

# Business Responsibility and Sustainability Report

## SECTION A- GENERAL DISCLOSURES

### I. Details of the listed entity

I-1.	Corporate Identity Number (CIN) of the listed entity	L51496GA1988PLC000915
I-2.	Name of the listed entity	I G Petrochemicals Limited
I-3.	Year of incorporation	18-10-1988
I-4.	Registered office address	T-10, 3 <sup>rd</sup> Floor, Jairam Complex, Mala, Neugi Nagar, Panaji, Goa - 403 001
I-5.	Corporate address	401-404, Raheja Centre, Free Press Journal Marg, 214, Nariman Point, Mumbai – 400 021
I-6.	E-mail	<a href="mailto:ssingh@igpetro.com">ssingh@igpetro.com</a>
I-7.	Telephone	022-4058 6100
I-8.	Website	<a href="http://www.igpetro.com">www.igpetro.com</a>
I-9.	Financial year for which reporting is being done	FY 2023-24
I-10.	Name of the Stock Exchange(s) where shares are listed	BSE – 500199, NSE - IGPL
I-11.	Paid-up Capital	₹ 30,79,48,500
I-12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Name: Sudhir R Singh Designation: Company Secretary Contact Number: 022-40586100 Contact Email - <a href="mailto:ssingh@igpetro.com">ssingh@igpetro.com</a>
I-13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone
I-14.	Name of assurance provider	Not Applicable
I-15.	Type of assurance obtained	Not Applicable

### II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Inorganic & Organic Chemicals	100

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Inorganic & Organic Chemicals	20119	100

### III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	1	3	4
International	0	0	0

III-19. Markets served by the entity: a. Number of locations

Locations	Number
National (No. of States)	22
International (No. of Countries)	22

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

11.55%



### c. A brief on types of customers

I G Petrochemicals Ltd. (IGPL) specializes in the production of various chemicals, including Phthalic Anhydride, Maleic Anhydride, Benzoic Acid and Di-ethyl Phthalate (DEP). These chemicals are primarily used in the manufacturing of plasticizers, resins, and paints. Consequently, our main customers are manufacturers in these industries. Additionally, our products serve chemical manufacturers, detergent producers, insecticide and fungicide companies, and personal care product manufacturers. In addition to these industries, we also cater to manufacturers of perfumes, dyes, insect repellents, food preservatives, incense sticks, and plastic packaging films.

## IV. EMPLOYEES

IV-20. Details as at the end of Financial Year a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
<b>Employees</b>						
1	Permanent (D)	350	339	96.86%	11	3.14%
2	Other than Permanent (E)	0	0	0.0%	0	0.0%
3	Total employees (D + E)	350	339	96.86%	11	3.14%
<b>Workers</b>						
1	Permanent (F)	167	165	98.80%	2	1.20%
2	Other than Permanent (G)	345	345	100.00%	0	0.00%
3	Total Workers (F + G)	512	510	99.61%	2	0.39%

IV-20. Details as at the end of Financial Year: b. Differently abled Employees and workers:

Sr. No.	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.0%	0	0.0%
3	Total employees (D + E)	0	0	0.00%	0	0.00%
<b>Differently Abled Workers</b>						
1	Permanent (F)	0	0	0.0%	0	0.0%
2	Other than Permanent (G)	0	0	0.0%	0	0.0%
3	Total Workers (F + G)	0	0	0.0%	0	0.0%

Remarks: No differently abled person is currently employed with the organization.

IV-21. Participation/Inclusion/Representation of women

Particulars	Total(A)	No. and percentage of Females	
		No(B)	%(B/A)
Board of Directors	3	1	33.33%
Key Management Personnel	4	0	0.00%

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

	(Turnover rate in FY 2023-24)			(Turnover rate in FY 2022-23)			(Turnover rate in FY 2021-22)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.62	23.08	25.52	17.89	8.33	17.54	12.1	0	11.68
Permanent Workers	4.24	0	4.19	8.24	0	8.14	2.38	0	2.35

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

V-23. (a) Names of holding / subsidiary / associate companies / joint ventures.

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	IGPL International Ltd.	Subsidiary	100%	No
2	IGPL Energy Ltd.	Subsidiary	100%	No
3	IGPL Charitable Foundation	Subsidiary	99%	No

## VI. CSR DETAILS

VI-24. (i). Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)- Yes

VI-24. (ii). Turnover (in ₹)- 2,12,984.38 lakhs

VI-24. (iii). Net worth (in ₹)- 1,23,940.37 lakhs

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	<a href="https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf">https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf</a>	0	0	-	0	0	-
Investors (other than shareholders)	N.A.						
Shareholders	<a href="https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf">https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf</a>	9	0	-	10	0	No pending complaints at the end of the year
Employees and workers	<a href="https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf">https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf</a>	0	0	No Workmen Grievance was received in the Current Year. We have an Internal Union registered under the Trade Union Act for collective bargaining and redressal of workmen's issues.	0	0	No workmen Grievance was received in the previous year. We have an internal union registered under the Trade Union Act for collective bargaining and redressal of workmen's issues.
Customers	<a href="https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf">https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf</a>	2	0	-	1	0	-
Value Chain partners	<a href="https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf">https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf</a>	0	0	-	0	0	-
Other (please specify)				-			



VII-26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	ESG Risk Management	O	IGPL is aware of the diverse ESG risks that may emerge and has proactively developed mitigation strategies to address them. Given its position in the chemical sector, the company acknowledges that prioritising environmental and social considerations presents several opportunities and challenges too. IGPL aims not just to mitigate risks but also to seize the opportunities that ESG provides, fostering a unique market identity and creating a new customer base.		Positive
2	Safety & Environmental Stewardship of Product	O	IGPL is committed to ensuring the best quality and safety of our products throughout their lifecycle, from manufacturing to storage and disposal. To oversee these aspects, we are placing a strong emphasis on overall product stewardship. All our products conform with the GHS labelling standards, and we are committed to looking at opportunities to enhance the positive social and environmental impacts of our product.		Positive
3	Workforce Health and Safety	R	Due to the nature of the business, stringent protocols and processes for health and safety need to be in place, otherwise, this could lead to injuries and incidents, as well as legal and reputational issues.	We strictly adhere to the recommended Health and safety-related protocols. IGPL has developed a robust mechanism to anticipate work-related risks and hazards, along with plans to manage or mitigate them effectively. We also organise regular training sessions to ensure that our workforce is equipped to handle such conditions. Additionally, IGPL is part of a regional union called Mutual Aid Response Group (MARG) established to jointly manage the outbreak of any such incidents.	Negative
4	Waste Management	R	The chemical industry poses a serious environmental and health risk, thus it is vital to continuously evaluate the risks and to be prepared with robust risk management and mitigation plans in place to reduce the negative impact.	At IGPL, we maintain an integrated waste management system in accordance with the guidelines established by regional and state boards. Our practices include proper waste segregation, followed by responsible transfer to third-party companies for treatment and disposal. Efficiently managing our production chemical waste (byproducts) has enabled us to process a significant portion into different chemicals, minimising waste generation. This not only promotes resource utilisation but also leads to cost reduction and enhanced waste management.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Air Pollution	R	Due to the nature of our industry and operations, we are an emission-intensive company, and air emissions is a risk as emissions can contribute to local and regional emission concentration. This will have an environmental impact, but also is a risk to our license to operate.	Our emissions are monitored on a daily basis, and we have strict processes in place to ensure that our operations are followed using best practices while also incorporating ways to reduce our environmental footprint. We are also an ISO 14001:2015 certified.	Negative
6	Ethical Business Conduct	O	Ethical business conduct is paramount for IGPL as it directly influences our brand reputation and the trust of our stakeholders. We pride ourselves on adhering to the strictest guidelines regarding ethical business conduct, ensuring transparency, fairness, and integrity in all our operations and interactions.		Positive
7	Water management	O	Since the production of chemicals is a water-intensive process, water management is an essential component for our business. While water scarcity is a risk that can significantly affect business continuity and profits, efficient water management is an opportunity that can not only drive efficiency but also reduce costs. We have made significant investments in various management and efficiency enhancement systems like ZLD and ETP. These investments have enabled us to utilise water more efficiently, leading to reduced costs and a smaller water footprint.		Positive
8	Greenhouse Gas Emissions	O	As we anticipate upcoming policies and advancements in tracking and disclosing greenhouse gas (GHG) emissions, we understand the importance of aligning ourselves with these changes. We have strategized to develop a mitigation plan, viewing this as an opportunity to emerge as a competitive ESG-focused chemical company.		Positive
9	Supply Chain Management	R	IGPL has a complex supply chain, involving multiple stakeholders right from the sourcing to production and disposal of the chemicals, which is often prone to disruption.	We have robust and transparent supply chain management practices where we conduct proper due diligence to identify risks and vulnerabilities. IGPL has planned to assess a few of them based on their social, governance, and environmental performance, to contribute to overall value chain flow and product stewardship and create enhanced value for our partners/clients.	Negative



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Training and development	0	It is important for us to ensure that our workforce is well-trained and up-to-date with the new industry's best practices. These regular training practices help us ensure overall business growth and individual development, while also enhancing our employees' career prospects.		Positive
11	Energy Management	0	Chemical production is an energy-intensive operation, and efficient energy management initiatives help the company optimise its energy consumption and thereby significantly aid in cost savings, lowering the energy and GHG footprint of our organization.		Positive

## SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

### Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. b. Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	Yes	No	No	No	Yes	No
1. c. Web Link of the Policies, if available	<a href="https://www.igpetro.com/wp-content/uploads/2023/04/P7-IGPL-Anti-Bribery-Policy.pdf">https://www.igpetro.com/wp-content/uploads/2023/04/P7-IGPL-Anti-Bribery-Policy.pdf</a>	<a href="https://www.igpetro.com/wp-content/uploads/2020/07/Code-of-Conduct-for-Directors-and-Senior-Management.pdf">https://www.igpetro.com/wp-content/uploads/2020/07/Code-of-Conduct-for-Directors-and-Senior-Management.pdf</a>	<a href="https://www.igpetro.com/wp-content/uploads/2024/07/Equal_Opportunity_Policy.pdf">https://www.igpetro.com/wp-content/uploads/2024/07/Equal_Opportunity_Policy.pdf</a>	<a href="https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholders_Engagement_Policy.pdf">https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholders_Engagement_Policy.pdf</a>	<a href="https://www.igpetro.com/wp-content/uploads/2020/07/Whistle-Blower-Policy.pdf">https://www.igpetro.com/wp-content/uploads/2020/07/Whistle-Blower-Policy.pdf</a>	<a href="https://www.igpetro.com/sustainability/">https://www.igpetro.com/sustainability/</a>	<a href="https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf">https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholder_Grievance_Redressal_Policy.pdf</a>	<a href="https://www.igpetro.com/wp-content/uploads/2021/06/Corporate-Social-Responsibility-CSR-Policy.pdf">https://www.igpetro.com/wp-content/uploads/2021/06/Corporate-Social-Responsibility-CSR-Policy.pdf</a>	<a href="https://www.igpetro.com/wp-content/uploads/2023/06/IGPL_Cyber_Security_Policy.pdf">https://www.igpetro.com/wp-content/uploads/2023/06/IGPL_Cyber_Security_Policy.pdf</a>
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes	ISO 14001:2015 – Environment Management System	0	0	0	ISO 14001:2015 – Environment Management System	0	0	ISO 9001:2015 - Quality Management System

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Continue and improve adherence to Internal governance and management policies.	Incorporating sustainable sourcing practices in our procurement processes and evaluating suppliers as per supplier code of conduct	Always Achieve zero incidence and injuries	Development of a formal process to enhance stakeholder engagement.	Increase The frequency and coverage of human rights training, while also strengthening training efficiency measurement.	Reduction of specific power consumption by 5% from the current level in next three years. Reduction GHG emissions by reducing overall Specific consumption of fuel by 10% from current level in next three years Reduction in other emissions by 20% in next three years. Reduction of specific water consumption by 5% from the current level in next three years Reduction of incineration waste by 50% from current level in next three years by process improvements	Continue to adhere to industry best practices to ensure top-quality products and customer satisfaction.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	IGPL has established ambitious targets for the coming years. The performance of each target will be periodically reviewed by the designated department, under the leadership of our ESG committee and the Board of Directors.						

## Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Since its incorporation in 1988, IGPL has positioned itself as a leading producer of Phthalic Anhydride (PAN) and Maleic Anhydride (MAN), with a persistent commitment towards innovation, quality, and sustainability. Along with our primary focus on the maintenance of uncompromising quality standards across our entire product portfolio, we continuously focus on integrating ESG-related imperatives into our core business strategy. These encompass initiatives to reduce our energy footprint, emphasise environmental and community responsibility, foster a responsible supply chain, and maintain the highest levels of governance.</p> <p>Sustainability considerations have always been a critical aspect of operating our business. Acknowledging the profound influence of ESG factors on our industry and organization, we plan to intensify our efforts to incorporate ESG principles in our operations. We are continuously exploring innovative approaches within our operations to facilitate our transition. We have established several policies for Climate Change, supply chain, social well-being (CSR), and more, and have adopted several cutting-edge technologies to maximise the efficiency and effectiveness of our operations. We also have incorporated the 5R mantra, thus reusing most of our energy, water, and chemical by-products and optimising our resource utilisation, our facility has substantial ZLD coverage, about 80%, and has complete ETP coverage. Additionally, we have carried out several community-centric initiatives under CSR, focusing on women's empowerment, providing free healthcare services, upskilling the community, etc., to contribute to our social commitments. In governance, we maintain a robust framework to ensure compliance with all relevant laws and regulations, upholding our commitment to ethical conduct.</p> <p>We are whole-heartedly committed to our ESG journey, as sustainability has always been at the heart of our vision. We are resolute in our commitment to embracing the transformative shift towards an ESG-conscious world.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Sagar Jadhav - Executive Director DIN 09547029



9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, The ESG Committee is responsible for decision- making on sustainability related issues. It is chaired by Shri Sagar Jadhav, Executive Director of the Company and meets regularly to discuss progress and actions on ESG initiatives.

**10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	ESG Committee									Half yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	ESG Committee									Half yearly								

**11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

Sr. No.	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	No	No	No	No	No	No	No	No	No

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

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



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
<b>Board of Directors</b>	4	The following training and awareness programs were held: <ul style="list-style-type: none"> <li>Code of conduct</li> <li>Whistle blower</li> <li>CSR</li> </ul> Impacts: This initiative helps maintain high standards of governance and social responsibility.	100%
<b>Key Managerial Personnel</b>	4	The following training and awareness programs were held: <ul style="list-style-type: none"> <li>Code of conduct</li> <li>Whistle blower</li> <li>CSR</li> </ul> Impacts: This initiative helps maintain high standards of governance and social responsibility.	100%
<b>Employees other than BoD and KMPs</b>	45	The following training and awareness programs were held: <ul style="list-style-type: none"> <li>Health &amp; Safety</li> <li>Skill Enhancement</li> <li>Governance policy training</li> <li>Product Quality</li> <li>POSH</li> </ul> Impacts: helped enhance alignment with internal policies, increased accountability, and contributed to the overall growth of our employees.	100%
<b>Workers</b>	9	Health & Safety training for all workers Impact: Helped maintain a safer and more informed working environment for all the non-permanent workers.	100%

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

#### Monetary

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

#### Non-Monetary

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

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

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	-	-



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

Yes, the entity has an anti-corruption or anti-bribery policy. The policy can be accessed through the following web link: [www.igpetro.com/wp-content/uploads/2023/04/P7-IGPL-Anti-Bribery-Policy.pdf](http://www.igpetro.com/wp-content/uploads/2023/04/P7-IGPL-Anti-Bribery-Policy.pdf)

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

Category	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Category	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N.A.	0	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	N.A.	0	N.A.

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

There were no complaints regarding conflict of interest for FY 2023-24 and FY 2022-23.

El-8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	78	74

El-9. Open-ness of business. Provide details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format. Concentration of Purchases.

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.70	1.74
	b. Number of trading houses where purchases are made from	199	215
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	46.58	69.67
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	19%	17%
	b. Number of dealers / distributors to whom sales are made	32	35
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	93%	98%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	1.18%	0.75%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	42.8%	32.44%

## Leadership Indicators

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

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	No programmes held	0	0

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

Yes, the Company has a Policy for Transactions with Related Parties which deals with the procedure for dealing in case there is conflict of interest by the related parties including Directors. The related parties do not participate in the discussion relating to any transactions with related parties and the decisions are taken by the non-interested directors/members. Web link of the policy is available at <https://www.igpetro.com/wp-content/uploads/2022/07/Related-Party-Transactions-Policy-IGPL.pdf>

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

**Essential Indicators**

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

Category	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	0%	0%	0
Capex	0%	0%	0

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

Yes

El-2.b. If yes, what percentage of inputs were sourced sustainably? - 4.19 %, we intend to improve sustainable sourcing substantially in the following year.

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

We are a chemical manufacturing company that produces chemicals used as primary materials for the development of other products, so reclamation is not applicable to our core products. However, for the plastics used in our packaging, we have implemented a robust process where plastic waste is collected and sent to authorized agencies for disposal or recycling. This ensures that plastics are handled in accordance with proper waste management practices.

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

Yes, EPR is applicable to our activities and is in line with the waste collection plan submitted to pollution control board.

**Leadership Indicators**

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

Sr. No.	NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
1	20119	Phthalic Anhydride	93.00	Cradle to Grave	Yes	Yes
2	20119	Benzoic Acid	0.30	Cradle to Grave	Yes	Yes
3	20119	Maleic Anhydride	3.00	Cradle to Grave	Yes	Yes
4	20119	Di-ethyl Phthalate	3.70	Cradle to Grave	Yes	Yes

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

Sr. No.	Name of Product / Service	Description of the risk / concern	Action Taken
1	Phthalic Anhydride – Cradle to Grave	Nil	Not required
2	Maleic Anhydride - Cradle to Grave	Nil	Not required
3	Benzoic Acid - Cradle to Grave	Nil	Not required
4	Di-ethyl Phthalate - Cradle to Grave	Nil	Not required



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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Plastic Bags for Packaging	1.23	1.02

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

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	13.12	0	0	7.40	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1		None

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

#### Essential Indicators

EI-1. a. Details of measures for the well-being of employees (Permanent Employees).

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Employees</b>											
Male	339	339	100.00%	339	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	11	11	100.00%	11	100.00%	11	100.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>350</b>	<b>350</b>	<b>100.00%</b>	<b>350</b>	<b>100.00%</b>	<b>11</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than permanent Employees</b>											
Male	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Female	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>

EI-1.b. Details of measures for the well-being of workers. (Permanent Workers).

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Workers</b>											
Male	165	165	100.00%	165	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	2	2	100.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>167</b>	<b>167</b>	<b>100.00%</b>	<b>167</b>	<b>100.00%</b>	<b>2</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than permanent Workers</b>											
Male	345	345	100.00%	345	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>345</b>	<b>345</b>	<b>100.00%</b>	<b>345</b>	<b>100.00%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>

El-1.c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Particulars	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.49%	0.36%

El-2. Details of retirement benefits, for 2023-24 and 2022-23.

Benefits	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/N.A.). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/N.A.). (PY)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	5%	22%	Yes	3%	22%	Yes
Others	0%	0%	N.A	0%	0%	N.A

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

Yes, the premises and offices of the entity are accessible to differently abled employees and workers as required under the provisions of the Rights of Persons with Disabilities Act, 2016. However, it should be noted that currently, the company does not have any differently abled employees or workers.

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

Yes. I G Petrochemicals is committed to inclusive growth including for all disadvantaged/weaker sections of the society as committed through its inclusive growth and equitable development policy. Equal Opportunity policy can be accessed at [https://www.igpetro.com/wp-content/uploads/2024/07/Equal\\_Opportunity\\_Policy.pdf](https://www.igpetro.com/wp-content/uploads/2024/07/Equal_Opportunity_Policy.pdf)

El-5. Return to work and retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has a mechanism to redress grievances. We have an internal union where permanent workers can report their complaints. Additionally, through a complaint box, raised issues are investigated by the respective team, and corrective actions are taken accordingly.
Other than Permanent Workers	Yes, non-permanent workers can raise complaints and grievances using the complaint box. The complaint boxes are checked regularly, and the raised issues are sent to the concerned team. Corrective steps are then taken accordingly.
Permanent Employees	Permanent employees can raise their complaints and grievances by addressing their concerns with lead HR and team. Additionally, they can report issues to the heads of their respective departments. Employees also have the option to use the complaint box for submitting their grievances.
Other than Permanent Employees	No



## EI-7. Membership of employees and workers in association(s) or Unions recognised by the Company:

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	% (D/C)
Total Permanent Employees	350	0	0.00%	337	0	0.00%
- Male	339	0	0.00%	325	0	0.00%
- Female	11	0	0.00%	12	0	0.00%
Total Permanent Workers	167	157	94.01%	175	157	89.71%
- Male	165	155	93.94%	173	155	89.60%
- Female	2	2	100.00%	2	2	100.00%

## EI-8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	339	339	100%	339	100%	325	161	49.54%	33	10.15%
Female	11	11	100%	11	100%	12	1	8.33%	2	16.67%
<b>Total</b>	<b>350</b>	<b>350</b>	<b>100%</b>	<b>350</b>	<b>100%</b>	<b>337</b>	<b>162</b>	<b>48.07%</b>	<b>35</b>	<b>10.39%</b>
<b>Workers</b>										
Male	510	510	100%	0	0.00%	484	22	4.55%	0	0.00%
Female	2	2	100%	0	0.00%	2	0	0.00%	0	0.00%
<b>Total</b>	<b>512</b>	<b>512</b>	<b>100%</b>	<b>0</b>	<b>0.00%</b>	<b>486</b>	<b>22</b>	<b>4.53%</b>	<b>0</b>	<b>0.00%</b>

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	339	222	65.49%	325	211	64.92%
Female	11	9	81.82%	12	12	100.00%
<b>Total</b>	<b>350</b>	<b>231</b>	<b>66.00%</b>	<b>337</b>	<b>223</b>	<b>66.17%</b>
<b>Workers</b>						
Male	510	0	0.00%	484	0	0.00%
Female	2	0	0.00%	2	0	0.00%
<b>Total</b>	<b>512</b>	<b>0</b>	<b>0.00%</b>	<b>486</b>	<b>0</b>	<b>0.00%</b>

EI-10.a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, the safety management system is implemented by the entity. We conduct job safety analysis for critical activities for all the employees and workers.

EI-10.b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

IGPL employs a robust and comprehensive approach to identify work-related hazards and assess risks, both on a routine and non-routine basis. Our commitment to safety is reflected in the following processes:

- We conduct Hazard and Operability (HAZOP) studies for new plant installations and modifications. This proactive approach allows us to identify potential hazards and assess associated risks before they become operational.

- Quantitative Risk Assessments are carried out. This comprehensive evaluation helps us understand and manage the risks involved effectively.
- Job Safety Analysis is performed to systematically scrutinize specific job tasks. This analysis helps us anticipate potential hazards and associated risks, enabling us to implement preventive measures.
- Regular system and customer audits are conducted to identify any work-related hazards and assess risks in our overall operations and customer interactions. This ensures that our safety standards are consistently maintained and improved.
- We have a dedicated safety officer who conducts regular plant rounds. This proactive approach allows us to identify and address potential hazards or risks promptly.
- Our safety committee members report potential hazards, which are then discussed in safety committee meetings. This collaborative approach ensures a comprehensive assessment of work-related hazards and risks.
- For non-routine activities, work-related hazards are assessed during the issuance of work permits. This ensures that all potential risks are identified and addressed before the tasks are performed.

Through these processes, IGPL is committed to maintaining a safe working environment for all its employees and workers, actively identifying work-related hazards, and assessing and managing associated risks.

**EI-10.c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)**

Yes, the Company has processes in place for workers to report work-related hazards and to remove themselves from such risks. Employees are encouraged to report work-related hazards to their reporting officers and the safety officer. The risks are subsequently also noted in the risk register maintained in the workplace. The reporting of hazards is also facilitated through daily meetings and safety committee meetings where work-related hazards are discussed. When a hazard is identified, immediate action is taken to remove the risk from the workplace, ensuring the safety and well-being of the workers.

**EI-10.d. Do the employees/ workers of the Company have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, the employees and workers of the Company have access to non-occupational medical and healthcare services. The Company has its own Occupational Health Center (OHC) within the factory premises, providing medical and healthcare services specifically for work-related health issues. In addition to the OHC, employees and workers also have access to non-occupational medical and healthcare services, ensuring their overall well-being beyond work related matters.

**EI-11. Details of safety related incidents:**

<b>Safety Incident/Number</b>	<b>Category</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	4.39	1.8
	Workers	0.52	1.88
Total recordable work-related injuries	Employees	3	1
	Workers	1	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company utilizes a variety of methods to detect workplace hazards and evaluate risks, both for regular operations and unique situations. These methods encompass:

- Undertaking HAZOP (Hazard and Operability) studies for new plant setups and alterations to detect potential hazards and evaluate associated risks.
- Conducting Quantitative Risk Assessments to thoroughly gauge involved risks.
- Executing Job Safety Analysis to methodically examine potential hazards and risks associated with specific job duties.
- Performing system and customer audits to detect work-related hazards and evaluate risks across overall operations and customer interactions.
- Employing a dedicated safety officer who regularly conducts plant inspections to proactively identify and mitigate potential hazards or risks.



- Collating safety reports from committee members and deliberating them during safety committee meetings to ensure a comprehensive assessment of workplace hazards and risks.
- Evaluating work-related hazards when issuing work permits for non-routine activities, ensuring thorough identification and mitigation of potential risks before task execution.
- Implementation of a Permit to Work system.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	3	0		0	0	-
Health & Safety	9	1	Delayed due to operational reasons. Resolution in process	0	0	-

EI-14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

The upstream flange gasket on the wash water transfer line required maintenance. To enhance safety, we installed a flange guard in areas where insulation is absent, effectively reducing the risk of eye injuries. Additionally, the slope of the ramp was adjusted to improve stability after a forklift encountered difficulties and came into contact with the louvers of the compressor room.

### Leadership Indicators

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

Employees: Yes

Workers: Yes

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

Considering that our value chain partners have established systems and processes to comply with statutory obligations, including the deduction and deposit of statutory dues. Our contracts with these partners also include a compliance clause that mandates adherence to all statutory requirements, including the deduction and deposit of statutory dues. Failure to comply with these clauses may result in contractual penalties or even termination of the contract.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0



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

Yes, in certain cases, IGPL offers retired individuals extended opportunities for employment. Wherever required, they are engaged as consultants.

LI-5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

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

No independent assessments were conducted in the financial year.

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

**Essential Indicators**

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

The following is a step-by-step process done to identify stakeholders for IGPL.

- Identification of internal stakeholders: Internal stakeholders are those who have a direct connection to the Company, such as employees, shareholders, and management. Identify all internal stakeholders who may be affected by the materiality assessment.
- Identification of external stakeholders: External stakeholders are those who do not have a direct connection to the Company, but who are impacted by the company's operations, such as customers, suppliers, regulators, and the local community.
- Prioritization of identified stakeholders: Prioritized stakeholders based on their level of interest in the assessment, as well as their level of influence over the Company's operations were finalized for further engagement for the materiality assessment process.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholders/ Investors	No	Press Releases, Website, Stock Exchanges	Quarterly / Annually / Need based	Communication about the financial performance, project update and general announcement/information about the Company
2	Customer	No	Emails, SMS, Online/ Offline Meetings	As per the customer requirement	Resolving issues regarding the orders
3	Employees	No	Meetings, inductions, grievance redressal, welfare initiatives for the employees and their families	Need based	Performance, education, training, career enhancement & skill training etc.
4	Community	Yes	Community surveys and consultations, CSR initiatives, Volunteering activities, Community events	Monthly/Quarterly	Community development, Community grievance redressal
5	Value Chain Partners	No	Supplier and Vendor meets, Face-to-face and Emails, Supplier Audits	Annually	Resolving queries, assessing performance, Undertaking discussion on Sustainability Parameters



## Leadership Indicators

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

We conduct our consultations in accordance with our Stakeholder Engagement Policy, which provides clear guidelines for how we approach stakeholder consultation. Additionally, we ensure that any critical topics or issues are communicated effectively. The link to access the policy is [https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholders\\_Engagement\\_Policy.pdf](https://www.igpetro.com/wp-content/uploads/2024/07/Stakeholders_Engagement_Policy.pdf)

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

Yes, stakeholder consultation serves to identify environmental and social topics. However, no critical issues related to environmental and social topics were raised during the current reporting period.

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

Although we regularly interact with vulnerable or marginalized stakeholder groups through our diverse CSR initiatives, we actively solicit their concerns throughout the process. However, no concerns were documented during the reporting period.

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

EI-1. Employees and workers who have been provided training on human rights issues and policy(ies) of the Company:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	%(B/A)	Total(C)	No. of employees / workers covered (D)	%(D/C)
<b>Employees</b>						
Permanent	350	350	100%	337	337	100%
Other than permanent	0	0	0%	0	0	0%
<b>Total Employees</b>	<b>350</b>	<b>350</b>	<b>100%</b>	<b>337</b>	<b>337</b>	<b>100%</b>
<b>Workers</b>						
Permanent	167	0	0%	175	0	0%
Other than permanent	345	0	0%	311	0	0%
<b>Total Workers</b>	<b>512</b>	<b>0</b>	<b>0%</b>	<b>486</b>	<b>0</b>	<b>0%</b>

EI-2. Details of minimum wages paid to employees, in the following format:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total(D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E / D)	No.(F)	% (F / D)
<b>Employees</b>										
Permanent	350	0	0%	350	100%	337	0	0%	337	100%
Male	339	0	0%	339	100%	325	0	0%	325	100%
Female	11	0	0%	11	100%	12	0	0%	12	100%
Other than Permanent	0	0	0	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
Permanent	167	0	0%	167	100%	175	0	0%	175	100%
Male	165	0	0%	165	100%	173	0	0%	173	100%
Female	2	0	0%	2	100%	2	0	0%	2	100%
Other than Permanent	345	345	100%	0	0%	311	311	100%	0	0%
Male	345	345	100%	0	0%	311	311	100%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	3	8,30,393	1	7,60,393
Key Managerial Personnel	4	1,18,05,712	0	0
Employees other than BoD and KMP	339	6,50,000	11	7,90,000
Workers	165	12,46,918	2	12,85,386

El-3. b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	2.08	2.32

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

Yes, the HR team and Business Partners serve as the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

HR involvement and consultation is involved at each stage of this procedure.

- Stage One: If possible the employee is encouraged to discuss the matter informally with his/her Immediate Manager. All concerns are discussed in confidence; the Manager will make discreet investigations, and attempt to resolve the matter speedily and fairly.
- Stage Two: Should the grievance lie with the Immediate Manager, or if the employee prefers to put their complaint/grievance on a more formal footing, they will be asked to clarify the nature of their grievance in writing and request a formal meeting with the next level of Management. Once the investigation/ discussions have been concluded, the Manager will write to the employee explaining the decision. He/she will endeavour to do this within 5 working days. If the employee is dissatisfied with the result of the grievance, the employee has the right to appeal.
- Stage Three: On receipt of the written appeal, a meeting will be arranged between the employee and the next level of Management. Where required an additional investigation will be carried out and the Manager will endeavour to inform the employee of his/her decision in writing within a period of 5 days. This decision will be final.

El-6. Number of Complaints made by employees and workers:

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

**EI-7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:**

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

Mechanisms are in place to prevent adverse consequences to the complainant in cases of discrimination and harassment. The Company has established a Whistle Blower Policy, which provides employees with the opportunity to report complaints, improper practices, wrongful conduct, or any other concerns in good faith to the Competent Authority within the Company.

Under this policy, managerial personnel are strictly prohibited from taking any adverse personnel action against employees who make protected disclosures. The Company ensures that no unfair treatment is meted out to whistle blowers based on their reporting. Adequate safeguards are implemented to minimize any difficulties or victimization that the whistle blower may encounter as a result of making the protected disclosure.

The Company is committed to maintaining the confidentiality of the whistle blower's identity to the extent possible and as permitted by law. Additionally, any other employee who assists in the investigation of the reported incident is afforded the same level of protection as the whistle blower.

These measures aim to create a safe and supportive environment for employees to come forward with their concerns, ensuring that they are protected from any negative consequences and encouraging a culture of accountability and fairness within the organization.

**EI-9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes, all business agreements and contracts which the Company enters into includes clauses that confirm adherence to relevant regulatory requirements, encompassing human rights obligations.

**EI-10. Assessments for the year:**

Category	% of your plants and offices that were assessed (by Company or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

Basis the assessments, no corrective actions were required to be taken.

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

Not applicable, as the Company did not modify or introduce any business processes in response to addressing human rights grievances or complaints.

**LI-2. Details of the scope and coverage of any Human rights due-diligence conducted.**

None.

LI-3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the premises and offices of the Company are accessible to differently abled visitors as required under the provisions of the Rights of Persons with Disabilities Act, 2016. Ramps are provided to ensure convenience and accessibility for individuals with disabilities.

LI-4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

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

No independent assessments were conducted.

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

### Essential Indicators

EI-1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
<b>Total electricity consumption (A)</b>	<b>1513</b>	<b>396</b>
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1513</b>	<b>396</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	6204	5117
Total fuel consumption (E)	372952	276625
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>379156</b>	<b>281742</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>380669</b>	<b>282138</b>
<b>Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)</b>	<b>1.79 GJ / lakhs</b>	<b>1.89 GJ / lakhs</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)</b>	<b>40.04 GJ / USD</b>	<b>26.34 GJ / USD</b>
<b>Energy intensity in terms of physical output</b>	<b>1.94 GJ / MT of PA</b>	<b>1.38 GJ / MT of PA</b>
<b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>	<b>-</b>	<b>-</b>

Remark:

- 1) The PA-5 plant was commissioned in the FY 2023-24 which accounted an energy intensity of 0.261 GJ/MT of Phthalic Anhydride.
- 2) Starting this year, we upgraded our data collection methods through digitalization, leading to a more accurate data repository. Consequently, we have revised some of our historical data.

EI-1. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No external assessment has been done. M/s Eco Energy Solutions has done an off-grid Cogeneration power plant assessment for the year 2022-23.

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

No.



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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	1029580	1186640
(iv) Seawater / desalinated water	0	0
(v) Others	20354	13220
<b>Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)</b>	<b>1049934</b>	<b>1199860</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1016176</b>	<b>1129020</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>4.77 KL / lakhs</b>	<b>4.76 KL / lakhs</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)</b>	<b>106.87 KL / USD</b>	<b>105.40 KL / USD</b>
<b>Water intensity in terms of physical output</b>	<b>5.18 KL / MT of PA</b>	<b>5.52 KL / MT of PA</b>
Water intensity (optional) – the relevant metric may be selected by the entity. KL / 00000 of 0000	-	-

El-3. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Eco Energy Solutions has conducted a water audit for the year 2022-23.

El-4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
With treatment – please specify level of treatment	33758 (Tertiary Treatment)	70840 (Tertiary Treatment)
(v) Others		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>33758</b>	<b>70840</b>

Remarks: The water withdrawn indicated in El-3 is consumed wholly in the process and treated water is discharged to third party i.e to CETP for further treatment as indicated in above.

El-4. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No assessment / Evaluation / assurance has been carried out

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

Yes, recognizing the importance of water in production, we have implemented several water efficiency techniques in our plant to conserve this resource. A key focus for IGPL is our significant Zero Liquid Discharge (ZLD) coverage, which stands at 80%, along with 100% Effluent Treatment Plant (ETP) coverage at our facility. Additionally, we are actively working on rainwater harvesting and reducing our water intensity.

El-6. Please provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Kg	67568	57206
SOx	Kg	32165	63185
Particulate matter (PM)	Kg	87592	112357
Persistent organic pollutants (POP)	0	0	0
Volatile organic compounds (VOC)	Kg	0	0
Hazardous air pollutants (HAP)	0	0	0
Others – please specify	0	0	0

El-6. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

In addition to Online Continuous Emission Monitoring Systems (OCEMS) installed for all stacks for monitoring emissions, monthly samples are collected by Aditya Environmental Service (P) Ltd, which is MoEF authorized lab.

El-7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MTCO<sub>2</sub>E & its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	112814	109707
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	1224	1009
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b>	<b>TCO<sub>2</sub>e / rupee of turnover</b>	<b>0.54</b>	<b>0.47</b>
		<b>TCO<sub>2</sub>e / lakhs</b>	<b>TCO<sub>2</sub>e / lakhs</b>
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>TCO<sub>2</sub>e / rupee of turnover</b>	<b>11.99</b>	<b>10.34</b>
		<b>TCO<sub>2</sub>e / USD</b>	<b>TCO<sub>2</sub>e / USD</b>
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	<b>TCO<sub>2</sub>e / MT of Phthalic Anhydride</b>	<b>0.58</b>	<b>0.54</b>
		<b>TCO<sub>2</sub>e / MT of PA</b>	<b>TCO<sub>2</sub>e / MT of PA</b>
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>	<b>TCO<sub>2</sub>e / unit</b>	<b>-</b>	<b>-</b>

Remark:

- 1) The Scope 1 and Scope 2 emissions due to PA-5 commissioning were 3747.23 TCO<sub>2</sub>e and 30.18 TCO<sub>2</sub>e respectively
- 2) Starting this year, we upgraded our data collection methods through digitalization, leading to a more accurate data repository. Consequently, we have revised some of our historical data. Kindly refer to these revised figures in the report.

El-7. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No assessment has been done.

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

Currently we don't have any new projects to reduce the Green House gas emissions. But, Third party energy audit have been taken up to minimize the Energy leaks and thereby reduce the scope 1 GHG emissions.



El-9. Provide details related to waste management by the entity:

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.59	1.04
E-waste(B)	0.97	0.34
Bio-medical waste (C)	0.01	0.02
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.28	5.82
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	4698.58	5689.97
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	278.96	124.89
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>4978.80</b>	<b>5821.04</b>
<b>Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)</b>	<b>0.02 MT / lakhs</b>	<b>0.02 MT / lakhs</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)</b>	<b>0.52 MT / USD</b>	<b>0.54 MT / USD</b>
<b>Waste intensity in terms of physical output</b>	<b>0.03 MT / MT of PA</b>	<b>0.03 MT / MT of PA</b>
<b>Waste intensity (optional) the relevant metric may be selected by the entity</b>	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste - Plastic</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - E-Waste</b>		
(i) Recycled	0.97	0.34
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0.97</b>	<b>0.34</b>
<b>Category of waste - Bio-medical waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Construction and demolition waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Battery waste</b>		
(i) Recycled	0.28	5.82
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0.28</b>	<b>5.82</b>
<b>Category of waste - Radioactive waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Other Hazardous waste</b>		
(i) Recycled	10.86	9.91
(ii) Re-used	3325.33	3730.39
(iii) Other recovery operations	0	0
<b>Total</b>	<b>3336.19</b>	<b>3740.30</b>
<b>Category of waste - Other Non-Hazardous waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>



Parameter	FY 2023-24	FY 2022-23
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste - Plastic</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - E-Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Bio-medical Waste</b>		
(i) Incineration	0.01	0.02
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0.01</b>	<b>0.02</b>
<b>Category of waste - Construction and demolition waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Battery</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Radioactive</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Other Hazardous waste. Please specify, if any</b>		
(i) Incineration	402.95	342.09
(ii) Landfilling	959.44	692.65
(iii) Other disposal operations	0	0
<b>Total</b>	<b>1362.39</b>	<b>1034.74</b>
<b>Category of waste - Other Non-hazardous waste generated</b>		
(i) Incineration	0	0
(ii) Landfilling	278.96	124.89
(iii) Other disposal operations	0	0
<b>Total</b>	<b>278.96</b>	<b>124.89</b>

Remark: Values in MT. Increase in hazardous and non-hazardous waste due to one-time maintenance activities

EI-9. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No assessment has been done.

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

We have a well-defined waste management practice in handling, segregation, storage and disposal of waste. The waste generation in our operations is in compliance with the prescribed norms and regulations of Maharashtra Pollution Control Board (MPCB) and the Central Pollution Control Board (CPCB). The maximization of waste reduces and reuse approach is being emphasized and adopted. All hazardous and non - hazardous wastes are being disposed through approved authorized agencies. Alternate options are being studied to minimize waste generation at source. Continuous process assessments are being done to evaluate the effectiveness and compliance of our waste management practices and procedures as well as to address the gap that arises from the changing regulations, technologies and future needs.



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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	No operations in these areas. All operations are restricted to MIDC, which are designated for industries with valid EIA and EC certifications.		

Remarks: EC conditions are complied.

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

Sr. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Synthetic Organic Chemical Manufacturing facility in Talaja	IA/MH/IND3/451579/2023	16.02.2024	Yes	Yes	<a href="https://www.igpetro.com/wp-content/uploads/2024/05/ENVIRONMENTAL_CLEARANCE_DTD_16_02_2024_FOR_PLASTICIZER_PROJECT.pdf">https://www.igpetro.com/wp-content/uploads/2024/05/ENVIRONMENTAL_CLEARANCE_DTD_16_02_2024_FOR_PLASTICIZER_PROJECT.pdf</a>

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

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
			Nil	

## Leadership Indicators

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

(i) Name of the area- Not applicable

(ii) Nature of operations- Not applicable

LI-1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Water withdrawal, and consumption in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0 KL / lakhs	0 KL / lakhs
Water intensity (optional) – the relevant metric may be selected by the entity. KL / 00000 of 0000	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	0	0
With treatment – please specify level of treatment	0	0

Parameter	FY 2023-24	FY 2022-23
(ii) To Groundwater		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

LI-1. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Not Applicable

LI-2. Please provide details of total Scope 3 emissions (MTCO2E) & its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MTCO2E		
Total Scope 3 emissions per rupee of turnover	MTCO2E / rupee of turnover	We will be evaluating our value chain in the next financial year.	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MTCO2E / Unit		

LI-2. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

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

Not applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Miyawaki Forest Creation in a Chemical industry intensive zone	The Miyawaki method allows us to create dense, native forests in small spaces, promoting biodiversity and combating climate change. Two acres of land is planted with more than 30,000 plants of more than 35 varieties of species like Mango, Guava, Tulsi, Jamun, Neem, Mahogany, Anar, Amla, etc.	30,800 Trees x 25 Kgs/Year of Average CO2 Sequestration over the Lifetime Per tree = 770 tons/Per Year.
2	Watershed Development in Water Stressed Area	Integrated Watershed Development through construction of various water structures like Gabion bunds, Check dam, recharge shaft cum recharge trench on major and minor streamlines. Rejuvenation of old water bodies and strengthening them by rejuvenation of old community water well, strengthening of the main village community water supply. Desilting of the existing nala/streams and rejuvenating old water conserving structure like pond. Development of Spring water Collection Pond (18k) litres with provision of gravity pipeline (1800m)	To conserve and store Top fertile soil with accumulation of organic matter. Increase the underground water storage by increasing the infiltration of stored water. Make water available for the villagers for irrigation purpose in ample quantity for rest of the seasons other than monsoon. Expected water storage will be more than 273 lakhs litres.



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

IGPL has established a business continuity and disaster management plan. You can find the details of this plan in our Risk Management Policy, accessible through the following web link: <https://www.igpetro.com/wp-content/uploads/2022/01/Risk-Management-Policy.pdf>. This policy delineates our approach to identifying and evaluating potential risks, implementing measures to mitigate them, and establishing strategies for ensuring business continuity in the face of disasters or disruptive events. It encompasses emergency response procedures, crisis management, communication protocols, and recovery plans. By having this plan in effect, our goal is to guarantee the resilience and uninterrupted functioning of our operations, even in challenging circumstances.

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

None

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

None

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

### Essential Indicators

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

4

El-1.b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	Indian Chemical Council	National
2	Confederation of Indian Industries	National
3	Bombay Chamber of Commerce	State
4	Taloja Industrial Association	State

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

Sr. No.	Name of authority	Brief of the case	Corrective action taken
Not applicable			

### Leadership Indicators

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

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

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

### Essential Indicators

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

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

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
				Nil		

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

The Local Community can forward their concerns to the company via letter and personal meeting. Any concerns received from the local community is acted upon basis the area of concern.

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

Category	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	1.12	1.11
Sourced directly from within India	96.28	93.77

El-5. Job creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	FY 2023-24	FY 2022-23
Rural	0%	0%
Semi-urban	0%	0%
Urban	0%	0%
Metropolitan	100%	100%

### Leadership Indicators

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

Sr. No.	Details of negative social impact identified	Corrective action taken
1	Nil	0

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Nil	0	0

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

No

LI-3.b. From which marginalized /vulnerable groups do you procure?

Not applicable

LI-3.c. What percentage of total procurement (by value) does it constitute?

Not applicable

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Not Applicable	0	0	0



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

Sr. No.	Name of authority	Brief of the Case	Corrective action taken
1	Not Applicable	0	0

LI-6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Skill Development	232	100%
2	Women Empowerment Project for Skill development and livelihood	1852	100%
3	Watershed Development in a water stressed village in Maharashtra	2492	100%
4	Cataract Screening and Surgeries for the villagers residing around our plant area	4562	100%
5	Miyawaki Forest Creation, where 32,000 trees were planted benefitting large community in a chemical zone	32,000 trees planted benefitting large community in a chemical manufacturing zone	50%
6	Medical and Food Welfare for stray animals- 500 stray animals were helped.	NA	
7	Wellness Centre for Parkinsons affected people	270	-
8	Donation of Ambulance in a slum area with a population more than 10 lakhs	-	100%
9	Infrastructure development for Saraswati Shishu Mandir School	-	-

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

### Essential Indicators

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

Customer feedback is systematically solicited every six months through email. This regular interval allows us to gather timely and relevant insights into our customers' experiences and satisfaction levels. With this, we ensure that the feedback process is convenient and accessible for our customers, encouraging higher participation rates.

When a customer complaint is received, we prioritize it by promptly dispatching a detailed email to the relevant department for investigation. This email includes all necessary information about the complaint, ensuring that the department has a clear understanding of the issue at hand. The relevant department then conducts a thorough investigation to identify the root cause of the problem.

Based on the findings of this investigation, a comprehensive Corrective and Preventive Action (CAPA) plan is formulated. This CAPA plan outlines the steps that will be taken to address the immediate issue and prevent its recurrence in the future. Once the CAPA plan is developed, it is communicated to the customer, demonstrating our commitment to resolving their concerns and improving our processes. This transparent and responsive approach helps to maintain customer trust and satisfaction, reinforcing our dedication to quality and continuous improvement.

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

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

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

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

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

Yes, IGPL has a Cyber Security Policy, which can be accessed at [https://www.igpetro.com/wp-content/uploads/2023/06/IGPL\\_Cyber\\_Security\\_Policy.pdf](https://www.igpetro.com/wp-content/uploads/2023/06/IGPL_Cyber_Security_Policy.pdf)

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

There have been no incidents of cyber security breaches or data breaches.

EI-7. Provide the following information relating to data breaches

- Number of instances of data along-with impact- 0
- Percentage of data breaches involving personally identifiable information of customers- 0
- Impact, if any, of the data breaches- 0

### Leadership Indicators

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

Information on the products and services of the entity can be accessed through the following link [www.igpetro.com](http://www.igpetro.com)

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

We provide our customers with accurate Material Safety Data Sheets (MSDS) for all the products we supply. These documents include detailed information on the properties, handling, storage, and safety measures for each product. Additionally, hazard signs are clearly printed on the packaging bags to ensure safe and informed usage.

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

In the event of any delivery-related concerns or potential disruptions/discontinuations of essential services, effective communication with the customer is ensured through both verbal and written means.



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

Yes, the Company displays product information on the product beyond what is mandated as per local laws. This includes details such as the Product Name, Type, Handling and Safety instructions, BIS mark, and Manufacturing Specifications. Additionally, the entity provides customers with accurate Material Safety Data Sheets (MSDS) for all supplied products, offering detailed information on properties, handling, storage, and safety measures. Also, hazard signs are clearly printed on packaging bags to ensure safe and informed usage.

Furthermore, to maintain and enhance customer satisfaction, we periodically send out feedback forms. These forms are designed to gather insights and opinions from our customers regarding their experiences with our products and the services we provide. By analysing this feedback, we can identify areas for improvement and ensure that we continue to meet or exceed customer expectations. This ongoing communication helps us build stronger relationships with our customers and continuously improve our offerings.