

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	:	L24211TN1975PLC006989
2.	Name of the Listed Entity	:	E.I.D.-Parry (India) Limited
3.	Year of incorporation	:	22/09/1975
4.	Registered office address	:	Dare House, Parrys Corner, Chennai – 600001.
5.	Corporate address	:	Dare House, Parrys Corner, Chennai – 600001.
6.	E-mail	:	investorservices@parry.murugappa.com
7.	Telephone	:	044-25306789
8.	Website	:	www.eidparry.com
9.	Financial year for which reporting is being done	:	April 1, 2021 – March 31, 2022
10.	Name of the Stock Exchange(s) where shares are listed	:	1. National Stock Exchange of India Limited 2. BSE Limited
11.	Paid-up Capital	:	₹ 17,73,86,525
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	:	S. Suresh (DIN: 06999319) Managing Director, 044-25306789 investorservices@parry.murugappa.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	:	Standalone

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity*	% of Turnover of the entity
1	Sugar	Manufacture, sale and marketing of sugar in various forms. The Sugar is sold both to trade and institutions and also to consumers through retail channels.	74%
2	Distillery	Manufacture, sale and marketing of distillery products in various forms viz R.S, E.N.A, Ethanol, etc.	20%
3	Cogeneration	Power generated through cogeneration is sold to state government utilities, third parties and also on electricity exchanges.	4%
4	Nutraceuticals	Manufacture, sale and marketing of nutraceutical products in various forms. The Company manufactures spirulina, a wholesome nutrient dense nutraceutical supplement and the algae contains rich amounts of nutrients such as carotenoids, chlorophylls, micronutrients, and vitamins apart from being a complete protein.	2%

*The business activity of sugar is considered to be comprising of distillery and cogeneration, which are by-products during the process of manufacture of sugar.

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Sugar	10721	74%
2	Distillery	1101	20%
3	Cogeneration	35106	4%
4	Nutraceuticals	03213	2%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	10*	1	11
International	3*	2	5

* Including plants of wholly owned subsidiaries, National-1, International -3

17. Markets served by the entity

a. Number of locations:

Locations	Number
National (No. of States)	5 (Andhra Pradesh, Karnataka, Telangana, Kerala, Tamil Nadu)
International (No. of Countries)	40

IV. Employees

18. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1018	984	97	34	3
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1018	984	97	34	3
WORKERS						
4.	Permanent (F)	1050	1045	100	5	-
5.	Other than Permanent (G)	2193	1896	86	297	14
6.	Total workers (F + G)	3243	2941	91	302	9

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

(₹ In Crore)

Locations	Number
Turnover*	2459.48
Exports	472.19
% of exports on Turn Over	19%

*Excludes other operating Revenue of ₹ 36.82 Lakh.

The Company's products include different type of sweeteners (Plantation white Sugar, Refined Sugar, Pharma Grade Sugar, Brown Sugar, Low GI Sugar, Jaggery etc.), which are sold in bulk and retail packs, besides operating in adjacencies such as Ethanol and cogeneration of power. Nutraceuticals is another important business of the Company. Sugar and Nutraceuticals are sold both in the domestic and international markets. The Company's sustainable sugarcane production and manufacturing practices have earned it the preferred vendor ranking among multinational clients across a wide industry spectrum such as pharma, confectionery, beverage and soft drink manufacturers, dairy, food ingredients, etc. Ethanol is sold to Oil Marketing Companies for fuel blending. The surplus power from Cogeneration is sold to third Parties, State distribution companies as well as through Electricity Exchanges.

The Company has a wide range of customers. The company sells its product to trade, institutions as well as to retail customers, through a number of channels including distributors, direct sale and digital marketing.

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	5	5	100	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	5	5	100	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	4	4	100	-	-
5.	Other than Permanent (G)	3	3	100	-	-
6.	Total differently abled workers (F + G)	7	7	100	-	-

19. Participation / Inclusion / Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11
Key Management Personnel	3	-	-

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019 – 20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.07	11.65	22.72	6.4	5.9	12.3	11	21	32
Permanent Workers	3.5	-	3.5	0.7	-	0.7	4	20	24

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (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	Coromandel International Limited	Subsidiary	56.37	Yes
2	Parry Chemicals Limited	Subsidiary	56.37	No
3	CFL Mauritius Ltd	Subsidiary	56.37	No
4	Coromandel Brasila Ltd	Subsidiary	56.37	No
5	Sabero Europe BV	Subsidiary	56.37	No
6	Coromandel Australia Pty Ltd (formerly Sabero Australia Pty Ltd)	Subsidiary	56.37	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
7	Sabero Organics America SA	Subsidiary	56.36	No
8	Sabero Argentina SA	Subsidiary	53.55	No
9	Parry Infrastructure Co. Pvt Ltd	Subsidiary	100.00	No
10	Parrys Investments Limited	Subsidiary	100.00	No
11	Parry America Inc	Subsidiary	56.37	No
12	Parrys Sugar Limited	Subsidiary	100.00	No
13	US Nutraceuticals Inc	Subsidiary	100.00	No
14	Labelle Botanics LLC	Subsidiary	100.00	No
15	Parry Agrochem Exports Ltd	Subsidiary	100.00	No
16	Parry Sugars Refinery India Pvt Ltd	Subsidiary	100.00	Yes
17	Alimtec S A	Subsidiary	100.00	No
18	Parry International DMCC	Subsidiary	100.00	No
19	Coromandel Agronegocios De Mexico S.A De C.V.	Subsidiary	56.37	No
20	Dare Ventures Ltd (formerly Dare Investments Ltd)	Subsidiary	56.37	No
21	Coromandel International (Nigeria) Limited	Subsidiary	56.36	No
22	Coromandel Mali SASU	Subsidiary	56.37	No
23	Yanmar Coromandel Agrisolutions Pvt. Ltd.	Joint Venture	22.55	No
24	Algavista Greentech Private Limited	Joint Venture	50.00	Yes
25	Sabero Organics Phillipines Asia Inc.	Associate	22.55	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (₹ in Crore): ₹ 2,496

(iii) Net worth (₹ in Crore): ₹ 2,760

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
		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	Y	-	-	-	-	-	-
Investors (other than shareholders)	Y	-	-	-	-	-	-
Shareholders	Y	3	-	-	-	-	-
Employees and workers	Y	-	-	-	-	-	-
Customers	Y	36	-	-	65	-	-
Value Chain Partners	Y	-	-	-	-	-	-
Other (please specify) Anonymous complaint received by ombudsman	Y	2	-	-	1	-	-

24. 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.

The Company identifies material issues including environmental and social ones and understand the relative importance of these issues to the business through periodical materiality assessments, and accordingly formulate specific action plans to address each material issue. The management of risk is embedded in the corporate strategies to marry organisational capability with market opportunities. What is material to business is a function of which stakeholders we serve, what is the shared value proposition for each of the stakeholders, what risks and opportunities does this present for the Company. Further details of our materiality determination, risk and opportunity management can be found in the 'Risk Management Section' of the Report of the Board of Directors.

Sl. 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	Raw material (Sugarcane availability)	Risk	Effect of climate change on agriculture produce, cyclic nature of sugar industry (demand supply cycle), Farmers shifting to other crops and urbanisation	Sourcing of sugarcane produced through sustainable farming practices, Timely payment to farmers.	Negative
		Opportunity	Opportunity to increase the sugarcane yield, recovery, Allotment of Additional Cane Area by the Government		Positive

Sl. 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)
2	Regulatory risk	Risk	Government control of sugarcane and sugar through Fair and remunerative price (FRP) and Minimum Selling Price (MSP). Sugarcane Price determined by the State Governments, Similarly control of Power Tariff and control of molasses, ethanol-production & sales.	Engagements and representation to Government through active membership of organisations like ISMA /SISMA / other bodies. Third party sourcing, Production of sweetener outside regulatory purview, Manufacturer of value-added products both arising out of Sugar or the by-products of sugar and alcohol production.	Negative
		Opportunity	Government's favorable policies resulting in the economic value creation for the Company / industry viz. Ethanol blending in fuels, Bagasse based cogeneration as a source of renewable energy.		Positive
3	Management of working capital & Profitability	Risk	Higher sugarcane price and low sugar selling price regulated by Government, Cyclic nature of industry.	Cogeneration, ethanol production from molasses, business model innovations, increased retail sales through product differentiation, sale of value-added products (sweeteners) and value-added products derived from byproducts - bagasse, sludge, press mud and distillery & nutraceutical residues.	Negative
		Opportunity	Sale of value-added products, increase retail foot print.		Positive
4	Product quality and safety	Risk	Unintended health and safety risks arising out of low-quality products, increasing health consciousness of consumers as consumption of sugar may be considered as health risk.	Stringent quality system and process in place, Product recall mechanism in place, Manufacture of Low GI Sugar.	Negative
		Opportunity	Production of low GI sugar and other health benefiting products including nutraceuticals.		Positive
5	GHG emissions	Risk	Climate change	Sustainable sugarcane farming, cogeneration using bagasse, Energy efficient Operations, bottling of CO2 generated in the distillery operations.	Negative

Sl. 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)
6	Water and waste water management	Risk	Water demand & availability, impact on water resource.	Compliance with Consent to Operate, Zero liquid discharge/ application of treated effluent on land, recycle of treated sugar condensates, distillery effluents as utility make up, Rain water harvesting, CSR projects involving watershed management, projects for the community	Negative
7	Product design and lifecycle management	Opportunity	Ability to address customer and societal demand for more sustainable products and services - New products like low GI sugar, ethanol production from syrup/ B-Heavy molasses.		Positive
8	Waste Management	Risk	Environmental issues associated with hazardous and non-hazardous waste generation, handling, storage, treatment and disposal.	Bagasse for cogeneration, molasses for production of ethanol / ENA, recycle of press mud and organic sludge as manure. Value added products from bagasse, press mud, use of boiler ash for brick making.	Negative
		Opportunity	The byproducts and Waste generated during the course of manufacture of sugar provides immense opportunity for revenue generation as described above. Potash recovery from distillery residue and sale as branded product.		Positive
9	Supply chain Management	Risk	Unavailability of Harvesting Labour, Crop failure, Lower yield and recovery.	Engagement with farmers on farming practices through I-Cane management system, Digitization of cane procurement procedure, Development of entrepreneurs for mechanical harvesting, Single seed program, Biopest controls.	Negative
		Opportunity	Sustainably sourced raw material, higher yield and recovery, community development.		Positive
10	Employee health and safety	Risk	Non adoption of adequate safety practices and procedures leading to accidents and injuries.	Site based safety committee and risk management system in place such as safety training, permit to work, Incident reporting and investigation, workplace inspection.	Negative
		Opportunity	Adoption of good safety system and practices leading to high employee morale and motivation.		Positive

*Note: Risks will have negative financial impacts and opportunities will help in creation of economic value for the business

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.eidparry.com/policies-codes/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.*	See note below								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.**									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**	NA								

Note

- * (i) The Company has adopted Safety and health policy across its sugar and nutraceutical manufacturing units and one unit has obtained ISO 45001 Certification whereas rest of the factories have safety systems in place.
- (ii) In order to address Social and Ethical Standards, two factories of the Company have been qualified under the Sedex Members Ethical Trade Audit (SMETA).
- (iii) QMS ISO 9001:2018, Hazard analysis Critical Control Point – HACCP, Good Manufacture Practices (GMP), Codex Commission Guidelines, ISO 22002-1: 2009, FSSAI – Food Safety and Standards Authority of India, Food Safety and Occupational Health and Safety (OHSAS 18001), Food Safety Systems Certification (FSSC 22000), Suppliers Guiding Principles (SGP), SEDEX an SMETAS 6.0. Bonsucro.

** The Company is in the process of setting up goals and targets.

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*).

Through BRSR report, we take this opportunity to engage with our diverse stakeholders across the value chain on ESG practices. Data presented in the report is transparent and quantitative and validated by the respective department heads. There is an attempt to conduct materiality assessment to identify the ESG risks and opportunities, based on which the business and ESG risks will be mitigated and opportunities will be used to create economic and social values.

Sustainable practices & circularity is integrated in all the manufacturing activities of E.I.D. Parry resulting in efficient product recoveries, waste minimization, recycle and reuse and energy efficient operations. We take leadership in sustainable sourcing of sugarcane, through our efficient I-Cane management system and also collaborate with our customers on several sustainability projects like drip irrigation & soil nutrient management. Our community partnership (CSR) projects include healthcare camps, education & skill development and water resource projects.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total Number of Training and awareness Programmes held	Topics/Principles Covered Under the Training and its Impact	% of Persons in Respective Category Covered by the Awareness Programmes
Board of Directors		The Directors of the Company are briefed on the sustainability initiatives of the Company from time to time. The Directors are also updated on changes / developments in the domestic / global corporate and industry scenario including those pertaining to statutes/legislation & economic environment and on matters affecting the Company, to enable them to take well informed and timely decisions.	
Key Managerial Personnel		The Company periodically updates and familiarises employees on the following:	
Employees other than BoD and KMPs		1. Code of Conduct which covers aspects such as Corporate Governance & Good Corporate practices	
Workers		2. Whistleblower Policy of the Company 3. Sustainability practices of the Company	

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	Nil

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

Yes, Web-link where the policy is available: <https://www.eidparry.com/policies-codes/>

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

	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2021-22 (Current Financial Year)		FY 2020-21 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

NA

Leadership Indicators#

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL		

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 laid down a Code of Conduct for all Board Members and senior management of the Company. The Code of Conduct has necessary provisions to avoid / manage conflict of interests.

Further, the Directors and Senior management are required to disclose to the Board, on an annual basis, whether they, directly or indirectly or on behalf of third parties, have material interest in any transaction or matter directly affecting the Company.

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

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

(₹ in Lakhs)

	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
R&D Revenue Expenditure	542	718
R&D Capital Expenditure	56	1

Note:

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, if any, will be made available in our BRSR from next Financial Year.
 2. Please also refer to the 'Disclosure on Conservation of Energy and Technology Absorption' forming part of the Report of the Board of Directors and Accounts 2021-22.
- 2 a. Does the entity have procedures in place for sustainable sourcing? Yes
b. If yes, what percentage of inputs were sourced sustainably?
The major inputs procured by the Company is Sugarcane, which constitutes around 90% of the total input cost. The sugarcane is sourced sustainably.
 - 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.
Sugar, ENA & Microalgae are consumable products. Ethanol is used for fuel blending. Therefore, there is no scope for recycling products at the end of value chain.
Plastic waste: Packaging waste is covered under Extended Producer Responsibility (EPR) framework. Integrated sugar mills and nutraceutical manufacturing units are recycling plastic waste through authorized vendor (third party).
 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.
The Company is in compliance with the requirement of Plastic waste Management Rules, 2016 and subsequent amendments thereto. The manufacturing units of the company are in discussion with local pollution control boards to make sure that the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

Leadership Indicators #

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.

The Company has not conducted a LCA for any of its product

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.

Though the company has not conducted a LCA, some of the social or environmental concerns and / or risks arising from production or disposal of products are as follows.

Name of Product/ Service	Description of the risk/concern	Action Taken
Sugar	Sustainable sourcing of sugarcane.	Timely payment to farmers & micro finance through loans for buying seeds/ fertilizers, arranging labours for harvesting to reduce risks due to demand supply cycle of sugarcane crop.
Sugar	Vulnerability of sugarcane crop to climate changes (temperature, humidity, monsoon / water availability), soil quality and pest attacks.	Development of bio pesticides, drip irrigation system, soil quality testing programs. 'Farmers Connect' app, Bonsucro certification & I-cane management system for guiding farmers for usage of water/ fertilizer/ weedicide.
Sugar	Excessive fresh water demand for sugarcane farming, sugar & alcohol production and cogeneration.	Recycle of treated sugar / distillery condensates in manufacturing process and for utility make up.
Sugar, ethanol, electricity	Treated waste water discharge on farm land causing surface water, soil pollution.	State of the art technologies for spent wash treatment, sugar condensate polishing unit and other effluent treatment, recovery of potash from spent wash.
Sugar, ethanol	Waste and residue management & contamination of land.	Product circularity. All residues including ETP sludge, yeast sludge, press mud, fly ash is utilized. Potash recovery from distillery spent wash residue and sold as branded product. Value added products from bagasse.

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 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year

*The Company practices circularity in terms of recycling bagasse, molasses, sugar condensates & treated wastewater in production (process as well as utility).

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 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
*	-	-	-	-	-	-

* Not applicable as our products are consumable

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

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

* Not applicable as our products are consumable

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

Essential Indicators

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

Category	% of Employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D /A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	984	984	100	984	100	-	-	984	100	984	100
Female	34	34	100	34	100	34	100	-	-	34	100
Total	1018	1018	100	1018	100	34	3.3	984	96.7	1018	100
Other than Permanent Employees											
Male	Nil	-	-	-	-	-	-	-	-	-	-
Female	Nil	-	-	-	-	-	-	-	-	-	-
Total	Nil	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1045	1045	100	1045	100	-	-	-	-	1045	100
Female	5	5	100	5	100	5	100	-	-	5	100
Total	1050	1050	100	1050	100	5	0.5	-	-	1050	100
Other than Permanent Workers											
Male	1896	1896	100	1896	100	-	-	-	-	-	-
Female	297	297	100	297	100	297	100	-	-	-	-
Total	2193	2193	100	2193	100	297	13.5	-	-	-	-

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

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA	NA	NA	NA	NA	NA
Others - please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes, our establishments are accessible to the differently abled, and we are continuously working towards improving infrastructure for eliminating barriers to accessibility.

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, Web-link where the policy is available: <https://www.eidparry.com/policies-codes/>

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

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

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

The Company is committed to provide a safe and positive work environment. Employees have access to several forums where they can highlight matters or concerns faced at the workplace.

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent workers	The workers represent their grievances to the unions, where ever applicable and the unions in turn represents to the management.
Other than Permanent workers	Our non-permanent workers represent their grievances to the unit and Admin in charge.
Permanent employees	We have ombudsman, who addresses the permanent employees grievances.
Other than Permanent employees	Not Applicable

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	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						
- Male	984	-	-	932	-	-
- Female	34	-	-	31	-	-
Total Permanent Workers						
- Male	1045	933	89.28	1054	923	87.57
- Female	5	5	100.00	5	5	100.00

8. Details of training given to employees and workers:

Category	Total (A)	FY 2021-22 (Current Financial Year)				Total (D)	FY 2020-21 (Previous Financial Year)			
		On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Total Permanent Employees										
- Male	1532	387	25%	1131	74%	1228	558.5	45%	659.5	54%
- Female	108	16	15%	73	68%	65	14	22%	33	51%
Total Permanent Workers										
- Male	1979	526	27%	1450	73%	1734	839.5	48%	879.5	51%
- Female	37	14	38%	7	19%	2	2	100%	-	0%

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Total(A)	No.(B)	%(B/A)	Total(C)	No.(D)	%(D/C)
Employees						
Male	984	950	96.54	932	931	99.89
Female	34	30	88.24	31	31	100.00
Total	1018	980	96.27	963	962	99.90
Workers						
Male	1045	115	11.00	1054	131	12.43
Female	5	-	-	5	0	0.00
Total	1050	115	10.95	1059	131	12.37

10. Health and Safety Management System:

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

Yes, one Unit has obtained ISO 45001 system whereas other units have general safety management in place and in use.

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

Risk management vide permit to work, workplace inspection and Hazard Identification and Risk Assessment (HIRA) in place.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes / No):

Yes, safety committee is in place and safety concerns are raised formally through safety committee.

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

Yes, employees have access to non-work-related illness services.

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

Safety Incident / Number	Category	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.85	0.31
	Workers		
Total recordable work-related injuries	Employees	35	22
	Workers		
No. of fatalities	Employees	3	0
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers		

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

Workplace inspection, safety committee meeting and safety training.

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

	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	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				Nil		
Health & Safety				Nil		

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	12.5%
Working conditions	-

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.

Root cause analysis and CAPA (Corrective action Preventive action) is made and the gaps encountered are closed in a particular timeline.

Leadership Indicators#

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

Yes, the organisation covers its employee on term life insurance policy which is equivalent to 50 times of their gross month salary during the time of death.

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

The Company ensures that all its value chain partners are statutory compliant and all statutory dues have been deducted and deposited by the value chain partners in time. Necessary clauses are incorporated in the agreement with the value chain partners for ensuring such compliance. Further, the Company also obtains periodical certificates of statutory compliance, wherever required.

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 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Employees				
Workers				

See Note Below.

Note: The three fatal accidents occurred during the FY 2021-22 relates to contract workers. The Company has generously spent towards medical treatment, transportation and also paid monetary benefits apart from compensation as required under the Employee Compensation Act, 1923.

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, the company provides continued employability for few critical resources after retirement or voluntary separation in a flexible term contract as retainers.

5. Details on assessment of value chain partners:

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

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. - Nil.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company is responsive to the requirements of all its Stakeholders, and this is enshrined in our Corporate Values & Beliefs of Integrity, Passion, Quality, Respect and Responsibility. These values require that the Company acts as a responsible corporate citizen and change lives for the better and this is to be done in a manner that reflects humility. These values require us to provide everyone equal opportunities to progress and grow. The Company has mapped its internal and external stakeholders. The Company considers its farmers, shareholders / investors, employees, customers, suppliers / partners, Regulatory authorities and communities surrounding its operations as its key stakeholders. The identification is based on characteristics such as impact, influence, interest, legitimacy, urgency and diversity perspective. The Company continues its engagement with them through various mechanisms such as consultations with local communities, small farmer training, women empowerment in agriculture, supplier / vendor meets, customer / employee satisfaction surveys, investor forums, etc.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice, Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / Others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Farmers	Yes	SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Call Center, Notice Boards, Farmer Connect App and Crop Doctor App	The Company frequently interacts with its farmers including monthly / quarterly meetings	Understanding issues relating to crop, status of crop and planting, assessing various requirements for cultivation, explaining sustainable agricultural practices, pest control, supply of fertilizers and seeds, Addressing various grievances, etc.
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange (SE) intimations, investor / analysts meet / conference calls, annual report, quarterly results, media releases, Company / SE website	Ongoing	Share price appreciation, dividends, profitability and financial stability, robust governance growth prospects
Employees	No	Senior leaders' communication / talk / forum, town hall briefing, goal setting and performance appraisal meetings / review, exit interviews, arbitration / union meetings, wellness initiatives, engagement survey, email, intranet, flat screens, websites, poster campaigns, house magazines, circulars, quarterly publication, newsletters	Ongoing	Operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice, Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / Others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Website, distributor / retailer / direct customer / achievers' meets, senior leader customer meets / visits, customer plant visits, club, key account management, trade body membership, complaints management, help desk, plans, information on packaging, customer surveys.	Ongoing	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines / manufacturing.
Suppliers / Partners	No	Prequalification / vetting, communication and partnership meets, plant visits, MoU and framework agreements, trade association meets / seminars, professional networks, contract management / review, product workshops / on site presentations, satisfaction surveys.	Ongoing	Quality, timely delivery and payments, (sustainability, safety checks, compliances, ethical behaviour), ISO and OHSAS standards, collaboration and opportunities
Government	No	Advocacy meetings with local / state / national government and ministries, seminars, media releases, conferences, membership with industry bodies (ISMA, SISMA, CII)	Ongoing	Changes in regulatory frameworks, skill and capacity building, employment, environmental measures, policy advocacy, timely contribution to exchequer / local infrastructure, proactive engagement
Communities	No	Meets (of community / local authority and town council / committee / location head), community visits and projects, partnership with local charities, volunteerism, seminars / conferences		Waste management, integrated water management, clean water, climate change impacts, community development, self-sustainability, livelihood support, disaster relief.

The Company identifies underprivileged communities around its business locations as disadvantaged, vulnerable and marginalised stakeholders and continuously engages with all such stakeholders identifying their needs and priorities so as to serve these needs accordingly.

Leadership Indicators

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

The Company management regularly interacts with key stakeholders i.e. farmers, investors, customers, suppliers, employees, etc. The consultation with the Board on key stakeholder concerns is largely facilitated by different organizational functions which are responsible for the respective stakeholders. This is facilitated through periodic Board reviews held at least once a quarter, during which the Board holds discussions with the Managing Director and other senior leaders representing these functions. For example, feedback on communities and farmers is given by respective cane heads, customer trends and issues

is provided by the Head- Sales & Marketing, on employees by the Head - HR and his team, etc. The Company believes that an effective stakeholder engagement process is necessary for achieving inclusive growth. The Board, through the CSR Committee, inter alia, also reviews, monitors and provides strategic direction to the Company's CSR and sustainability practices towards fulfilling its Social objectives.

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 engagement covers key issues driven by strategic objectives through various modes of engagements. There is a primary internal custodian for each stakeholder group. For example, feedback from farmers involves providing right kind of advice with regard to application of fertilizer, pest control, providing drip irrigation, quality seeds, feedback from employees involves certain informed steps which are taken leading to enhanced communications, similarly, for Vendors, this has enabled ease of doing business across the order to payment cycle and ability to address environmental and social aspects. As mentioned, periodical consultations are arranged with the farmers from time to time to understand their needs and concerns including economic, environmental and social topics. The Company during the year understood through one of such periodic consultations with the farmers in Sankili Village, Andhra Pradesh, that there was a need for an approach road, which would enable them to transport their farm produce. In another instance, the Company understood through these consultations that there was a long term need to repair a canal, for supply of water, which was held up by the Government agencies due to various issues. The Company is actively pursuing its strategy, how to help and mitigate those concerns of the farmers both through meeting the financial needs of these projects and otherwise. The Company's CSR activities comprising of Mobile Clinic and medical camp, desilting of ponds, providing oxygen plant, rations, medical equipment, medicines and sanitisers during Covid, providing farmers insurance, cane harvesting labour insurance are an offshoot of those consultation process. The Company closely works with its Group Charitable organisation, AMM Foundation, to support under privileged sections of the society, creates opportunities and strives towards a more equitable society. The Foundation engages with the community in a variety of areas that serves the vulnerable / marginal stakeholder groups.

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

The Company has always engaged itself in special initiatives with the disadvantaged, vulnerable and marginalized stakeholders. Special targeted small farmer development collaborative projects with leading institutions are underway to entail inclusive growth and development of marginal and women farmers. The company has a dedicated state of the art and integrated R&D function with facilities recognised by the Department of Scientific & Industrial Research (DSIR), Ministry of Science & Technology, Government of India. The R&D facilities promote soil test based nutrient management, production of low-cost eco friendly bio-products and plant tissue culture facility for production of quality seed for farmers. Many rural entrepreneurs are nurtured to inclusively enable technology transfer among marginalised farming communities. Farmer entrepreneurs have been developed to produce direct transplantable sugarcane seedlings, bio agents for sugarcane pest control and also to render mechanisation services to nurture rural business, livelihoods and economic development. Small, marginal and women farmers are trained at their doorstep with a state-of-the-art mobile van, a "Mobile Village Theatre" for inclusive reach of technologies and information and this is a first of its kind concept in the sugar industry.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	NA			NA		
Other than permanent						
Total Employees						
Workers						
Permanent	NA			NA		
Other than permanent						
Total Workers						

Note: During the year, the Company has provided various trainings to employees and workers. Though the training covers various subjects / topics and companies policies, there was no specific training highlighting only on human rights issues. The Company will strive to adopt this requirement in next Financial Year.

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

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	984	0	0%	984	100%	932	0	0%	932	100%
Female	34	0	0%	34	100%	31	0	0%	31	100%
Other than Permanent										
Male										
Female										
Workers										
Permanent										
Male	1045	0	0%	1045	100%	1054	0	0%	1054	100%
Female	5	0	0%	5	100%	5	0	0%	5	100%
Other than Permanent										
Male	1896	909	48%	987	52%	1944	845	43%	1099	57%
Female	297	162	55%	135	45%	302	179	59%	127	42%

Note: All the employees and workers are paid minimum wages as mandated under law.

3. 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)*	9	17,20,000	1	19,00,000
Key Managerial Personnel **	3	70,10,895	0	0
Employees other than BoD and KMP	981	46,120	34	59,181
Workers	1045	21,844	5	20,023

*Includes Sitting fees and Commission

**Includes MD, CFO and CS

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, Details are mentioned in the Human Rights Policy.

web-link where the policy is available: <https://www.eidparry.com/policies-codes/>

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

Yes, Details are mentioned in the Human Rights Policy.

web-link where the policy is available: <https://www.eidparry.com/policies-codes/>

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	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	1	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	

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

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. The Company has in place a policy on prevention of sexual harassment in line with the requirements of the Sexual Harassment of women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Policy). An Internal Complaint Committee is in place to redress the complaints received regarding sexual harassment. All employees are covered under this policy. Necessary disclosures in relation to the sexual harassment complaints received and redressal thereof are provided in Board's Report 2022. The Company has also a Whistleblower Policy to report genuine concerns and grievances. As part of Whistleblower Policy and POSH Policy, the Company has a section mentioned

on the protection of identity of the complainant and provides necessary safeguards against victimisation of employees. All such matters are dealt in strict confidence. Also as part of its Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns.

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

Yes. The company has included appropriate provisions in all business agreements and contracts commencing from April 1, 2022.

9. Assessments for the year:

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

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

There is no significant risks / concerns arising from the assessments at Question 9 above, which entail any corrective actions.

Leadership Indicators#

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

During the year, there were no human rights grievances / complaints warranting modification / introduction of business process.

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

Nil

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?

Our establishments are accessible to the differently abled, and we are continuously working towards improving infrastructure for eliminating barriers to accessibility.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others- please specify	

Note: All vendors operating from the Company's premises have been assessed on the above risks / concerns. Further, declaration of adherence to above compliances is obtained from the value chain partners as part of their contract / purchase order.

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

There were no significant risks /concerns arising from the assessment at Question 4 above, which entail, any corrective actions.

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

Essential Indicators

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total electricity consumption (A)*	73601.87 GJ	68344.60 GJ
Total fuel consumption (B)	14390065 GJ	12900204 GJ
Energy consumption through other sources - solar power (C)	1166.71 GJ	1119.03 GJ
Total energy consumption (A+B+C)**	14464834 GJ	12969668 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00059 GJ / ₹	0.00068 GJ / ₹
Energy intensity (optional) – the relevant metric may be selected by the entity	a) 0.22 - 0.32 MW/MT of sugar production b) 0.14 - 0.52 MW/KL of alcohol production c) 0.09 - 0.15 MW/MW of energy generation d) 9.31 MW/MT of micro algae production***	a) 0.24 - 0.35 MW/MT of sugar production b) 0.44 - 0.71 MW/KL of alcohol production c) 0.09 - 0.16 MW/MW of energy generation d) 9.59 MW/MT of micro algae production***

* Electricity from bagasse is not included to avoid double accounting.

**Cogeneration plants are installed to generate green energy from bagasse. On an average 50-55% power generated from cogeneration units is exported to grids.

*** Data for Oonaiyur facility

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

No.

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

No.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	839033	717773
(ii) Groundwater	495403	406026
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)	1334436	1123799
Total volume of water consumption (in kilo litres)	1331289	1120743
Water intensity per rupee of turnover (Water consumed / turnover)	0.0541	0.0589
Water intensity (optional) - the relevant metric may be selected by the entity**	a) 0.00 - 0.38 KL/MT of sugar production b) 0.00 - 7.33 KL/KL of alcohol production c) 0.88 - 3.33 K L/MW of energy generation d) 175 KL/MT of micro algae production*	a) 0.00 - 0.49 KL/MT of sugar production b) 0.00 - 6.71 KL/KL of alcohol production c) 0.78 - 2.29 KL/MW of energy generation d) 179 KL/MT of micro algae production *

* These figures are for Oonaiyur facility

**The water intensities are for fresh water consumption. Nellikuppam facility is ZLD and uses treated sugar condensate and recycled water for sugar production and distillery, There is no freshwater requirement in Nellikuppam except in cogeneration plant.

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

No.

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

The company's Nellikuppam integrated sugar plant, distillery at Sankili and Nutraceuticals Units at Oonaiyur and Saveriyarpuram have zero liquid discharge facilities.

Sugar plant is a water intensive industry and since sugarcane consists of about 70-75% water, the waste water (sugar condensates) disposal is also an issue. As a part of sustainable operations out of 6 integrated sugar plants 5 have installed sugar condensate recycling system consisting of biological treatment and ultrafiltration and are recycling condensate in manufacturing processes or as utility make up in cogeneration plants.

Nellikuppam facility has biomethanation plant to treat distillery spent wash. Rest of the sugar plants and Sivaganga distillery have installed evaporator and spent wash incineration boiler for spent wash treatment. Steam/ energy is produced from spent wash. The condensates from evaporators are treated and recycled in the distillery.

Waste water generated from sugar plant and cogeneration plant is treated in effluent treatment plant (ETP). The ETP facilities consist of one or two stage biological treatment system consisting of extended aeration/ biotower followed by media filtration. Treated waste water and part of the treated unutilised condensates are used for irrigating facility's own R&D sugarcane fields or given to farmers for irrigating sugarcane fields. There is no discharge in surface water or any receiving water body from any of the manufacturing facility of the company.

The company has installed online effluent and air emission monitoring systems, which are connected to the websites of CPCB/ SPCB for online monitoring of treated wastewater and air emissions.

Nellikuppam, Oonaiyur and Saveriyarpuram facilities are further treating the effluent through reverse osmosis process followed by multi effect evaporators. The treated effluent is completely recycled and there is no liquid discharge from these manufacturing units.

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

At present the air emissions monitored are from cogeneration boilers and spent wash incineration boilers. The other emission sources include vents from distillery, CO2 purification plants and DG sets. Monitoring regime for all vents and stacks is set up and will be reported in FY 2022-2023.

Parameter	Please specify Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
NOx	MT	310.88	362.29
SO2	MT	273.81	304.72
Particulate matter (PM)	MT	607.93	607.78
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compounds (VOC)	-	-	-
Hazardous air Pollutants (HAP)	-	-	-
Others-please specify	-	-	-

The above emissions include cogeneration plant and distillery boiler stacks. DG set emissions from the facilities is not included in the above table as the DG sets are operated only for emergency power supply for limited hours in a year. The operating hours are further optimized due to cogeneration unit. DG set emissions will be included from next year BRSR report.

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

No.

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

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*The Company at present is not capturing this data.

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

No.

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

No.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic and Packaging waste (A)*	133.38	68.08
E-waste (B)	5.37	2.69
Bio-medical waste -Only from Oonaiyur and Haliyal (C)*	1.04	0.75
Construction and demolition waste (D)	Nil	Nil
Battery waste - Haliyal, Onnaiyur (E)*	3	2.44
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any-Waste oil (G)	1875.96	1931.79
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by-materials relevant to the sector)	-	-
ETP sludge*	5213.14	5663.41
Boiler ash	42618	34765
Yeast sludge	1122	1284
Press mud	128598	107102
Kitchen waste*	29.91	27.80

*Partial data is presented. Processes & formats for adequate data generation from all the facilities are set up including plastic waste generation and EPR requirements. The complete data will be available in the next BRSR report (FY 2022-2023)

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Nutraceuticals - Salts	5.813	5.259
Nutraceuticals - Sludge	879.70	762.29
Total (A+B+C+D+E+F+G+H)	180485.31	151615.51

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled (Plastic & Packaging)	133.38	68.08
(ii) Re-used	-	-
(iii) Other recovery operations - yeast sludge, press mud, ETP sludge, boiler ash, salts and sludge from nutraceuticals	178436.65	149582.00
Total	178570.03	149650.08

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations - Handing over to third party authorized by State Pollution Control Board **	1915.30	1965.50
Total	1915.30	1965.50

** Includes Battery Waste, E-waste, Biomedical Waste, Waste oil and Kitchen waste.

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

No.

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

All residues and by-products generated during the process of sugar manufacturing are productively utilized as manure or recycled to produce environment friendly products of commercial value. The Company recognizes waste as a resource and has laid down comprehensive guidelines on waste management for all its units. The guidelines cover hazardous and non-hazardous waste. The company is working upon manufacturing of value-added products from bagasse and press mud.

All 9 manufacturing facilities maintain inventory of waste generation.

Sugarcane farmers practice trash and mulch practice for non-cane green waste. This practice has now become a culture and helps to increase the organic carbon content of the soil, germinates less weeds and increases the water holding capacity of soil. Microbial agents are applied in the harvested fields to decompose the sugarcane residues efficiently.

Bagasse:

Bagasse is biofuel used in cogeneration plant to produce steam and electricity. Bagasse pellets are sold as a fuel source to a nearby Thermal Power Plant by one of the integrated sugar mills. Bagasse fibers are sold to a paper mill as a raw material for producing paper and also sold as feedstock for cattle. The company is working on developing value-added products from excess bagasse.

Molasses:

Molasses are used to produce ethanol, rectified spirit, extra neutral alcohol for liquor and downstream value-added chemicals such as acetone, acetic acid, butanol acetic anhydride, etc. Ethanol produced from molasses is utilized as green fuel, i.e.,

blending with the petrol. The distillery yeast sludge is sold as a value-added feed additive. Spent wash is either treated through bio-methanation process or concentrated and incinerated in boiler.

Press Mud:

Press mud, the residual output of sugarcane juice filtration process is mixed with distillery spent wash to produce high-quality bio-manure. ETP sludge from sugar plant is sold to farmers as manure.

Boiler Ash:

Boiler ash generated from spent wash incineration boilers is rich in potash and therefore serves as a vital soil nutrient. The Company is using its subsidiary's patented technology for converting this rich potash resource into a ready fertilizer called "K Ash". The boiler ash from cogeneration plant is also used for brick manufacturing.

Nutraceuticals:

Nutraceutical units organically grow, harvest and sale microalgae. The process is natural and no inorganic chemicals are involved. All the residues and sludges are recycled to generate wealth from waste.

Residues:

Pond residues generated from microalgae pond cleaning & ETP sludge are used as manure in agricultural fields. The company is experimenting on use of residues for Vetiver and Neem farming. The salt residues are used as ingredients for salt lick for the animal feed by engaging an external research institute, Institute of Animal Nutrition (IAN), Kattupakkam.

E Waste is recycled through authorized vendors. Hazardous waste includes waste oil. Hazardous waste is stored and disposed of to approved vendors as per hazardous waste authorization issued by state pollution control board.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			<p>All the facilities are located outside CRZ and away from ecologically sensitive areas. The ecological impacts associated with sugarcane plantation are prone to biodiversity loss, habitat destruction, and deforestation. However, EID Parry plants are not prone to such risk. Sugarcane command areas of a few sugar mills (Haliyal, Bagalkot, Sankili) are close to forest areas. Although cane growing fields are increased in last few years, and the sugar production capacity has increased, there is no impact on biodiversity as no forest land is diverted for plantation or additional land procured for manufacturing activities.</p> <p>Apart from this, as a part of Bonsucro certification 2018, High Conservation Value areas (HCVAs) used for plantation as a % of total land to be developed for a new project or for an expansion is considered as a parameter for monitoring impacts of agricultural and manufacturing activities on biodiversity and ecosystem services. In case of Nellikuppam, the Bonsucro certified facilities the % is zero, implying no impact on the biodiversity.</p>

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Distillery plant capacity increase from 48 KLPD to 168 KLPD of the unit at Sankili, Andhra Pradesh	EC Identification No: EC22A022AP138786	04/03/2022	Yes	Yes	Published in newspaper after obtaining EC

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

Yes

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

Leadership Indicators#

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
From Renewable Sources		
Total electricity consumption (A) *	0 GJ	0 GJ
Total fuel consumption (B)	12427849.56 GJ	11010455.63 GJ
Energy consumption through other sources (C) Solar energy	1166.71 GJ	1119.03 GJ
Total Energy consumed from renewable sources (A+B+C) **	12429016.27 GJ	11011574.66 GJ
From Non-renewable sources		
Total electricity consumption (D)	73601.87 GJ	68344.60 GJ
Total fuel consumption (E)	1962215.50 GJ	1889748 GJ
Energy consumption through other sources (F)	Nil	Nil
Total Energy consumed from non-renewable sources (D+E+F)	2035817.37 GJ	1958092.60 GJ

* Electricity from bagasse is not included to avoid double accounting.

**Cogeneration plants are installed to generate green energy from bagasse. On an average 50-55 % power generated by cogeneration unit is exported to grids.

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

No.

2. Provide the following details related to water discharged:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilo litres)		
(i) To Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties (Farmers for application on sugarcane fields)		
- No treatment	Nil	Nil
- With treatment - ETP consisting of primary and two stage biological treatment followed by media filtration	164356.50	86506.10
(v) Others- Land application within premises for sugarcane R&D		
- No treatment	0	0
- With treatment – ETP consisting of primary and two stage biological treatment followed by media filtration	413197.50	294434.90
Total water discharged (in kilo litres)	577554.00	380941.00

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

No

3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

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

1. Name of the area - NA
2. Nature of operations - NA
3. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilo litres)	NA	NA
Total volume of water consumption (in kilo litres)	NA	NA

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilo litres)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater		
- No treatment	NA	NA
- With treatment–please specify level of treatment	NA	NA
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total Water Discharged (in kilo litres)	NA	NA

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

No

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

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No

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

Not applicable

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

S.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Advance cane preparation equipment All integrated sugar facilities Efficient & sustainable distillery operations	Fibrizer and DCS based control system are installed to increase the cane preparation index and sugar production Fed batch fermentation system	Better productivity, Greater sugar recovery In fermentation and distillation operations overall efficiency at 89% to 90% as against the industry norm of 86%. As per industry norm fresh water footprint is 25 ltr / ltr of alcohol, whereas all distilleries of the company operate between 10 -13 ltr / ltr of alcohol.
2.	Total Productive Maintenance (TPM)- Nellikuppam	Nellikuppam facility was first sugar mill to implement TPM.	TPM helps in reducing downtime due to equipment failures, helps to optimize the use of equipment, and reduces overall maintenance cost
3.	Efficient heat transfer Haliyal, Sankili and Ramdurg Haliyal, Sankili, Bagalkot and Ramdurg Bagasse drying system at Haliyal facility	Advanced direct contact heaters are used for heating sugarcane juice instead of tubular heaters. In direct contact juice heater, 2-3°C ΔT can be achieved as against 8-10° C ΔT in tubular juice heater. Economisers are installed on cogeneration boilers to utilise heat from exhaust gases to preheat boiler feed water. Bagasse drying system for better steam generation	Steam and electricity saving The average Industry norm on steam required for sugar process is 45.0% / ton of cane whereas the Company's manufacturing units operate between 32 to 39% / ton of cane. The industry norm of steam to fuel ratio is 2.0 to 2.2 whereas all factories operate between 2.4 to 2.7
4.	Energy conservation system	Installations of vapour conditioners, Vacuum System and Variable Frequency Drives (VFDs) are installed across manufacturing units.	Energy savings The industry norm on power required is 35 kw / ton of cane whereas all manufacturing units operate between 24 to 30 kw / ton of cane.
5.	Green power All integrated sugar facilities	All integrated sugar plants produce green power through cogeneration from sugarcane bagasse.	Green energy, recycle of waste
6.	Zero liquid discharge (ZLD) and recycle of treated effluent Nellikuppam and Sivaganga	ZLD facility consisting of biological treatment, reverse osmosis (RO) and thermal evaporator (MEE). Incineration boiler unit at Sivaganga facility.	No pollution of water body, land, groundwater. Reduced fresh water requirement.
7.	Condensate Polishing Unit Nellikuppam, Haliyal, Sankili and Bagalkot	Biological treatment followed by tertiary treatment and recycle of sugar condensate for process applications and utility makeup.	No pollution of water body, land, groundwater. Reduced fresh water requirement.

S.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
8.	Air pollution control facility All integrated sugar facilities	Installation of electrostatic precipitators (ESP) for cogeneration boilers to control particulate matter emissions and installation of bag filters for spent wash incineration boiler.	Reduction in emission of Suspended Particulate Matter (SPM). Maintaining ambient air quality within specified limits
9.	Waste/residue utilization All integrated sugar facilities & nutraceutical plants	Residues and solid waste are recycled as manure, fertilizer, soil conditioner after biocomposting or utilized for brick making. Recovered salts from nutraceutical plants are used as animal licks.	No land pollution. Resource optimization
10.	Recovery of potash rich fertilizer from spent wash incineration residue Nellikuppam, Haliyal, Sankili, Bagalkot and Sivaganga	Ash generated from spent wash incinerator boiler is granulated and sold as potash rich fertilizer.	No land pollution. Resource optimization
11.	CO ₂ capture from distillery Nellikuppam, Haliyal, Sankili and Sivaganga	CO ₂ from distillery fermenters is captured and sold through a third party. CO ₂ is recovered and purified and either liquified or converted into dry ice.	Revenue generation, GHG emission reduction
12.	Bagasse pellet plant Bagalkot	Installation of bagasse pellet plant for in house consumption in distillery (as replacement to coal) and for selling to thermal power plant.	Substitute non-renewable energy with renewable energy
13.	Rainwater harvesting system All facilities	Rain water is collected from roof tops through down take pipes and channels and used for internal consumption as well as for recharging groundwater. Rain water recharge pits are provided within facilities.	Groundwater recharge. Resource optimization

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

The company is conducting materiality assessment to assess financial, environmental and social risks/ opportunities that can substantially impact business and stakeholders. As per the Sustainability Accounting and Standards Board (SASB) materiality matrix, issues from five aspects: environment, social capital, human capital, business model & innovation, leadership and governance are evaluated to showcase impact on two dimensions, business and the stakeholders. Operational checks and control, institutional setup and management review is in place to control, mitigate and reduce the materiality risks & impacts and enhance the business opportunities.

Sustainable sourcing of sugarcane, manufacturing of low GI sugar, production of ethanol from B heavy molasses and sugar syrup, developing value-based products from bagasse and delignification of bagasse to produce fine/ specialty chemicals are some of the initiatives to ensure business continuity.

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

- a. The Company's cane department assists farmers in command area in sustainable cane farming practices through integrated cane management system (I-Cane).
- b. To foster sustainability in business, the company has signed an MOU with WWF India and Rabo Bank for developing an integrated Decision Support Tool (DST) for the farmers. This tool will foster complete IOT enabled solutions to the new generation farmers for precision farm management and thereby increasing water and energy use efficiency.
- c. Well performing & pest resistant cane varieties breeding through tissue culture takes place in Pugalur. These tissue culture seedlings are multiplied in R&D cane farms and distributed to farmers across command areas of sugar mills.
- d. In order to achieve higher yields, farm level studies on wide row plantation are undertaken. Wider row plantation also facilitates use of agri implants (machinery) and mechanical harvesting. Farmers can take inter crop for additional income gains through this practice.
- e. De-trashing and mulching: The technique reduces water evaporation from soil, converts trash to organic manure, is effective for weed control, and increases microbial growth and earthworms. It also works as an integrated pest management system.
- f. The company is engaging with farmers for mapping of soil quality & identifying soil deficiencies. Company has taken soil moisture-based irrigation for large scale application and a novel automated soil moisture meter has been developed for the purpose. Soil mapping-based fertilizer prescription is recommended to farmers.
- g. Drip Irrigation: Drip irrigation is helpful to implement fertigation, reduces labour and electricity costs for irrigation, and controls weeds. The company is working on low cost & effective drip irrigation system in partnership with a customer.
- h. Single seed development program undertaken by cane department has resulted in saving one month of harvesting period. Correspondingly one month's water and fertiliser application are saved. The seed mortality is almost zero as the germinated seeds are planted.
- i. The cane department have developed bio pesticides as an alternate to chemical pesticides.
- j. Local Entrepreneurship has been developed for supply of bio pesticides and single bud seeds.

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

Nil

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

Essential Indicators

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

The Company is a member of various trade and chamber associations. The Indian Sugar Mills Association (ISMA) and South Indian Sugar Mills Association (SISMA) are the prime bodies that represent the interests of the private sugar mills and is the interface between the industry and Government on policy matters relating to the sugar industry. The Company actively participates in the functioning of ISMA and SISMA in the matter of advancing the cause of the Industry and policy matter concerning the industry as well as vital issues concerning the industry.

Besides, the Company is also a member of CII (Confederation of Indian Industry) and associated with FICCI (Federation of Indian Chamber of Commerce and Industry) and ASSOCHAM (Associated Chambers of Commerce and Industry of India)

The Company through ISMA, SISMA and various other industry associations, participates in advocating matters for advancement of the industry's interest and public good. It supports various initiatives of the Government which include farmers welfare, environment, customer information and education.

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

S. No.	Name of the trade and industry chambers /associations	Reach of trade and industry chambers/ associations (State/National)
1	ISMA	National
2	SISMA	Karnataka, Tamil Nadu and Andhra Pradesh
3	CII	Tamil Nadu
4	Hindustan Chambers of Commerce	Tamil Nadu

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

Name of the authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators#

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

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

The Company works with apex institutions in the Industry that are engaged in policy advocacy, like ISMA, SISMA and various other industry bodies and forums including regional Chambers of Commerce. The Company's engagement with the relevant authorities is guided by the values of commitment, integrity, transparency and taking into consideration interests of farmers and all other stakeholders.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Weblink
-----------------------------------	----------------------	----------------------	---	--	------------------

Not Applicable

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

S.NO.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
-------	--	-------	----------	---	--------------------------	--

Not Applicable

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

The Company has a process to receive and redress concerns/grievances received from the community. The unit level Human Resource Department and Cane Department interacts with the community on a variety of matters including health care, education, disaster relief, rural development, art and culture, receives the concerns (written/verbal) and works towards their redressal. In addition, the Company proactively engages with the community as a part of the development work. Throughout the year, a number of informal and formal sessions are conducted which help interactions with the community apart from program specific meetings to facilitate working together. Please also refer to the response given in Question No 2 (Principle 4). web-link where the policy is available: <https://www.eidparry.com/policies-codes/>

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

	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Directly sourced from MSMEs/ small producers	24%	22%
Sourced directly from within the district and neighbouring districts	1.1%	0.4%

*This excludes sugarcane Purchase, which is the basic raw material procured from farmers and constitutes nearly 90% of the total raw material cost.

Leadership Indicators#

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

Details of negative social impact identified	Corrective action taken
--	-------------------------

Not Applicable

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

S.No.	State	Aspirational District	Amount spent (In INR)
-------	-------	-----------------------	-----------------------

NIL

3.(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?

(b) From which marginalized /vulnerable groups do you procure?

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

Yes, done under Diversity and Inclusion. The Company procures sugarcane from all farmers including marginalised farmers who grow sugarcane in its command area. The Company is committed to collaborate with farmers to make them more sustainable and help build their adaptive capacity and resilience to emerging risks like climate change and water stress and other extreme weather events. It is also working towards raising awareness and work with farmers on yield, recovery, crop quality, safety and protection, as applicable, based upon requirement.

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

S.No.	Intellectual Property based on traditional knowledge	Owned/Acquired(Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
-------	--	------------------------	-------------------------	------------------------------------

Not Applicable

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

S.No.	Name of authority	Brief of the Case	Corrective action taken
-------	-------------------	-------------------	-------------------------

Not Applicable

6. Details of beneficiaries of CSR Projects:

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Supply of Sanitizer, medical camps and medical equipments for Covid prevention & control to nearby public, PHC, Collector, Government departments, etc..	7806	95
2	Supply of food material / grocery items to nearby public and other needy segments.	4850	100
3	Material support for drilling borewell in nearby community.	600	40
4	Wellness on wheels - Mobile Health Van	55658	90
5	Financial Support to Balavadi School / Financial support to NGO involving in female children and Women skill development & Educational expenses reimbursement	16	100
6	De-silting of Ponds	360	100
7	Study Materials to school children	500	100
8	Installation of RO System for drinking water	100	100
9	Reimbursement of school fees for children	33	100
10	Public Road Damage repair work	200	100
11	Water supply to nearby village	1000	100
12	Civil work in nearby community	1500	100
13	Srikakulam Dist Collective Project Viz "Srikakulam Pedda Cheruvu Renovation"	150	100

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

An effective system of handling customer complaints exists within the Company. On receipt of a complaint, it is acknowledged within 48 hours and thereafter handled by the respective unit and its teams systematically. The team carries out a Root Cause Analysis, and a CAPA report is prepared. Effective correction, corrective or preventives actions are taken as may be deemed appropriate. The Company records these complaints on the SAP platform. These actions initiated are communicated to the Customer. During this financial year 2021-22, a total of 36 customer complaints from institutional, trade and retail customers were registered in the SAP system within the Company. All the complaints were resolved with appropriate corrections and counter measures / corrective / preventive actions based on the Root Cause Analysis/Why Why Analysis/Fish-bone analysis carried out at the respective units of the Company. Also, several Standard Operation Procedures (SOPs) were proactively strengthened/ revised/developed for the required quality and food safety requirements across the units and deployed. These actions were also communicated within the Company for horizontal deployment. There are multiple channels to receive consumer complaints and feedback.

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

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

Note: Products of the Company contain all the relevant information as required under applicable laws. The above parameters / requirements are not applicable to the Company's products..

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

	FY 2021-22 (Current Financial Year)		Remarks	FY 2020-21 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL		NIL	NIL	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices	36	NIL		65	NIL	
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls		

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, Web-link where the policy is available: <https://www.eidparry.com/policies-codes/>.

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. :

Nil. Please also refer to the response given in Question 1 (Principle 9)

Leadership Indicators#

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

Channels/Platform	Link
Website	https://www.eidparry.com/products/sugar/sweetcare/ https://www.eidparry.com/products/jaggery/#healthy
E-commerce platforms	https://www.amazon.in/Parrys-Sweet-Care-lowsugar/dp/B009ODZX3S/ref=sr_1_2_0o_fs?almBrandId=ctnow&crid=15PJ4C5M28ZTD&fpw=alm&keywords=Parry%27s&qid=1646728688&prefix=parry+%2Caps%2C412&sr=8-2 https://www.bigbasket.com/pd/1215125/parrys-amrit-brown-sugar-2x500-g https://www.bigbasket.com/pd/40213543/parrys-sweet-care-low-gi-sugar-500-g/
Social Media	https://www.facebook.com/parryssugar/videos/474948604347084

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

Sugar is not regard to come with any statutory warning of safe and responsible usage as per the current regulations. However, the Company educates the consumers about the benefits, USPs and product superiority on the various platforms or through its TVCs or print ads or on digital and social media. Some of the initiatives are on detailed below.

E-com	For all e-com portals, the company provides details as required by the concerned e-com portals—the front panel, back panel and/or nutritional panel are listed separately along with images of the products, which are uploaded on e-com portals. (Few links have been shared above)
Digital (social media, Influencers & Youtube)	<p>The Company use social media and digital media to educate customers through various marketing assets like posts, videos, TVCs etc. One can also visit the official handles of our brands. One may refer to the below links for some of them.</p> <p> https://www.facebook.com/parryssugar/videos/1056835008304778 https://www.facebook.com/parryssugar/photos/pcb.813486903383384/813486843383390/ https://www.youtube.com/playlist?list=PLbHkseSm2_PXgV2IMrb9Kq2PPGFGAPPI5 www.facebook.com/parryssugar www.instagram.com/parryssugar https://www.youtube.com/channel/UC3lIGy3oS2wPY8ma--jQfhw </p>

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

The Company so far have not faced this situation. There has been no disruption or discontinuation of our operation, which has significantly affected the Company’s business. Even during the pandemic in last two years, manufacture of sugar being essential services, the Company carried out its operations without any disruption.

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 as well as reviews the displayed information of all its products for correctness of information and safety guidance on the product label as may be required under the Food Safety and standards Act, 2006, Legal Metrology Act, 2011, Drugs and Cosmetics Act, 1940, Fertiliser (Control) Order, 1985, Sugar (Packing and Marking) Order, 1970, and other applicable laws and as may be applicable and relevant for its products. Over and above the mandatory requirements, the Company also subscribes to various customer information requirements. Product Information about the benefits to health, physical dimensions and/or compositions/ nutrient content are provided through the product labels/pack declaration and/or catalogues.

The Company carries out marketing research at regular intervals to study the brand health and understand various brand health parameters. Please also refer to the responses given in Question 1 (Principle 9).

5. Provide the following information relating to data breaches:

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

Note: Leadership Indicators - The disclosure under this section under each of the principles is voluntary and the information is provided to the extent available. The Company will strive to fill up all the details under this section in future as it aspires to progress to a higher level in its quest to be socially, environmentally and ethically responsible.