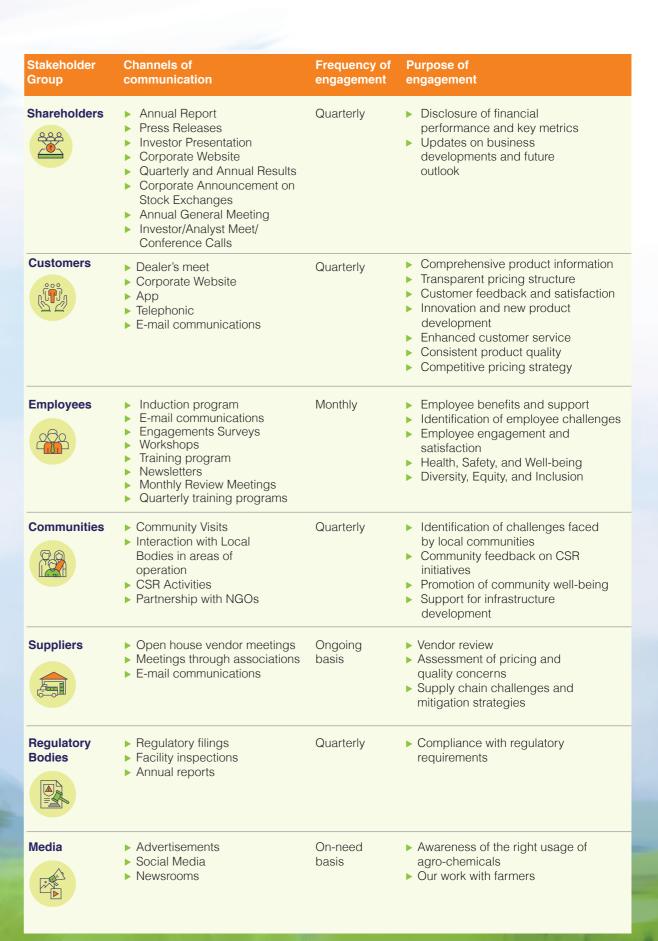
Building strong, trust-based relationships with our stakeholders is fundamental to our continued success and sustainable growth. We recognize that open, honest, and consistent communication is essential to understand stakeholder expectations, identifying shared priorities, and co-creating long-term value. By fostering an inclusive and transparent environment, we are able to proactively address concerns, seize opportunities for collaboration, and mitigate potential risks. Sustainability is embedded in our stakeholder engagement approach, and we actively incorporate it into our regular communications and reporting practices to enhance responsiveness to emerging issues.

To ensure that stakeholder voices are meaningfully reflected in our strategic decisions, we have established structured and formal

channels of engagement. 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.

Our dedicated teams regularly interact with key stakeholder groups—including farmers, investors, employees, communities, suppliers, and regulators—to solicit feedback, share insights, and implement necessary improvements. Through ongoing dialogue and collaboration, we aim not only to strengthen stakeholder confidence but also to drive positive societal and environmental outcomes in the regions where we operate.

Stakeholder Group	Channels of communication	Frequency of engagement	Purpose of engagement
Farmers	<ul> <li>Awareness campaigns/ Trainings</li> <li>Field visits</li> <li>Farmer meetings/Fairs</li> <li>Mass media, social media and call centres</li> </ul>	Activities are conducted on periodic basis on a predetermined schedule	<ul> <li>Enhancing farmer awareness on the safe and appropriate use of agro-chemicals</li> <li>Assessing the key challenges experienced by farmers in the application of agro-chemicals</li> </ul>





#### **Materiality Assessment**

Understanding and addressing the most critical ESG aspects is key to our sustainability approach. During the reporting year, we reconducted our materiality assessment to reassess priorities and align with evolving stakeholder expectations. Through engagement with internal teams, industry research, and peer benchmarking, we identified and evaluated key material topics based on their potential impact

on our business and stakeholders. These priorities are continuously monitored, measured through key performance indicators (KPIs), and transparently reported. This structured approach ensures that our sustainability strategy remains aligned with global best practices while reinforcing our commitment to responsible and impactful operations.

#### Identification of material issues

We identified a probable list of material issues by doing a desktop study of Sustainability Accounting Standards (SASB), Morgan Stanley International (MSCI) and peer benchmarking.

#### Finalisation of issues

The finalized material issues were than divided into five thematic areas:

- a. Eco-efficiency
- b. Supporting local communities
- c. Nurture Talent
- d. Responsible value chain
- e. Ethical Business

#### Stakeholder review

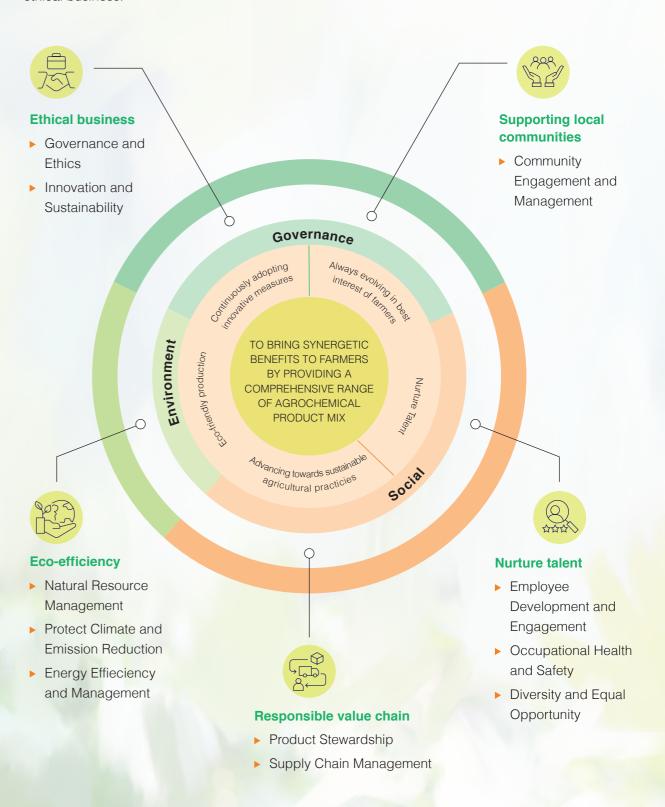
We conducted in-depth consultations with our internal stakeholders to gather their insights of identified issues and how they align with our business strategy.

# Prioritisation and validation of issues

A prioritised list of issues were developed based on stakeholder review and relevance to the business. This list was sent to the management for their validation.

#### **Our ESG Framework**

Following our assessment of material topics, each identified issue is categorised under five pillars, namely, eco-efficiency, supporting local communities, responsible value chain, nurture talent and ethical business.





Material Topic	Rationale	SDGs Impacted
Governance and Ethics	Robust governance and ethical practices are fundamental to responsible business conduct. They ensure transparency, accountability, and compliance, fostering trust among stakeholders and supporting long-term organizational integrity.	8 RESONT MORE AND THOSE AND THOSE FOR THE GOALS FOR THE GO
Innovation and Sustainability	Investing in innovation drives sustainable agriculture by developing solutions that enhance crop yield while minimizing environmental impact. This ensures long-term value creation for both farmers and ecosystems.	9 MOUNTE MOUNTES
Energy Efficiency and Management	Enhancing energy efficiency through technological upgrades and process optimisation helps lower operational impacts. Effective energy management supports sustainable growth.	7 MIRRORALI MO GLIMINISCI DI 12 REPONDELL DOCUMPITA MO DO
Natural Resource Management	Efficient utilisation of water and management of waste are vital for reducing environmental impact. Responsible stewardship of natural resources enables circular practices and ensures compliance with environmental standards.	6 MENANTINA  13 MINE  13 MINE  13 MINE
Protect Climate and Emission Reduction	Reducing greenhouse gas emissions plays a key role in addressing climate risks. Emission reduction efforts contribute to climate-resilient practices.	13 GEMBE
Product Stewardship	Ensuring safe development, use, and disposal of agrochemical products safeguards human health and the environment. Product stewardship builds customer confidence and supports sustainable agriculture.	9 MOUTH MOULTS  12 REPORTED  DOCUMENTS  AND PROJECTION  AND PR
Supply Chain Management	Effective supply chain management practices are critical for ensuring product quality, safety, and timely delivery while minimizing environmental impact.	8 DECENT WORK AND TOO HOUSE CONVINCE
Employee Engagement and Development	By fostering employee engagement and development, a company can build a culture of innovation, continuous improvement, and social responsibility, which can lead to improved business performance and stakeholder satisfaction.	3 COOD HELLERING  S COOD HELLERING  TO RECOURTE  TO RECOURTES  TO RECOURTES  TO RECOURTES
Occupational Health and Safety	Chemical handling is a high safety risk. Thus, the OHS system ensures the well-being of employees, reduces the risk of accidents and injuries, and helps to minimize liabilities and associated costs.	3 GOOD HEALTH BOOK STORMS AND WELL-RINGE CONDUNCT CONDU
Diversity and Equal Opportunity	It can foster innovation, attract, and retain top talent, and enhance the company's reputation and social license to operate. This can ultimately contribute to the company's long-term success and financial performance.	5 county  10 reports  ( )
Community Engagement and Management	Maintain a long-lasting relationship with the local communities and giving back to society is of prime importance.	2 MONERY    SOUTH HOME AND   SOUTH HOME

# **Eco-efficiency**



Sustainable operations and environmental responsibility remain at the core of our business practices. We strive to reduce our ecological footprint by focusing on carbon emission reduction, energy efficiency, water conservation, and waste minimization. Annual tree plantation drives across our facilities further contribute to biodiversity enhancement. Our efforts are supported by ISO 9001, ISO 14001, and ISO 45001 certifications, reflecting our ongoing commitment to quality, environmental sustainability, and the health and safety of our workforce.

#### **Material Topics Addressed**

- ► Energy Efficiency and Management
- ► Protect Climate and Emission Reduction
- ▶ Natural Resource Management

# **Key Highlights**

5,887.75 GJ

of renewable electricity

More than 30% Green belt coverage

#### **SDGs Impacted**











~4%

increase in renewable electricity consumption from previous year





Solar Panels at Plants

#### **Energy Efficiency and Management**

Driving energy efficiency is a critical component of our environmental sustainability strategy, enabling us to reduce our carbon footprint while enhancing operational cost-effectiveness. At IIL, we are committed to reducing energy consumption across our operations by implementing innovative technical interventions and best practices tailored to our manufacturing processes. These include energy-efficient machinery upgrades, process optimisation, and periodic energy audits to identify further improvement areas.

Our facilities operate on a diversified energy mix comprising diesel, petrol, natural gas, biomass, solar power, and electricity sourced from the grid. This balanced approach not only ensures operational reliability and energy resilience but also aligns with our broader goal of transitioning to cleaner and more sustainable energy sources.

A notable example of this commitment is at our Chopanki facility, where we have strategically increased the use of biomass briquettes while reducing reliance on natural gas. This shift not only enhances our energy efficiency but also contributes to reducing greenhouse gas emissions, reinforcing our dedication to sustainable and responsible manufacturing practices.

During the reporting year, our total energy consumption was 22,41,064.52 GJ, of which ~48% was sourced from renewable sources.

The tables below represent our direct and indirect energy consumption for FY 2024-25.

Direct energy source	Unit	Consumption
Diesel & Petrol	GJ	9,513
Natural Gas	GJ	10,84,844
Biomass	GJ	10,64,791

Indirect energy source	Unit	Consumption
Electricity purchased	GJ	76,028.77
from GRID		
Renewable electricity	GJ	5,887.75

To advance efficiency in our operations, we undertook several initiatives across our facilities. These initiatives are:

- At our Dahej plant, we have identified inefficiencies in the Automatic Power Factor Correction (APFC) system, causing suboptimal power factor levels (~0.93). Post modification, the PF improved to 0.99, minimizing reactive power and improving power quality. This further prevented utility penalties and optimized electrical system performance. The enhancement required minimal capex with high Rol and operational impact.
- ▶ Data-driven analysis identified inefficiencies

- affecting product recovery and consistency. By adjusting cycle timings, we ensured optimal reaction completion and reduced excess solvent usage. As a result, yield improved from 81% to 84%, enhancing output without compromising quality.
- Plant, we installed a larger 50 KL air receiver. This upgrade allows the compressors to operate in a no-load condition for extended periods, enabling intermittent shutdowns and reducing overall energy consumption. The initiative has resulted in improved process efficiency and significant power savings.



50 KL Air Receiver





Cooling tower at Dahej facility

Our manufacturing facilities utilize cooling towers to manage process heat generated during chemical synthesis and formulation. Heated water from reactors and condensers is circulated through cooling towers, where heat is dissipated through controlled evaporation. The cooled water is then recirculated back into the system. However, the operation of these systems relies heavily on electricity, increasing the load on our energy demand. Therefore, we carried out the following measures in our cooling towers to save energy:

- ▶ Return pipe and pump suction lines were resized based on actual flow requirements and pump capacity, reducing energy losses and improving efficiency
- ▶ Replaced butterfly valves with gate valves to ensure smoother flow and lower pressure drop
- ▶ Switched from Y-type strainers to easy-to-clean bucket strainers, helping maintain consistent cooling performance with less effort

#### **Protect Climate and Emission Reduction**

Climate change stands as one of the most urgent and complex challenges of the 21st century, drawing heightened focus from global, national, and regional stakeholders. Operating within the agriculture sector, we recognize the interdependence between agriculture and climate. While the agricultural sector is highly vulnerable to extreme weather events and shifting climate patterns, it also significantly contributes to greenhouse gas (GHG) emissions. Acknowledging this interdependency, we are deeply committed to advancing climate action and embedding sustainability into our core operations.

As part of our broader environmental stewardship, we are proactively working on reducing our GHG emissions through the adoption of low-carbon technologies, enhanced process efficiencies, and the steady integration of renewable energy sources. Our manufacturing practices are continually optimized to reduce energy intensity and associated emissions. Central to our climate strategy is robust monitoring and transparent reporting of Scope 1 and Scope 2 emissions, which enables us to accurately assess our carbon footprint and drive data-informed

decision-making. By strengthening our climate resilience and reducing emissions across our value chain, we aim to contribute meaningfully to the global transitioning towards a low-carbon and sustainable future.

<b>GHG Emissions</b>	Unit	Quantity
Scope 1	tCO2e	14,657.67
Scope 2	tCO2e	15,353.58

Along with GHG management, we also monitor and control air pollutants such as nitrogen oxides (NOx), sulphur oxides (SOx), and particulate matter (PM) generated during our manufacturing process. These emissions are managed through stringent operational controls and adherence to environmental norms. We ensure full compliance with applicable regulatory standards across all our facilities, underscoring our commitment towards environmental responsibility and cleaner operations. The table below highlights our air emissions during the reporting period.

Air Emissions	Unit	Quantity
NOx	MT	91.27
SOx	MT	90.41
Particulate Matter	MT	37.43











To reduce our impact on climate change and contribute to biodiversity, we partnered with RIICO during the reporting period to develop a mini forest in Chopanki, Rajasthan's RIICO park with 4,000 trees to serve as an oxygen bank to drive environmental stewardship.

This initiative, approved by the Rajasthan State Industrial Development and Investment Corporation for a three-year period, is being implemented and maintained by IIL Foundation. In addition to providing a green coverage to the industrial landscape, the project is designed to promote biodiversity, improve air quality, and create a healthier living environment for the local community.

To ensure the long-term sustainability of the site, our IIL Foundation also oversees rainwater harvesting and other essential environmental infrastructure. By transforming open industrial

space into a thriving green zones, this project reflects our broader commitment to sustainable development, ecological restoration, and community well-being.

Additionally, at our Udhampur plant, we planted over 100 trees, including species such as Neem and Peepal, as part of our efforts to promote environmental sustainability. This green initiative aims to offset the environmental impact of our operations, enhance local biodiversity, and contribute to a healthier ecosystem within and around the plant premises.

#### **Plantation Drive Media Coverage**

### आईआईएल का रीको के साथ मिनी फॉरेस्ट विकास शुरू

ब्यूरो/नवज्योति,जर इंसेक्टिसाइड्स इंडिया लि। (आईआईएल) की सीएस



राजस्थाः इंडस्ट्रीयला डेवलपमेंट

एंड इन्वेस्टमेंट कोपॉरेशन (रीक्ने) की ओर से आर्ट्स

के एम खैरथल. के अन्य प्र अधिकारियं

सडियोग नेमेंको।

ल करने का नि

आई.आई.एल. फाउंडेशन द्वारा रीको के साथ मिलकर चोपांकी, खैरथल-तिजारा में मिनी फॉरेस्ट का विकास

जयपुर। अग्रणी क्रॉप प्रोटेक्शन एवं (आई. आई. एल.) की सी. एस. आर. शाखा इंडस्ट्रीयल डेवलपमेंट एंड इन्वेस्टमेंट कोपीरशन (रीको) द्वारा आवटित रीको पार्क में मिनी फॉरस्ट बनाने के लिए रीको के साथ एक प्रोजेक्ट की शुरुआत की है।

क्त इस प्रोजेक्ट के तहत आई. आई. <del>े प्रार्थिस्ट विकसित करेगा और</del>

चोपांकी, खैरथल-तिजारा में 4,000+ पौधों के साथ मिनी फॉरेस्ट विकसित करेगा आईआईएल फाउंडेशन

उपाध्यक्ष आ. नुपारा जुलार आर कंपनी के अन्य प्रतिनिधि मौजूद थे। र केंद्रित इस प्रोजेक्ट के तहत आई.

अन्य प्रतिनिधियों

आई. आई. एल. फाउंडेशन द्वारा रीको के साथ मिलकर चोपांकी, खैरथल-तिजारा में मिनी फॉरेस्ट का किया विकास

लिमिटेंड के मैनेजिंग डायरेक्टर

(आई. आई. एल.) की सी. पॅरिशन (रीको) द्वारा आवंटित ीको पार्क में मिनी फॉरेस्ट बनाने के प्रोजेक्ट की शुरुआत की है। पर्यावरण तंरक्षण पर केंद्रित इस प्रोजेक्ट के

ोलते हुए अग्रवाल ने कहा, हम इस महसूस कर रहे हैं और इस सामुदायिक विकास के लिए प्रतिबद्ध हैं। इस खुली जगह को ऑक्सीजन

IIL Foundation To Develop Mini Forest With RIICO In Chopanki, Khairthal-Tijara

आई.आई.एल. फाउंडेशन द्वारा रीको के साथ मिलकर चोपांकी, खैरथल-तिजारा में मिनी फॉरेस्ट का विकास

प्रोटेक्शन एवं न्यूट्रीशन कंपनी इंसेक्टिसाइड्स इंडिया लिमिटेड (आई. आई. एल.) की सी र्स. आर. शाखा आई. आई. एल. फाउंडेशन ने राजस्थान स्टेट इंडस्ट्रीयल डेबलपमेंट एंड इन्वेस्टमेंट कोपेरिशन (रीको) द्वारा आर्वेटित रीको पार्क में मिनी फॉरेस्ट बनाने के लिए रीको के साथ एक पौधारोपण प्रोजेक्ट की शुरुआत की है। तीन साल की अवधि के लिए श्री एल. फाउंडेशन लगभग ४००० इंसेक्टिसाइड्स पौधों के साथ मिनी फॉरेस्ट लिमिटेड के मैनेजिंग डायरेक्टर रीको अधिकारियों को धन्यवाद विकसित करेगा और इसका श्री राजेश अग्रवाल और देते हैं। हम इसके लिए अपना प्रोजेक्ट के मार्गदर्शन में



पर्यावरण संरक्षण पर केंद्रित इस इस प्रोजेक्ट को मंजूरी दी है। प्रोजेक्ट का हिस्सा बनकर

जनता के लिए ऑक्सीजन बैंक के साथ-साथ कंपनी के अन्य पर्यावरण संरक्षण और फाउंटेणन वर्ण जन र के रूप में कार्य करेगा। रीको ने प्रतिनिधियों और सरकारी समाजातिक

रखरखाव करेगा। यह मिनी खैरथल-तिजारा की जिला सर्वश्रेष्ठ प्रयास करेंगे क्योंकि हम फाउंडेशन के प्रयासों का नेतृत्व

लाभ मिल सके और बायो डायवर्सिटी (जैव विविधता) को बढ़ावा मिल सके। हम जहां काम करते हैं वहां हमारे प्रयास उन क्षेत्रों के इकोलॉजिकल पारिस्थितिक) और सोशल सामाजिक) दोनों पहलुओं

फॉरेस्ट बड़े पॅमाने पर स्थानीय मजिस्ट्रेट श्रीमती अर्तिका शुक्ला अपने फाउंडेशन के तहत करेंगे। आई. आई. एल.





#### **Natural Resource Management**

As an agrochemical company, we are committed to sustainable practices that conserve natural resources such as water and support responsible agriculture. We prioritise sustainable water usage and waste management across our operations.

Considering our heavy dependence on water in our operations, we remain focused on using it efficiently and sustainably. We have established systems to closely track our consumption levels and ensure withdrawals remain within authorised limits. Sourcing water from both municipal supply and groundwater, we prioritise responsible usage and continuously explore opportunities to improve water conservation across all operations.



Storm water drain constructed at Dahej Facility

As part of our ongoing water management efforts, we initiated the construction of a second stormwater drain at our Dahej facility to enhance rainwater conservation and improve site water runoff management. The additional stormwater drain will also support better stormwater segregation and discharge, contributing to overall site resilience and operational efficiency.

Water withdrawl by source	Unit	Quantity
Ground Water	KL	6,430.40
Third Party	KL	83,182.80

We have implemented Zero Liquid Discharge (ZLD) systems at our manufacturing units in Chopanki, Udhampur, and Sambha, ensuring that all treated wastewater is recycled and reused within the facility. At our Dahej plant, we have a wastewater treatment system to ensure compliance with the quality and quantity standards defined by the Gujarat Pollution Control Board.

Effective waste management is a cornerstone of our environmental sustainability strategy, enabling us to minimise ecological impact while improving operational efficiency. We are committed to managing all forms of waste-hazardous and non-hazardous—in a responsible and compliant manner, strictly adhering to all applicable environmental regulations. Our processes ensure that waste is either safely disposed of through authorised channels or redirected to certified recyclers, reducing our reliance on landfills and promoting circular economy principles. With a strong emphasis on reuse, recycling, and waste segregation at source, we continue to explore innovative solutions to reduce waste generation and enhance resource recovery across our operations.

To further strengthen our circularity efforts, we are registered under the Extended Producer Responsibility (EPR) programme as a Brand Owner and Importer, taking responsibility for our products' end-of-life and supporting sustainable waste management. During the year, 3,335.36 MT of plastic packaging recycled through EPR Route.

As part of our waste reduction efforts, we optimised the reaction stage in the DRP-14 process to improve raw material utilisation and minimise production losses at our Dahej facility. By adjusting raw material ratios and fine-tuning process parameters, we enhanced reaction efficiency and consistency. This initiative led to an increase in yield from 89% to 94%, resulting in reduced rework and a notable decrease in process-related waste.

Additionally, our Chopanki facility is a proud member of the Udaipur Chamber of Commerce and Industry (UCCI), a prominent business association that promotes sustainable and responsible industrial practices.

This affiliation reinforces our commitment to robust and compliant waste management systems. Through our membership, we ensure that all hazardous waste generated at the facility is managed and disposed of in strict adherence to regulatory requirements and industry best practices. By leveraging the collective expertise

Category: Hazardous	Unit	Quantity
Waste		
Waste Generated	MT	1,453.09
Waste Diverted from	MT	4.42
Disposal		
Waste Directed to	MT	1,363.99
Disposal		

and resources of the UCCI network, we continue to uphold high environmental standards and strengthen our efforts toward safe, responsible, and sustainable waste management.

We also extended our support to the Mukhyamantri Jal Swavlamban Abhiyan (MJSA) in Tijara, Alwar, by identifying potential recharge sites and constructing five different types of recharge structures at strategically chosen locations. These interventions covered a total catchment area of 818 hectares, contributing significantly to artificial groundwater recharge and improving water availability for the local community.



Check dams built by IIL Foundation

# insecticides (INDIA) LIMITED

# **Nurture Talent**



Our employees are the foundation of our organisation, and their dedication drives our long-term success. At IIL, we are committed to fostering a workplace where every individual feels valued, respected, and empowered. We actively promote a culture of inclusivity, equality, and mutual respect, ensuring that all employees have equal access to opportunities and resources. By prioritising health, safety, and well-being, and by offering comprehensive benefits and growth opportunities, we create an environment where our people can thrive both personally and professionally. Upholding employee rights and promoting continuous engagement not only strengthens our organisational culture but also reinforces our vision of being an employer of choice in the industry.

#### **Material Topics Addressed**

- Employee Engagement and Development
- Occupational Health and Safety
- Diversity and Equal Opportunity

#### **SDGs Impacted**









#### **Key Highlights**

18%

female representation at executive level and above

~17%

decrease in turnover rate for permanent employees ~4.8K

Total training hours

8.5 score

out of 10 on our Employee Engagement Survey

#### **Employee Engagement and Development**

Building a capable, engaged, and future-ready workforce is essential to driving sustainable growth. We are committed to attracting top industry talent through a structured and transparent recruitment process, while also focusing on long-term retention by offering continuous learning and development opportunities.

Category	Male	Female
Board of Directors	8*	2
Permanent Employees	795	29
Other than Permanent Employees	908	3
Permanent Workers	897	8
Other than Permanent Workers	27	0

<sup>\*</sup>Two of our Independent Directors has retired on May 30, 2024, pursuant to completion of their second term.

Category	Age Group (years)			Gender	
	<30	30-50	>50	Male	Female
Employees					
Senior Management	1	14	30	43	2
Middle Management	5	140	63	197	11
Junior Management	123	395	53	555	16
Non-Management	491	388	32	908	3
Permanent Workers	414	456	35	897	8
Other than Permanent Workers	17	8	2	27	0
Total	1,051	1,401	215	2,627	40

At IIL, we believe that continuous learning and development are vital to building a competent, confident, and resilient workforce. Our employee-focused approaches are thoughtfully designed to empower individuals at every level of the organisation by equipping them with the knowledge and skills necessary to excel in their roles.



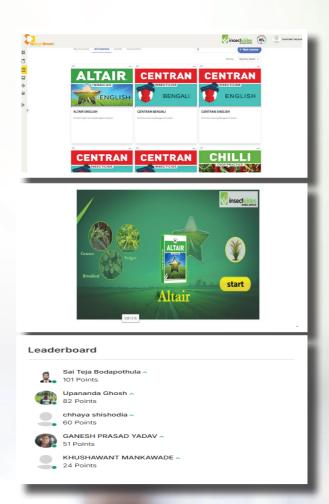


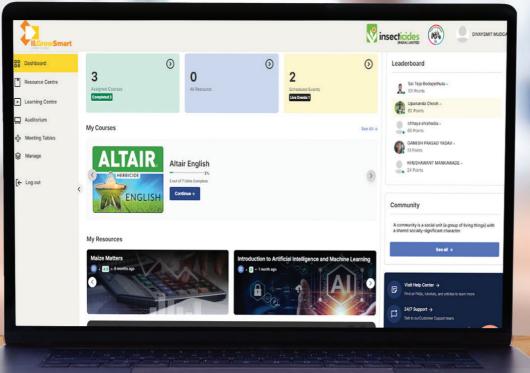


Trainings at our facilities



In our efforts to further strengthen employee learning and engagement, we launched a digital Learning Management System (LMS) called IIL Growsmart. This platform offers role-based structured, training modules focused on product knowledge and crop-specific solution making training easy, accessible and impactful. Designed to support continuous learning, the LMS allows employees to access up-to-date training resources anytime, anywhere. The app features over 14 different courses covering different crops and products offers content in multiple regional languages. The platform provides interactive modules, realtime assessments, and automatic certifications to support skill development and career growth.





We conduct regular, targeted training sessions covering critical areas such as the Prevention of Sexual Harassment (POSH), Environmental Compliance, Workplace Ethics, and Functional Skill Enhancement.

At our manufacturing facilities and corporate office, we place strong emphasis on health and safety preparedness, with dedicated training on fire safety, first aid, and emergency response protocols. These initiatives not only foster a culture of safety and compliance but also contribute to individual growth and organisational excellence.

To propel our employees' growth, we focus on imparting several skill upgradation trainings to our workforce. During the reporting period, we organised several trainings for our employees and workers at our corporate office and manufacturing facilities focusing on a range of topics like carbon credits, human rights, prevention of insider trading, safe use of chemicals, fire safety, product stewardship.

# ~4.8K Total Training Hours







Trainings and Safety sessions at our facilities



In the reporting year, we developed a more comprehensive Human Rights module under our HR framework.

This updated module was circulated across all plant locations to ensure broader awareness and implementation.

As a result, our human rights practices were further strengthened, with improved training coverage across operations. Further, we also conducted financial awareness sessions for our



Republic Day celebration



corporate office employees, empowering our workforce with the knowledge and skills needed to make informed financial decisions.

We also place strong emphasis on the health and overall well-being of our workforce through proactive and preventive healthcare initiatives. For example, at our corporate office and Dahej facility, an eye check-up camp was organised to facilitate early detection and care for vision-related concerns, reflecting our commitment to employee health.



Eye check up at Dahej facility



Health check up at Head Office



Festival celebration at our facilities

Beyond physical wellness, we actively nurture a positive and inclusive workplace culture by promoting employee engagement and fostering a strong sense of community. Celebration of cultural events such as Navratri Puja, Diwali celebration, Kite Festival, and Vishwakarma Puja, among others, were organised across locations to encourage participation, strengthen interpersonal bonds, and offer cultural respect to machines and tools to build a shared sense of belonging. In line with our focus on holistic well-being, the 10th International Yoga Day was celebrated through a guided session at our corporate office, led by Yog Guru Mr. Hitesh Kumar, a certified instructor accredited by the Ministry of AYUSH. The session offered valuable insights into the physical and mental benefits of yoga, reinforcing the importance of mindfulness and health in our everyday lives.

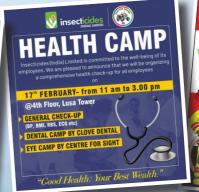


Diwali celebration



initiatives







43

#### **Workers' Development Program**

To build a culture of continuous improvement, we conduct 5-10 day development programmes for workers that focus on boosting productivity, leadership skills, and overall awareness. These initiatives promote active participation in suggestion schemes, driving innovation and employee engagement. They play a vital role in creating a motivated and growth-driven workplace.

Our focus areas are as below:







(₹)\( \) Cost &

**Delivery** 

House keeping



Employees' motivation

Our commitment to employee welfare is deeply embedded in our organisational values and is reflected in the comprehensive benefits we provide. These include life insurance, healthcare, and disability support, all aimed at ensuring financial security, peace of mind, and overall well-being for our workforce. These initiatives not only enhanced employee satisfaction but also supported our broader sustainability objectives of building a resilient, people-first organisation. To further understand employee sentiments and identify areas for improvement, we conduct an annual Employee Engagement Survey. This survey evaluates satisfaction across multiple dimensions, including job responsibilities, environment, compensation, workplace

benefits, growth opportunities, learning and development, and relationships with colleagues and managers. Insights gathered from the survey are carefully analysed and used to refine our practices, ensuring that we continually improve and foster an inclusive, engaging, and supportive workplace for all employees. In FY 2024-25, our employee engagement survey recorded a score of 8.5 out of 10, showcasing strong employee engagement and wellbeing. In addition to this, our Employee Satisfaction Survey recorded that ~72% of our workforce is satisfied with our organisation, reflecting that our employees feel valued, motivated, and connected to the organization's mission and values.



A Glimpse of Our QC&A Laboratory

#### **Diversity and Inclusion**

Fostering a diverse, inclusive, and respectful workplace forms the foundation of our organisational ethos. At IIL, we are committed to creating an environment where every employee feels valued, respected, and empowered to contribute meaningfully. We recognise that diversity—across perspectives, experiences, backgrounds, and identities—not only enriches our workplace culture but also fuels creativity,





118

**Employee Hire\*** 

195

<30 years

309

Male

Celebrating International Women's Day

innovation, and better decision-making. Our equal opportunity framework, embedded in our Code of Conduct, ensures that all employment practices—from hiring and promotions to professional development—are fair, transparent, and free from bias. We uphold this commitment irrespective of gender, physical ability, ethnicity, or any other personal attribute, reinforcing our belief that an inclusive culture is essential for sustainable and equitable growth. To further strengthen our commitment, we have achieved our target of 18% women representation at the executive level and above by March 2025.

Our priority towards creating a diverse workforce is supported by the metric that more than 50% of our total wages are paid to the employees and workers hailing from rural and semi-urban regions.

As part of our efforts to celebrate and empower women in the workplace, we organised a virtual event on International Women's Day featuring Dr. Rita Savla, a distinguished expert on women's well-being. The session brought together participants from across locations and served as both an informative and inspiring tribute to the role of women in our organisation.

#### **Employee Turnover\***

148 30 years	<b>76</b> 30-50 years	<b>8</b> >50 years	
22	26	6	
Ma	ale F	Female	

<sup>\*</sup>Our hire and turnover presented above is for permanent employees and workers.

Female

30-50 years >50 years



Accessibility is also a key component of our inclusion efforts. All our facilities, including the corporate head office, are designed to accommodate persons with disabilities, with features such as ramps and elevators that allow easy movement across the premises. Additionally, we have further increased the representation of persons with disabilities in our workforce.

Additionally, we have established fair and meritbased processes for hiring, promotion, and professional development to ensure that every individual is given a fair opportunity to grow and succeed within the organisation. We are committed to fostering a workplace that is free from discrimination and harassment, supported by well-defined grievance redressal mechanisms that allow employees to report concerns with confidence and without fear of retaliation. By cultivating an inclusive and respectful work environment, we enable our employees to unlock their full potential and actively contribute to our organisational growth. This commitment to diversity and inclusion is an integral part of our broader sustainability strategy, reflecting our belief that a workforce representative of the communities we serve strengthens our capacity for long-term and responsible success.



Celebrating International Women's Day

#### **Occupational Health and Safety**

At IIL, the health and safety of our workforce is a top priority. We are dedicated to upholding the highest standards of occupational health and safety by implementing stringent practices across all our operations.





Fire safety session at Plants and Head office

Creating a safe work environment involves not only strong systems but also well-informed people. To that end, during the year, we conducted several health and safety trainings like Basic Fire Fighting, Unsafe Act & Condition, Fire Mock Drills at our manufacturing facilities. Further, at our Corporate and Mumbai office, we conducted fire safety drills to prepare our workforce for effective emergency response, enhancing awareness, evacuation readiness, and coordination during fire-related incidents. At our facilities, we celebrated the 54th National Safety Week wherein we engaged our workforce in various activities like practical firefighting competition, use of fire extinguisher competition, safety quizzes, etc.

Our facilities are certified under ISO 45001, reflecting our commitment to maintaining robust health and safety management systems that proactively identify, assess, and mitigate workplace risks.



During the reporting year, we recorded one Lost Time Injury (LTI) at our Dahej facility. The incident was promptly addressed, and corrective measures were implemented to prevent recurrence and strengthen our safety protocols.

These sessions help raise awareness and prepare employees and contract workers to respond effectively to potential risks. We also run a dedicated Worker Protection Programme, under which all new recruits handling pesticides and insecticides receive mandatory safety training within 15 days of joining. We have also implemented HAZOP (Hazard and Operability) methodology to systematically identify and address potential risks across our processes and operations.

Recognising the diversity of our workforce, we ensure that communication is clear and inclusive. Trainings are delivered in five regional languages to ensure comprehension, and for those with limited literacy, we provide symbol-based learning using pictograms to effectively convey safety instructions.



# Responsible Value Chain



Ensuring ethical and sustainable business practices helps us in creating a long-term positive impact and value for our stakeholders like customers, employees, suppliers, and the communities we serve. We prioritise and believe in creating a responsible value chain strategy that focuses on environmental sustainability, community growth and strong supplier relationships.

#### **Material Topics Addressed**

- ► Supply Chain Management
- ▶ Product Stewardship

#### **SDGs Impacted**







#### **Key Highlights**

Engaged with more than **3,000 channel partners** at business partner meets

Increased engagement of IIL 360 and IIL Pariwar Application

Engaged with more than **20K farmers** on Product Stewardship Day

#### **Supply Chain Management**

We view our suppliers as vital partners in the success of our operations and are committed to building strong, collaborative relationships grounded in trust, transparency, and mutual benefit. To strengthen our supply chain, we follow a fair and consistent evaluation process that considers key factors such as financial stability, ethical conduct, and operational reliability. These practices reinforce our commitment to sustainability and responsible business conduct.

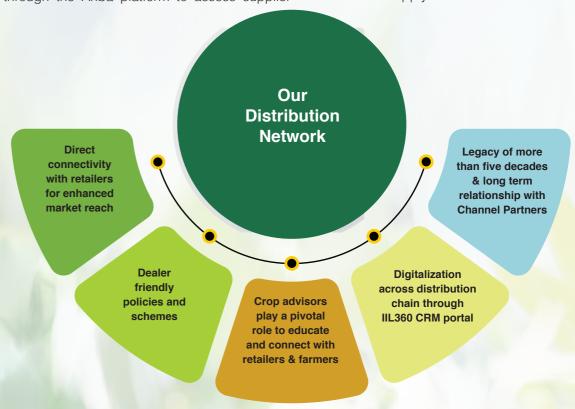
As part of our broader effort to promote ethical and sustainable practices, we have implemented a Business Partner (BP) Code for both existing and new suppliers. This Code, aligned with our Company's Code of Conduct, outlines clear expectations for responsible behaviour.

We actively encourage our suppliers to comply with the BP Code and to adopt best-in-class ESG practices across their operations. We will also leverage digital onboarding and evaluation through the Ariba platform to assess supplier

#### **IIL's Backward Integration**

- Helps to reduce dependency on imports/ third parties for key raw materials
- Helps us save procurement and logistics cost
- Helps in the reduction of waste generation
- Helps us in controlling the supply chain process in a more efficient manner
- Helps us ensure a timely supply of raw materials for production
- ▶ Helps us optimize cost

performance efficiently and consistently. Our supplier evaluation process includes risk assessment, diversification, and continuous monitoring to ensure reliability and compliance across our supply chain.





To further enhance the resilience and effectiveness of our supply chain, we assess suppliers using the following criteria:



#### **Financial and Competitor analysis**

Taking financial information and competitor analysis for a supplier's work helps in assessing their stability, potential risks, and competitiveness in the market.



#### **Due Diligence**

Due diligence for supplier involves a systematic process of assessing and verifying their reliability, credibility, and ethical practices before entering into a business relationship.









Channel Partner Meets

In addition to these formal systems, we also recognize and celebrate the contributions of our channel partners. Our leadership remains actively engaged in acknowledging their efforts, fostering a sense of shared purpose and continued growth. In FY 2024-25, we organised

business partner meets in Lakshadweep, Raipur and Malaysia bringing in more than 3000 channel partners to share success stories and celebrate achievements. At the events, our leadership engaged with our channel partners and unveiled new products for our customers.



To enhance supply chain efficiency and strengthen partner relationships, we launched the IIL 360 application. A digital tool designed to streamline sales operations and engagement with distributors, retailers, and farmers. The app enables real-time access to invoices, outstanding payments, and stock availability, supports order placement, simplifies balance confirmation, and tracks field visits and outreach events. By integrating these features, IIL 360 improves responsiveness, reduces manual effort, and fosters stronger, data-driven collaboration across our supply chain.

To strengthen distributor engagement, we launched the IIL Pariwar app, an integrated platform that offers real-time access to product and financial data, independent record management, and secure, residence-free service. Available on both Android and iOS, the app enhances transparency, streamlines customer management, and supports data-driven decision-making. With built-in features for feedback and secure data handling, IIL Pariwar fosters stronger, more efficient partnerships.





#### **Product Stewardship**



Product Stewardship Celebration

We are deeply committed to the well-being of farmers and the sustainable cultivation of crops, which form the foundation of our business. Our focus lies in developing safe, effective, and regulatory-compliant products that support responsible farming. To ensure proper and safe usage, all our products are clearly labelled with essential information, helping to reduce potential risks to human health and the environment.

Recognising farmers as our core customer base, we have launched several focused initiatives to enhance their awareness and strengthen engagement. We organise structured product education meetings, sending printed invitations to relevant stakeholders to ensure targeted outreach. Demonstration programs are regularly conducted to showcase the practical application of our products on specific crops, allowing farmers to witness their effectiveness firsthand. To further widen our reach, we create and livestream educational content in vernacular languages on platforms such as YouTube, making product knowledge more accessible. Additionally, our product packaging features

QR codes, providing instant access to essential details such as batch number, manufacturing and expiry dates, and safety instructions.

In FY 2024-25, we celebrated Product Stewardship Day on 19th February across regions to disseminate information on safe use of our products. During the campaign, our teams conducted 514 awareness sessions across multiple geographies, directly reaching out to over 20,000 stakeholders. The sessions focused on critical aspects of product stewardship, including appropriate product selection, correct dosage, and timing of application, as well as the use of proper spraying techniques. Participants were also educated on the importance of consulting authorised dealers, adhering to label instructions, wearing personal protective equipment (PPE), and using suitable nozzles. Additional guidance covered avoiding application during peak sunlight hours and ensuring safe storage of products away from food items and children, in well-ventilated areas. More information on our activities is detailed out in our CSR section.

#### Product stewardship sessions at mass level

















Our dedication to quality and reliability is reflected these efforts. To maintain product quality, we have NABL accreditation by four of our laboratories, highlighting our commitment to maintaining high standards in testing and analysis. One such example, QA Lab in Dahej was granted the NABL accreditation for chemical testing, complying with ISO/IEC 17025:2017 standards. We consistently work towards operational

excellence through continuous innovation and

process improvements, aiming not only to meet but exceed customer expectations. To further strengthen our quality framework, we have implemented a robust Quality Management System (QMS) aligned with the ISO 9001:2015 standard. This globally recognised certification provides a structured approach to managing our processes, ensuring consistent product and service quality while maintaining full compliance with legal and regulatory requirements.





#### **NABL Accreditation**





# **Supporting Local Communities**



Strengthening community ties and creating lasting social value lie at the heart of our CSR efforts. At IIL, we take a proactive approach to addressing the challenges faced by the communities around us, ensuring our initiatives drive inclusive and balanced growth. Our focus remains on delivering meaningful impact while empowering communities to achieve long-term resilience and prosperity.

#### **Material Topics Addressed**

Community Engagement and Management

#### **SDGs Impacted**













#### **Key Highlights**

Celebrated **Product Stewardship Day** with farmers

Reached over **18K farmers** through Drone Spray Awareness Program



#### **Community Engagement and Management**



Our CSR arm, the IIL Foundation, works in close partnership with various non-profit organisations including Navjyoti India Foundation, Subhakshika Educational Society, FAST, and various agricultural universities to implement community-focused initiatives. These programmes primarily aim to promote education, raise farmer awareness, and deliver preventive

healthcare services in both rural and urban regions across India. During the year, we spent ₹2.52 Crore towards community wellbeing.

The IIL Foundation centres its efforts around three key focus areas: farmer awareness, promoting education and promoting healthcare.



Farmer Awareness



Promoting Education



Promoting Healthcare



# FARMER AWARENESS Kisaan Jagrukta Abhiyan

As part of our ongoing commitment to support sustainable agriculture, our **Project Kisaan Jagrukta Abhiyan**, a dedicated CSR initiative aimed at improving farming practices across

India. This programme focuses on educating farmers about the responsible and effective use of crop protection and nutrition solutions to promote safer and more productive farming.



Farmer Awareness & Engagement Campaigns



ield Day

The project began with awareness campaigns in five states—Punjab, Haryana, Andhra Pradesh, Telangana, and Rajasthan. Encouraged by the strong participation and positive feedback from the farming communities, the initiative is now being scaled up nationally.

As part of the Digital Transformations in Agriculture initiative, FAST has successfully established a One-Stop contact with One Point Reach which offers comprehensive advisory services to farmers. Backed by a multidisciplinary team of subject matter experts in agriculture and horticulture, the initiative covers critical areas such as soil health, seed selection, crop nutrition, pest and disease management, post-harvest techniques, and region-specific cropping patterns.

The platform actively engages a wide range of stakeholders including farmers, farmer groups, input dealers, agricultural extension officers, seed producers, Farmer Producer Organisations (FPOs), and exporters. It delivers crop- and season-specific customised solutions tailored to the needs of these groups. A notable outcome of this initiative has been the creation of self-sustaining farmer networks—where progressive

participants have formed peer groups, taken on leadership roles as group administrators, and facilitated the exchange of information within their communities. Over 500 input dealers have also played a key role as local catalysts, further amplifying the initiative's reach and impact across rural ecosystems.

Celebrating five successful years, FAST organised a workshop focusing on equipping farmers with actionable knowledge through access to real-time data. This effort is expected to help farmers make informed decisions about crop cultivation and market opportunities. The scientists emphasized the need to adopt technology-driven farming practices to achieve long-term growth and resilience.



Channel Partner engagemen



Further to this, FAST has been conducting workshops to provide solutions and raise awareness among farmers about the importance of adopting advanced methods for sustainable agriculture. The one-day workshops organized under "FAST" have been actively aiding farmers to improve their yield and income.

The event was held in Warangal district and witnessed the participation of agricultural experts, scientists, officials from Department of Agriculture and other stakeholder groups like agri-input companies farmer leaders and farmers.

To ensure farmers stay updated with technological advancements about safe use of our products, our IIL Foundation in collaboration with General Aeronautics, a leader in drone-based agricultural solutions initiated a **Drone Spray Awareness & Education Program in Haryana on 22**nd **October 2024, reaching over 18,000 farmers.** Efficient application of crop protection products is essential for maximizing yield and maintaining

healthy crops. Conventional spraying methods often lead to uneven distribution, wastage, health hazard to the spraying person and environmental concerns. Drones equipped with sensors and Al-driven analytics provide precise application, reducing chemical use and preventing issues like runoff and soil compaction. This targeted approach not only conserves resources but also ensures crops receive the necessary protection, leading to better yields and more sustainable farming practices.

Through demonstrations across 5,000 acres, the program highlights the benefits of drone technology, such as precise spraying, reduced water consumption and eco-friendly practices.

The collaboration is designed to provide farmers with hands-on experience and live demonstrations of drone spray technology. This initiative will make it easier for farmers to embrace this innovative approach, paving the way for more efficient, sustainable, and progressive farming strategies.





For more information, please scan this QR code





Drone awareness drive

To propel our efforts towards Kisaan Jagrukta, we recognise that our responsibility extends beyond providing crop nutrition information

and solutions. It also includes communicating transparently, ethically and responsibly with all our stakeholders.

We follow three core principles for our approach to responsible marketing:

#### **Transparency and Accuracy**



We are committed to providing clear, factual, and scientifically validated information about our products. All marketing materials-including packaging, brochures, and digital content-are carefully reviewed to ensure they comply with applicable regulations and do not mislead or overstate benefits.

#### **Farmer Education and Empowerment**



We design our outreach programs to educate farmers on the safe and judicious use of crop protection products, promoting practices that protect human health, crops, and the environment. Our training modules, demonstration plots, and digital learning platform IIL GROWSMART further support farmers in making informed decisions.

#### **Ethical Engagement**



Our sales and marketing teams are trained to adhere to high standards of ethics and integrity in their interactions with farmers, dealers, and distributors. We maintain strict internal policies to prevent inappropriate incentives or practices that could compromise trust.

Through these efforts, we strive to build long-term relationships founded on trust, transparency and shared progress towards sustainable agriculture.

#### **Product stewardship**

As part of our continued efforts to promote responsible farming practices, we observed Product Stewardship Day across the country on 19th February 2025. The initiative aimed to enhance awareness among farmers and channel partners regarding the safe and judicious use of crop protection products. We continue to explore targeted avenues to engage with the farming community on responsible agrochemical use.

Through initiatives like Product Stewardship Day and active participation in leading agricultural

exhibitions such as **AgroVision** and **Agri Exhibition**, we promote awareness of safe usage practices and advocates sustainable agriculture.



Awareness sessions



# MoU with Sardar Vallabhbhai Patel University of Agriculture and Technology

Our IIL Foundation partnered with Sardar Vallabhbhai Patel University of Agriculture & Technology (SVPUAT), Meerut, Uttar Pradesh, through a three-year Memorandum of Understanding (MoU) to advance agri-extension initiatives. Implemented via the university's Krishi Vigyan Kendra, the collaboration aimed to build farmer awareness on the responsible use of crop protection products, supporting sustainable agriculture and contributing to positive outcomes in the farming sector and rural economy.

During the year, focused awareness and extension programmes on 'Dissemination of Advance Agric-extension activities and awareness program among farmers for qualitative and quantitative enhancement of production in cropping system' was conducted at KVKs in Saharanpur, Shamli and Hapur, aimed at improving both the quality and quantity of crop production through modern agricultural practices. More than 10,000 farmers have benefitted from this initiative.

In addition, selected **Product Stewardship sessions** were conducted in collaboration with KVKs at their respective centres, further expanding our outreach. These sessions reinforced the importance of safe and responsible use of agrochemicals and underlined our commitment to supporting farmer education on crop protection.

Specialised training programmes focusing on paddy and wheat cultivation were also organised in the villages of Chakwali, Pahanshu, and Ahmadpur in Saharanpur district. These sessions equipped farmers with practical knowledge on identifying and managing major pests and diseases in paddy—such as stem borer, brown planthopper (BPH), leaf blast, and sheath blight—enabling them to safeguard their crops and optimise yields.

During the year, several villages were also covered by various routine extension activities of KVK i.e. trainings of farmers and extension

functionaries, front line demonstrations, on farm trials, kisan gosthies, kisan mela, exhibitions, newspapers coverage, TV & Radio talk, exposure visits and so on, providing farmers with valuable knowledge and access to tools that directly contributed to increased crop yields and income, affirming the success and positive impact of this project.



Trainings Programme

#### Insecticides Zaroori Hai

We launched the "Insecticides Jaroori Hai" campaign on social media to raise awareness and promote pride among farmers by highlighting the essential role of insecticides in sustainable agriculture. The initiative focuses on addressing misconceptions while providing affordable, research-based solutions and practical farming techniques. Through this platform, we aim to support informed decision-making and responsible crop protection practices among the farming community.

During the year, we reached 2.7 million viewers on Facebook, more than 1 Lakh people on YouTube and 90 unique visitors on LinkedIn. Our viewer demographic was predominantly from Delhi NCR regions. Our posts on crop protection, crop nutrition, importance of insecticides, MCQs increased viewer engagement and interaction.

Our posts on insecticides and crop protection made with hints of quirk were received well by the viewers, nudging us to create more such content for the future.





#### PROMOTING EDUCATION

#### **Project Vidhya**

As part of our ongoing commitment to improve education in underserved communities, we continue to drive **Project Vidhya under the IIL Foundation**. Through this initiative, we aim to uplift government schools in rural areas by creating a more supportive and resourceful learning environment for children. Initially launched across states like Punjab, Rajasthan, Odisha, Gujarat, Jammu & Kashmir, and Bihar, the project is helping us strengthen access to quality education for underprivileged students.

In FY 2024–25, we made significant strides by undertaking critical infrastructure work across multiple government schools. We carried out tin shed extensions and installed proper rainwater drainage systems to safeguard students during monsoons. To address the pressing need for clean drinking water, we installed submersible pumps and drinking water facilities in schools, ensuring access to safe and clean drinking water. We also undertook the renovation of toilets in a government school in Tapukara to improve hygiene and sanitation for students and staff.

We also undertook improvement initiatives such as repairing school boundary walls and roofs, enhancing the front elevation, installing floor tiles, and repainting the premises to create a safe, welcoming, and supportive environment for students to learn and grow.

During the year, we upgraded the drinking water infrastructure at the Rajkiya Uchh Madhyamik Vidyalaya in Jodiamev. This intervention directly benefited approximately 650 students by ensuring consistent access to safe and clean drinking water, contributing to improved health outcomes and a reduction in absenteeism caused by waterborne diseases.

#### **Subhakshika Education Society**

In partnership with the Subhakshika Education Society (S.E.S), we continued our sustained efforts to uplift marginalised communities through a comprehensive approach combining education, healthcare, nutrition, psychosocial support, and skill development. Our initiatives are grounded in the belief that quality education and structured support can transform the lives of children and women facing vulnerability due to systemic neglect, poverty, or abuse.

In FY 2024–25, our flagship initiative, **Project Nirmaan, provided care, education, and lifeskills training to 279 children, many of whom came from vulnerable and unprivileged background**. The program ensures both academic support and social re-integration through certified learning under the National Institute of Open Schooling (NIOS), with students completing Levels A, B, and C.

A total of 79 students successfully cleared these levels, supported by structured non-formal education, peer learning interventions, and afterschool bridge programs. These supplementary efforts included group-based learning and individualized mentoring, benefiting 38 students enrolled in government school rehabilitation initiatives.



Classroom under Project Nirmaan



Recognising the psychological and behavioural challenges many children face, we placed significant emphasis on counselling and therapy. In total, 563 individual and 89 group counselling sessions were conducted across the year. These addressed issues such as aggression, addiction, trauma, and anxiety. Monthly thematic group sessions included topics like crime awareness, gender sensitivity, self-esteem, and emotional regulation.

Our health and nutrition initiatives remained foundational to our holistic development model. Through six health camps, we provided routine medical check-ups, dental care, and eye screenings to hundreds of students. Specific interventions included support for 148 children with minor illnesses and 37 with more serious conditions. Additionally, 20 students received spectacles and 23 underwent dental treatments. To ensure day-long nourishment, all children received balanced meals, including milk, fruit, eggs, dal, rice, and vegetables, contributing to improved focus and overall well-being.

#### **CASE STUDY**

#### **Counselling session for Vishal**

Vishal was initially a hyperactive child with poor concentration, struggling to sit still. He was also using addictive substances like cigarettes and tobacco, introduced by his peer group, as a way to cope.

In counselling, we focused on helping Vishal realize the negative influence of his peers and introduced healthier outlets like sports and brain teasers to channel his energy. We also taught him techniques like deep breathing to manage his urges. As a result, Vishal stopped using substances, distanced himself from his old peer group, and showed improved concentration and control over his hyperactive behaviour, leading to a positive transformation.

Throughout the year, children engaged in meaningful experiential learning and creative expression such as:

#### **Diwali Bag Making**

On the occasion of Diwali, the students at Shubhakshika showcased their creativity by making beautifully designed bags and potlis using traditional Warli art and block painting techniques. This initiative not only allowed them to express their artistic skills but also helped them learn the value of craftsmanship and cultural heritage.



#### **Holi Organic Colour Making**

Students of Shubhakshika NGO crafted organic colours for Holi using natural ingredients like beetroot and haldi, promoting a safe and eco-friendly celebration. They showcased their handmade colours at stalls in schools like DPS Rohini, spreading awareness about sustainable festivities while encouraging others to embrace chemical-free alternatives.



We also helped organise picnic outings for the children at the NGO to places like:



#### **Jantar Mantar**

96 children visited Jantar Mantar. The children explored the historic astronomical instruments, learned about their significance, and engaged in interactive discussions about ancient Indian astronomy.



#### India Gate

96 children visited India Gate and paid tribute to the soldiers and learned about its historical significance.



#### Science Museum and Nehru Planetarium

49 children visited the Science Museum and Nehru Planetarium. The children explored fascinating scientific exhibits, engaged in interactive learning activities, and marvelled at the wonders of space through immersive shows at the planetarium.





Activities conducted under Project Nirmaar

#### **Remedial Education Program**

Our IIL Foundation, in continued collaboration with the **Navjyoti India Foundation** made progress on the Remedial Education Project carried out in the Bawana area of Delhi with a strong focus on reducing school dropout rates and enhancing children's learning outcomes. The project remained committed to improving academic performance while nurturing holistic development through arts, music, digital literacy, and life-skills integration.

During the year, the curriculum was designed to strengthen foundational skills in Language and Mathematics, with a gradual introduction of advanced concepts. Focus was placed on conceptual clarity, logical reasoning, and language fluency. Teachers underwent regular

training and developed grade-specific content aligned with NEP 2020. These combined efforts promoted holistic development and prepared students for future academic success.

In FY 2024–25, the initiative reached a total of 74 students, with 68 students actively enrolled by the end of the academic cycle. The project achieved a 77% average attendance rate, exceeding its annual expectation, with a 92% retention rate, underlining its success in ensuring continuity and engagement in learning.

This year, the curriculum placed enhanced emphasis on foundational competencies in language and mathematics, with a structured progression to advanced reasoning and



conceptual clarity. The teaching approach incorporated activity-based methods, including group discussions, hands-on learning, and individualized mentoring, aligned with NEP 2020.

These efforts translated into measurable outcomes, with students achieving an average score of 70% in endline academic assessments. Personality Development Program (PDP) assessments recorded a 60% average score, while Extracurricular Activity (ECA) assessments saw a higher engagement level, with students averaging 75%, particularly in Art & Craft, Music, and Computer literacy modules.

The program also organized a series of capacity-building sessions, covering eight key themes, ranging from planning and ERP systems to Al tools like ChatGPT and child protection. A total of over 70 hours of training was conducted to empower facilitators and strengthen pedagogical delivery. Beyond classroom instruction, the year witnessed robust participation in special sessions, summer camps, and community-led events, all of which saw 100% implementation as per plan. Average attendance during these activities remained strong, with 98% for special sessions, 87% for ECA, and 70% for summer camps, affirming students' enthusiasm and involvement.

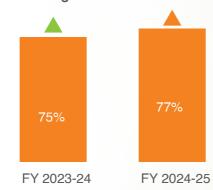
Active parental engagement was another hallmark of the program. With 100% participation in Parent-Teacher Meetings (PTMs), the initiative reinforced home-school collaboration, shared



responsibility for academic success, and emotional well-being. These meetings also served as platforms to disseminate essential information such as winter health and safety protocols, thereby creating a secure and informed learning ecosystem.

This year, the project also continued to foster environmental and civic engagement. Students participated in awareness drives on waste segregation and hygiene, and special sessions on healthy habits and nutrition further enhanced their understanding of personal well-being. Through an integrated model of education, health, skill development, and community awareness, the Remedial Education Project remains a cornerstone of our commitment to ensuring equitable opportunities and nurturing empowered, confident learners.

#### Growing attendance of Children





Remedial Education Program under Navjyoti India Foundation

# PROMOTIN

#### **PROMOTING HEALTHCARE**

We are committed to advancing healthcare through our continued support to the **Maharaja Agrasen Hospital Charitable Trust**, which provides medical services without discrimination based on caste, creed, or economic status. The Trust operates two hospitals in Delhi, offering free treatment to underprivileged patients. In line with its ongoing expansion, a new cancer wing is being constructed, and we have extended financial assistance to support this initiative, with plans for continued support in the coming years.

We have a longstanding partnership with **Abhyanga Foundation** to build a trained public health workforce through world-class educational courses and training programs. The Foundation also helps us in supporting

improvement of core public health programmes such as Immunisation, HIV/AIDS prevention, Allied Health workforce capacity building through technical assistance to Government of India and to the state governments to advocate in favour of drug addict rehabilitation policies at all levels.

In association with Indian Stroke and Paralysis Foundation, our IIL Foundation supports Physiotherapy and Rehabilitation Equipment's for the treatment of Brain Stroke and Paralysis patients at various centres run and managed by the Indian Stroke and Paralysis Foundation. The initiative is run in three centres located in Swarup Nagar GTK Road, Adhyapak Nagar, Nangloi and Sukhbir Nagar, Khanjawala Road Delhi NCR.



# **Ethical Business**



We believe that long-term business success is built on a foundation of strong ethics and continuous innovation. At IIL, we are committed to conducting our operations with integrity, transparency, and accountability. Alongside this, we consistently invest in research and development to create innovative solutions that meet evolving market needs.

#### **Material Topics Addressed**

- ▶ Governance and Ethics
- ► Innovation and Sustainability

#### **SDGs Impacted**





#### **Key Highlights**

28

patents granted till date

R&D Units

Zero

Complaints on corruption

#### **Governance and Ethics**

At IIL, ethical conduct forms the foundation of our business philosophy. We are dedicated to operating with integrity, transparency, and accountability, guided by strong governance practices and a clear commitment to compliance. Respect for human rights, environmental responsibility, and adherence to legal and regulatory standards are embedded in our dayto-day operations, helping us build lasting trust with our stakeholders.

Our human rights approach is anchored in principles of fairness, non-discrimination, and dignity for all. This framework extends across our value chain, covering our workforce, business partners, customers, and the communities in which we operate. Our Nomination, Remuneration and Ethics Committee is tasked with addressing any human rights concerns or impacts that may occur within our Company We also actively promote a culture where open dialogue, responsible behaviour, and ethical

decision-making are encouraged at every level of the organisation.

To maintain a strong governance structure, we have procedures in place to avoid and manage instances of conflict of interests. The The Code of Conduct (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.

During the reporting year, we upheld our commitment to responsible business by ensuring full compliance with all applicable laws and standards. There were no reported cases of corruption, human rights violations, or environmental and social misconduct, including incidents such as child labour, forced labour, or harassment.



# insecticides (India) LIMITED

#### **Innovation and Sustainability**

At IIL, innovation lies at the heart of our growth strategy, and Research and Development (R&D) plays a critical role in shaping our ability to respond to evolving market demands. Our continued investment in R&D enables us to develop advanced technologies, improve existing products, and explore new market segments, giving us a competitive edge in the agrochemical industry.

We have established a strong R&D infrastructure with four dedicated centres, each contributing to different dimensions of innovation. Our first R&D centre, set up at Chopanki in 2005, is approved by the Department of Scientific and Industrial Research (DSIR), Ministry of Science and Technology, and holds the prestigious Good Laboratory Practice (GLP) certification from the National GLP Compliance Monitoring Authority (NGCMA), Government of India. These centres are supported by four NABL-accredited Quality Control laboratories, where highly skilled professionals use advanced analytical equipment such as GC3, GC Mass, AAS, UV, Infrared Spectrophotometers, and

MSMS to conduct detailed chemical analyses and drive product innovation. In addition, an inhouse library with a wide range of digital and physical resources supports continuous learning and research.

During the year, our company 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.

To accelerate product innovation, our JV with Japan-based OAT Agrio Co. Ltd focuses on the development of novel agrochemical molecules tailored to Indian agro-climatic conditions. Through this initiative, Indian farmers stand to benefit significantly from locally suited, effective, and safer crop protection solutions, reinforcing our commitment to sustainable agriculture.



A Glimpse of Biological Department at OAT & IIL Laboratories India Pvt. Limited

Our R&D activities are strategically segmented into three core areas:

- ▶ Synthesis R&D focuses on achieving backward integration, developing processes for new molecules, and optimising existing production methods to improve efficiency and reduce costs.
- ▶ Formulation R&D works on creating nextgeneration formulations and synergistic product combinations that are not only effective but also cost-efficient and environmentally responsible.
- ▶ Biological R&D is equipped with bioassay and product development capabilities aimed at the discovery of innovative biopesticides,

biofertilizers, and nanotechnology-based products to support sustainable agriculture. We have established a dedicated Research and Development Centre for Biological Solutions that leverages cutting-edge technologies to innovate next-gen bioproducts, integrating microbiology, biochemistry and nanobiotechnology. Our R&D team develops advanced bio-based technologies to advance sustainable agriculture. Many of our biological products have efficient microbes that are potent enough to store carbon in the soil and also capture carbon dioxide from the atmosphere and produce organic matter in soil



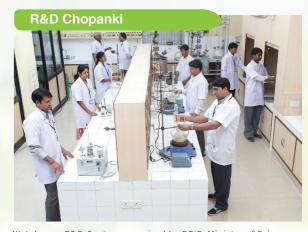
Invent novel crop protection molecules for India and International markets



To invent new biological solutions for crops



Process improvement and technical development of existing products with respect to cost



IIL Inhouse R&D Centre recognized by DSIR, Ministry of Science and Technology, New Delhi

# insecticides (INDIA) LIMITED

#### In House capability from Research to Commercialization









During the year, **four of our products have been granted patents**, taking the total count of patents granted till date to 28. Out of which, one product is expected to be launched in upcoming years. The details of our patented products are as follows:

#### Centran

A patented new addition in IIL stem borer portfolio, which effectively controls stem borer in Paddy crop.

#### **CYFI**

A Patented Fungicide with unique & trusted chemistries with one stop solution for a wide range of diseases.

#### **IZUKI**

A patented fungicide mixture of the two molecules for control of Sheath blight and blast in Paddy.

To shape the future and drive innovation, we introduced the New Product Development (NPD) Team to foster innovation and align with the company's growth strategy this year. With a team of more than 10 specialists headed by industry veteran, the New Product Development Team will work for the new products evaluation. This initiative marks a significant step towards strengthening our innovation pipeline and delivering greater value to farmers and stakeholders.

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