

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	:	https://www.eidparry.com/
9. Financial year for which reporting is being done	:	April 1, 2022 – March 31, 2023
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	:	₹ 17,75,17,591
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.	70
2	Distillery	Manufacture, sale and marketing of distillery products in various forms viz R.S, E.N.A, Ethanol, etc.	22
3	Cogeneration	Power generated through cogeneration is sold to state government utilities, third parties and also on electricity exchanges.	6
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 activities 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):

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Sugar	10721	70
2	Distillery	1101	22
3	Cogeneration	35106	6
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

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

Turnover (₹ in Crore)	2894.92
Exports (₹ in Crore)	167.46
% of exports on Turn Over	5.78

c. A brief on types of customers

The Company's products include different type of sweeteners (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.

IV. Employees

18. Details as at the end of Financial Year

1. 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)	1163	1124	97	39	3.4
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1163	1124	97	39	3.4
WORKERS						
4.	Permanent (F)	1067	1062	99.5	5	0.5
5.	Other than Permanent (G)	1982	1714	86.4	268	13.5
6.	Total workers (F + G)	3049	2776	91	273	9

2. 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	-	-

* Employees who have voluntarily disclosed their disability

19. Participation / Inclusion / Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20
Key Management Personnel	3	-	-

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020 – 21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	12.06	13.73	12.12	11.07	11.65	11.09	6.4	5.9
Permanent Workers	2.67	0	2.65	3.5	-	3.5	0.7	-	0.7

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	56.27	Yes
2.	Coromandel Chemicals Limited (Formerly Parry Chemicals Limited)	Subsidiary	56.27	No
3.	CFL Mauritius Ltd	Subsidiary	56.27	No
4.	Coromandel Brasila Ltd	Subsidiary	56.27	No
5.	Coromandel Australia Pty Ltd (formerly Sabero Australia Pty Ltd)	Subsidiary	56.27	No
6.	Sabero Organics America SA	Subsidiary	56.26	No
7.	Sabero Argentina SA	Subsidiary	53.46	No
8.	Parry Infrastructure Co. Pvt Ltd	Subsidiary	100.00	No
9.	Parrys Investments Limited	Subsidiary	100.00	No
10.	Parry America Inc	Subsidiary	56.27	No
11.	Parrys Sugar Limited	Subsidiary	100.00	No
12.	US Nutraceuticals Inc	Subsidiary	100.00	No
13.	Labelle Botanics LLC	Subsidiary	100.00	No
14.	Parry Agrochem Exports Ltd	Subsidiary	100.00	No
15.	Parry Sugars Refinery India Pvt Ltd	Subsidiary	100.00	Yes

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)
16.	Alimtec S A	Subsidiary	100.00	No
17.	Parry International DMCC	Subsidiary	100.00	No
18.	Coromandel Agronegocios De Mexico S.A De C.V.	Subsidiary	56.27	No
19.	Dare Ventures Ltd (formerly Dare Investments Ltd)	Subsidiary	56.27	No
20.	Coromandel International (Nigeria) Limited	Subsidiary	56.26	No
21.	Coromandel Mali SASU	Subsidiary	56.27	No
22.	Coromandel Technology Limited	Subsidiary	56.27	No
23.	Yanmar Coromandel Agrisolutions Pvt. Ltd.	Joint Venture	22.51	No
24.	Algavista Greentech Private Limited	Joint Venture	50.00	No
25.	Sabero Organics Phillipines Asia Inc.	Associate	22.51	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (₹ in crores) : ₹ 2894.92
- (iii) Net worth (₹ in crores): ₹ 2546.76

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If Yes, then provide web- link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 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	7	-	-	3	-	-
Employees and workers	Y	-	-	-	-	-	-
Customers	Y	34	-	-	36	-	-
Value Chain Partners	Y	-	-	-	-	-	-
Other (please specify) Anonymous complaint received by ombudsman	Y	1	-	-	2	-	-

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

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	Regulatory risk	Risk	<ul style="list-style-type: none"> ▪ Sugar industry is cyclic in nature. Impact on business economics and profitability of integrated sugar industry since government policies control sugarcane, sugar availability & prices, power tariffs, molasses, ethanol production & sales ▪ Stoppage of production due to non-compliance with pollution control regulations, labor codes and laws 	<ul style="list-style-type: none"> ▪ Integrated Business Model consisting of distillery operations and green energy production through cogeneration using bagasse as fuel. ▪ Business resilience and continuity plan. ▪ Value added products from sugar and waste. ▪ Active engagement and discussions with government through membership in organizations like Indian Sugar Mill Association (ISMA) and the South Indian Sugar Mills Association (SISMA). ▪ Comprehensive e-compliance management system to monitor and review the changes in regulatory framework and to ensure compliance. 	Negative
		Opportunity	<ul style="list-style-type: none"> ▪ 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. <ul style="list-style-type: none"> • Increased capacity of distillery for contributing to government's ethanol blending programme to achieve 20% ethanol blending in fuel by 2025-26. • Grain-based distillery at Sankili • Enhancement of distillery capacity at Haliyal from 50 KLPD to 150 KLPD. Overall increase from 297 KLPD to 537 KLPD. 		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	Climate change & raw material availability	Risk	<ul style="list-style-type: none"> ▪ Adverse impact on agricultural produce due to climate change. ▪ Since 90% of raw material is sugarcane, climate change will significantly impact production and overall business economics due to limitations on sugarcane availability and the associated impacts like crop failure, low sugar recoveries, etc. 	<ul style="list-style-type: none"> ▪ Collaboration with government agencies for developing climate change resistant sugarcane varieties in the R&D. ▪ Sustainable sugarcane farming ▪ Farmers engagement through I-cane management system on farming practices & soil enhancement/regeneration techniques. ▪ Digitized cane procurement ▪ Bonsucro certification for sustainable sourcing ▪ Entrepreneur development among farmers for mechanical harvesting, single seed program & bio-pest controls. ▪ Plan to grow millet as climate resistant crop and alternate crops (pulses/cereals) ▪ Availability & access to high yielding sugarcane seeds / saplings to farmers in the command area. ▪ 'Farmers Connect' app for awareness, skill development and feedback/grievance mechanism. ▪ Timely payment to farmers. 	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)
3	Information security/ Cyber security	Risk	<ul style="list-style-type: none"> ▪ Non-availability of service or failure of multiple systems leading to disruption in business operations due to lack of adequate processes ▪ Cyber security ▪ Disaster recovery systems 	<ul style="list-style-type: none"> ▪ Information systems, backup and disaster recovery policies are in place and are periodically reviewed. ▪ Robust firewall and Security event Information management systems to monitor all types of security breaches and take corrective measures. ▪ Promoting user awareness on cyber security/ risks through periodic training and information exchange. 	Negative
4	Product quality and safety & customer welfare	Risk	<ul style="list-style-type: none"> ▪ Unintended health and safety risks arising out of low-quality products ▪ Increased awareness and health consciousness of sugar consumers. Sugar consumption may be considered as a health risk. 	<ul style="list-style-type: none"> ▪ Stringent quality system & processes are practiced and product recall mechanism is in place. ▪ Raw sugar, low GI sugars and Jaggery as an alternative to sugar. Collaboration with national and international partner to provide healthier replacement solutions for sugar. 	Negative
		Opportunity	<ul style="list-style-type: none"> ▪ Enhances market and demand for healthier products 		Positive
5	Product design and lifecycle management	Opportunity	<ul style="list-style-type: none"> ▪ 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

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	Supply chain	Risk	<ul style="list-style-type: none"> Unavailability of Harvesting Labour, Crop failure, Lower yield and recovery. 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Sustainably sourced raw material, higher yield and recovery, community development. 		Positive
7	Employee health and safety	Risk	<ul style="list-style-type: none"> Non adoption of adequate safety practices and procedures leading to accidents and injuries. 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Adoption of good safety system and practices leading to high employee morale and motivation. 		Positive
8	Water and waste water management	Risk	<ul style="list-style-type: none"> Water demand & availability, impact on water resource. 	<ul style="list-style-type: none"> 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

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)
9	Waste Management	Risk	<ul style="list-style-type: none"> Environmental issues associated with hazardous and non-hazardous waste generation, handling, storage, treatment and disposal. 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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
10	Increased ESG awareness among stakeholders	Opportunity	<ul style="list-style-type: none"> Inclusion of sustainability, circularity and other ESG aspects in our operations through governance and policies. Mandatory and voluntary ESG disclosures to improve ESG rating. Effective resource management through monitoring of ESG targets resulting in better economic performance Availability of green funds/bonds for financing ESG projects for GHG emissions reduction and opportunities to contribute to India's net zero target. Embedding ESG practices in value chain 	<ul style="list-style-type: none"> ESG targets for reduction of environmental footprint & GHG emissions, adding value to social aspects and improving governance. Collaboration with value chain partners & funding agencies like International Finance Corporation (IFC) for projects related to irrigation water management Sustainable sourcing Competitive advantage 	Positive
11	Sustainable practices	Opportunity	<ul style="list-style-type: none"> Scaling up of climate smart agriculture through sustainable practices and promote AI based digital tech for crop monitoring facility. Setting up ESG targets for improving resource efficiency and reduction of GHG emissions. 	<ul style="list-style-type: none"> Resource optimization and water security Contribute to governments net zero commitment Financial value creation for farmers through carbon credits 	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)
12	Improving social capital value	Opportunity	<ul style="list-style-type: none"> ▪ Enhancing community healthcare ▪ Improving education in rural villages ▪ Improving health and safety of employees ▪ Skill development for social capital 	<ul style="list-style-type: none"> ▪ CSR projects based on shared values and need assessment ▪ ISO 45001 certification to improve employee safety, reduce workplace hazard ▪ Promote diversity, equality and inclusion within the organization ▪ Talent management and employee retention 	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	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 1								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has set up specific goals and targets concerning Environment, Social and Governance and the performance against the targets are being monitored periodically.								

Note 1: (i) All our manufacturing units have obtained ISO 45001 certification in FY 2022-23. (ii) In order to address Social and Ethical Standards, four sugar factories and one nutraceutical unit of the Company have been qualified under the Sedex Members Ethical Trade Audit (SMETA). (iii) Nellikuppam facility is Bonsucro certified. (iv) Nutraceutical unit is certified for USP DIVP (Ingredient Verification Program) (v) Refinery unit in Nellikuppam is certified by cGMP and other pharmacopeia accreditation of Indian, European, United States of America, Japanese and British Pharmacopeias. (v) The other certifications include QMS ISO 9001:2018, ISO 14001: 2015 (4 units), Food Safety Systems Certification (FSSC 22000) (5 units). Hazard Analysis Critical Control Point – HACCP, Codex Commission Guidelines, ISO 22002-1: 2009.

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)

Sustainable practices and circularity are embedded in the operations of E.I.D. Parry resulting in efficient product recoveries & waste minimization. We take leadership in sustainable sourcing of sugarcane, through our efficient I-Cane management system and also collaborate with our value chain partners for sustainable farming, smart agriculture and regenerative soil practices. We are focusing on developing entrepreneur-based model to supply quality seeds, Agri-implants and biopest control agents. This year we have extended our water resource development project 'Project Nanneer' in the sugarcane command area to improve the irrigation water availability to farmers.

Our ESG targets include reduction in GHG emissions through phasing out coal consumption, adopting energy efficient operations and installation of renewable energy to reduce dependence on grid electricity. We are working towards improving our water positive status by enhancing effluent recycle & rain water harvesting. At workplace we are committed to promote gender diversity, skill development and create a safer working environment. Our long-term targets are based on shared values and include sustainable packaging, intercropping of climate resistant crops and implementing large community water resource projects for the benefit of the farming community.

We regularly 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.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
- S. Suresh (DIN:06999319)
Managing Director
044-25306789
investorservices@parry.murugappa.com
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.
- Yes, Managing Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Board									Quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Board									Quarterly								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total Number of Training and awareness Programmes held	Topics/Principles Covered Under the Training and its Impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	BRSR Disclosure and ESG framework covering all the principles	100%
Key Managerial Personnel	1	BRSR Disclosure and ESG framework covering all the principles	100%
Employees other than BoD and KMPs	1	BRSR Disclosure, covering all the principles	100%
Workers	1	BRSR Disclosure, covering all the principles	100%

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

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			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/wp-content/uploads/2023/02/Anti-Corruption-and-Anti-Bribery-Policy.pdf>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (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 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

Leadership Indicators#

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
One	Awareness of ESG	Awareness on ESG for 20 Vendors- First Phase (17.21%)

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, that they have not entered into any Financial / Commercial transaction with the Company where they may be deemed to have a personal interest that may have a potential conflict with the interest of the company at large.

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

Essential Indicators

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

(₹ in Lakhs)

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D - Revenue Expenditure	579	542	Developing increased yield & climate resistance sugarcane varieties. Sustainable farming practices (drip irrigation, trash & mulch, biocontrol agents), regenerative farming practices and enhancement of farmer's income
R & D - Capital Expenditure	12	56	Improvement in ETP to enhance recycle and reuse of condensate and effluents. Achievement of Zero Liquid Discharge (ZLD), energy efficient processes and reduction in coal consumption

2. **a. Does the entity have procedures in place for sustainable sourcing?**

Our main raw material is sugarcane which is Agri based. We are the first sugar company in Asia to be awarded the Bonsucro International Certification for sustainable sugarcane production. Bonsucro certification is a multi-stakeholder led certification program which relies upon strict environmental and social requirements to protect the cane field and factory workers and promote sustainable farming practices. The sourcing practices for other raw materials are through risk analysis & control which includes financial, statutory and regulatory risks, energy dependency, environmental & social impacts.

2. **b. If yes, what percentage of inputs were sourced sustainably?**

The major input procured by the company is sugarcane, which constitutes around 90% of the total input cost. The sugarcane is sourced sustainably or through promoting sustainable practices.

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.**

Our main products are Sugar & other sugarcane-based sweetener solutions, Ethanol, Extra Neutral Alcohol & Nutraceuticals (Microalgae) which are consumable products. Ethanol is used for fuel blending. Therefore, there is no scope for recycling our products at the end of life.

Plastic waste: Plastic packaging waste is covered under Extended Producer Responsibility (EPR) as per the requirements of Plastic Waste Management (Amendment) Rules 2022. Through EPR approach, our company ensures safe disposal of pre-and post-consumer plastic packaging waste. In the FY 2022-23, the company recycled or safely disposed of 1080 tonnes of plastic packaging waste collected across multiple states as part of EPR mandate.

Raw material plastic & other packaging waste generated at the manufacturing units are recycled through authorized vendors.

E-waste: E-waste is recycled through authorized vendors.

Hazardous waste: Waste oil is handed over to agencies authorized by the State Pollution Control Board for reprocessing/ recycling.

Battery waste : Battery waste is recycled through buy- back approach where the waste batteries are returned to the suppliers.

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

Yes, as per the Plastic Waste Management (Amendment) Rules 2022, we are registered at Central Pollution Control Board (CPCB) for EPR under Brand Owners (BOs) category for all our integrated sugar mills and nutraceutical manufacturing units. The collection, recycling and end of life disposal of the pre-consumer and post-consumer plastic packaging waste is done through an appointed producer responsibility organization/s (PRO).

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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We are exploring possibilities and collecting information on the availability of database to conduct Life Cycle Assessment of our products in the future.

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.

Not Applicable

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

Our Company practices circularity by recycling Bagasse (100%) for energy production & for manufacturing value-added products. 100% Molasses is used for production of Extra Neutral Alcohol and Ethanol. Treated sugar condensates & effluents are recycled for process and utility make up in operations minimizing the requirements of freshwater withdrawal.

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:

Our products fall under consumable category, therefore "end of life reclamation" is not applicable. For plastic packaging waste. We are implementing EPR and the details are below:

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re- Used	Recycled through PRO	Safely Disposed	Re- Used	Recycled	Safely Disposed
Plastic packaging waste	-	1080 MT	-	-	Nil	-

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

Please see our response under Essential Indicator 4 and Leadership Indicator 4

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	1124	1124	100	1124	100	-	-	1124	100	-	-
Female	39	39	100	39	100	39	100	-	-	39	100
Total	1163	1163	100	1163	100	39	3.4	1124	96.6	39	3.4
Other than Permanent Employees											
Male	Nil	-	-	-	-	-	-	-	-	-	-
Female	Nil	-	-	-	-	-	-	-	-	-	-
Total	Nil	-	-	-	-	-	-	-	-	-	-

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

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 Workers											
Male	1062	356	33.52	1062	100	-	-	1062	100	-	-
Female	5	2	40	5	100	5	100	-	-	5	100
Total	1067	358	33.55	1067	100	5	0.5	1062	99.5	5	0.5
Other than Permanent Workers											
Male	1714	-	-	1714	100	-	-	-	-	-	-
Female	268	-	-	268	100	268	100	-	-	268	100
Total	1982	-	-	1982	100	268	13.5	-	-	268	100

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	0.09%	NA	Y	NA	NA	NA
Others - please specify*	-	-	-	-	-	-

* The Company also provides Superannuation benefits to employees as per company's policy.

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/wp-content/uploads/2023/02/Equal-Opportunity-Policy.pdf>

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	Not Applicable	Not Applicable
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.

	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 recognized by the listed entity:

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	1163	-	-	1018	-	-
- Male	1124	-	-	984	-	-
- Female	39	-	-	34	-	-
Total Permanent Workers	1067	954	89.41	1050	938	89.33
- Male	1062	949	89.36	1045	933	89.28
- Female	5	5	100.00	5	5	100.00

8. Details of training given to employees and workers*:

Category	Total (A)	FY 2022-23 (Current Financial Year)				Total (D)	FY 2021-22 (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	1,447	712	49	478	33	1,640	403	25	1,204	73
- Male	962	508	53	403	42	1,532	387	25	1,131	74
- Female	485	204	42	75	15	108	16	15	73	68
Total Permanent Workers	1,210	447	37	405	33	2,016	540	27	1,457	72
- Male	829	385	46	348	42	1,979	526	27	1,450	73
- Female	381	62	16	57	15	37	14	38	7	19

* No. of training programmes

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total(A)	No.(B)	%(B/A)	Total(A)	No.(B)	%(B/A)
Employees						
Male	1124	1064	94.66	984	950	96.54
Female	39	36	92.30	34	30	88.24
Total	1163	1100	94.58	1018	980	96.27
Workers						
Male	1062	114	10.73	1045	115	11.00
Female	5	-	-	5	-	-
Total	1067	114	10.68	1050	115	10.95

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?

The Company has adopted Environment, Health and Safety policy across its sugar and nutraceutical manufacturing units. A safety Management system (ISO 45001) has been implemented at all the units.

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

Hazard Identification and Risk Assessment (HIRA) is done for all routine processes, to identify and mitigate the hazards in the process.

Workplace inspection – Workplace inspections are conducted monthly, and the findings are bucketed under High, Medium & Low cadres and tracked for closure vide a benchmark tool action tracking system.

Permit to Work System – For all non-routine activities spot risks are assessed and work authorization is given by area owners.

Management of change – Changes done at the site are reviewed for risks vide a structured work process.

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

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

Yes, workers can raise concerns at their department-tiered accountability meetings or through the safety committee or through concern reporting digital tools directly or indirectly.

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

Yes. Employees have an access to non-work-related illness services

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

Safety Incident / Number	Category	FY 2022-23	FY 2021-22
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.82	0.85
	Workers		
Total recordable work-related injuries	Employees	70	35
	Workers		
No. of fatalities	Employees	1	3
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	24	0
	Workers		

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

We recognize that safety and good health of our employees, workers, visitors, contract workers are of paramount importance for our business. Our Environment, Health and Safety policy conforms to National & International Standards and is implemented to eliminate incidents, minimise risk, responsibly manage environmental impacts and enable excellence in operations and business performance in a safer workplace. We ensure that manufacturing and allied process & activities are regularly assessed for risks that can be mitigated to prevent injuries and occupational hazards. As a condition of employment, all employees are required to comply with all safety and environmental related rules and regulations. Each employee understands that they are individually responsible for their own safety and the safety of those around them. Through safe work behavior of all employees, visitors, and contractors, we aim towards ensuring zero incidences and accidents. Awareness of a safer workplace is created and employee participation is encouraged to achieve our Safety goals and targets. Some of our initiatives are detailed below.

1. Safety Organization structure has been re-engineered and adequate Safety experts staffed at all factories covering all the shifts. Regional Safety resource has been introduced to have strong governance.
2. Digital Governance enabled for all units.
3. Daily TAM (Tiered Accountability Meeting) is conducted department-wise to bring synergy and safety talk is done ensuring employee engagement and speak up culture.
4. Capability building has been done vide Leading safety and Behavior-based safety training for 100 % of Management staff and non-management staff. Overall, 87,062 hours of safety training have been imparted to employees on various safety topics. 2218 workplace inspections have been done.
5. A central medical council has been set up and an Occupational Health expert connects with the individual site Doctors and Human resource department.
6. Infrastructure gaps have been identified vide an External agency on Fire safety and electrical safety and in-house expertise utilized to arrive at machine guarding and fall and gravity-related improvement areas. The execution of the gaps is tracked for closure.
7. ISO 45001 Management system has been put in place and several of our manufacturing sites have been recommended for certification during 2022-23.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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			Nil	
Health & Safety		Nil			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	100% of sites assessed by TUV as part of pre-assessment of ISO 45001.
Working conditions	100% of sites assessed by TUV as part of pre-assessment of ISO 45001.

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 is conducted and Corrective and Preventive Actions (CAPA) are implemented. 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 company covers all its employee under a term life insurance policy, where the sum insured is equivalent to 50 times of their gross monthly 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 the value chain partners are compliant with statutory requirements and all dues have been timely deducted and deposited by them. Necessary clauses are incorporated in the agreement with the value chain partners for ensuring compliance. We regularly update our records and maintain latest records/ certificates of statutory compliance.

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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	1	0	0	0
Workers	0	3	0	0

Note: For one fatal accident which occurred during FY 2022-23, the Company has spent on medical treatment, transportation and also paid liberal 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:

We expect independent contractors, and our value chain partners to uphold the principles of our EHS policy and urge them to adopt similar policies within their own businesses.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	1. The Company has sent a detailed questionnaire to the vendors for their assessment from ESG perspective. (100%) 2. New Vendors who are qualified as per assessment will be approved as vendors. 3. No Vendor will be on board without fulfilling basic requirement of health, safety & working condition.
Working Conditions	

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.

We have mapped our internal and external stakeholders and consider farmers, shareholders / investors, employees, customers, suppliers / partners, regulatory authorities and communities surrounding our operations as key stakeholders. The identification is based on characteristics such as impact, influence, interest, legitimacy, urgency and diversity perspective. We continue our stakeholder engagement through various mechanisms such as consultations with local communities, training & demonstrations for marginal farmers, women entrepreneurship development, skill development, supplier / vendor meets, customer / employee satisfaction surveys, investor forums.

Through collaborations with AMM Foundation & other civil societies, we identify underprivileged and disadvantaged communities & vulnerable/marginalized stakeholders around our manufacturing locations. We regularly engage with them through need assessment surveys.

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	I-Cane management system, trainings & demonstrations, SMS, call centers, Farmer's Connect app and Crop Doctor app, community meetings, Cane collection/ purchase centers	Ongoing	<ul style="list-style-type: none"> ▪ Mitigate climate risk associated with agricultural production. ▪ Sustainable sugarcane production & sourcing. ▪ Enhance farmers income, provide subsidies & small loans, improve accessibility to high yield cane seeds, fertilizers & bio control agents. ▪ Provide access to the latest farming techniques & smart agriculture. ▪ Provide soil quality assessment services & rejuvenation techniques. ▪ Guidance on irrigation water management, crop monitoring through AI, inter cropping with climate resistant crops.
Employees	No	Communication/talks/forum, town hall briefing, performance appraisals/review, employee satisfaction surveys, exit interviews, code of conduct & grievance redressal mechanism, union meetings, regular emails, newsletters, website, poster campaigns, house magazines, circulars, quarterly publication, wellness initiatives	Ongoing and need based	<ul style="list-style-type: none"> ▪ Human resource development, ▪ Talent management and skill enhancement, ▪ Employee benefits & compensation, ▪ Employee retention, Training & awareness ▪ Enhance employee health & safety, ▪ Improve diversity, equality and inclusion at work place, ▪ Ensure adherence to Code of Conduct and company policies, ▪ Improve sustainable practices and ESG performance,

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, BRSR disclosure, distributor/retailer/ direct customer/ achievers' meets/ visits and customer plant visits, plant audits, key account management, feedback/ complaint management help desk, customer satisfaction surveys	Ongoing and need based	<ul style="list-style-type: none"> ▪ Building trust in product quality and safety, product labelling, ▪ Provide accessibility to healthy sugar alternatives, ▪ Efficient aftersales service and customer feedback, ▪ Collaboration for sustainable sourcing, ▪ Provide information on ESG and sustainable operations
Suppliers	No	Prequalification, contract management, MOU/ frameworks, communication and partnership meet, supplier plant visits, trade association meet, vendor assessment questionnaires for ESG compliance, supplier audit programme, vendor meets, vendor evaluation	Ongoing	<ul style="list-style-type: none"> ▪ Sustainable sourcing, ▪ Identify risks and ensure compliance with regulatory requirements ▪ Ensure ESG performance across the value chain ▪ Ensure raw material quality, timely delivery, ▪ Ensure governance (ethical behavior, transparency, social accountability), ▪ Safety checks and certifications, ▪ Collaboration and opportunities in ESG space
Communities and civil society	Yes (Part)	Need assessment surveys for marginal communities, partnership with local civil society, CSR projects roll-out, meetings (Community/ local authority), community visits, volunteerism, seminars/ conferences	Ongoing CSR projects and need based	<ul style="list-style-type: none"> ▪ Integrated water resource management projects ▪ Projects related to providing education, livelihood, healthcare facilities ▪ Reduce impacts of climate change ▪ Provide disaster relief services ▪ Promote community development
Government and regulatory authority	No	Visits from regulators, submission of compliance reports, advocacy meetings with industrial associations and bodies, participation in local/ state/ National government seminars & conferences, media releases	Ongoing and need based	<ul style="list-style-type: none"> ▪ Ensure regulatory compliance, update on changes in regulatory framework, ▪ Policy advocacy & membership with industry bodies

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
Investors and shareholders	No	Annual general meeting, shareholder meets, e-mail, stock exchange updates & media releases, investor/ analysts meet, annual report, BRSR, quarterly results, company website	Annually/ quarterly/ need based	<ul style="list-style-type: none"> ▪ Disclosure of financial economic performance, ▪ Value creation and financial stability, ▪ Conduct risk management and improve business resilience, ▪ ESG performance disclosure, investments and funding opportunities, ▪ Growth prospects through robust governance

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.

We conduct regular interactions with our key stakeholders i.e., farmers, investors, customers, suppliers, employees, industry associations & regulators. 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 leads representing these functions. 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. The Company believes that an effective stakeholder engagement process is necessary for achieving inclusive growth.

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. The Company undertakes consultation with key stakeholders as a part of materiality assessment for identifying, classifying and ranking environmental and social risks. The ESG goals and targets are decided based on the outcome of these consultations, Human Rights and CSR policies are regularly updated based on the consultation feedback.

Based on consultation with farmers, we have extended our community water resource management project, "Project Nanneer Phase 2" in sugarcane command areas in Nellikuppam and Pugalur. The project involves pond/ river cleaning & rejuvenation and will increase the water availability for farming community by 350 million litres.

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

Stakeholder engagement covers key issues driven by strategic objectives through various modes of engagements. Sugarcane farmer is the key stakeholder in our business. We engage with around 1,00,000+ farmers in 2,00,000 + acres command area through our I-cane management team. We continue to actively nurture our deep-rooted relationship with farmers, through strategic interventions and investments which has resulted in increased cane crushing capacities and enhanced production. Farmer entrepreneurs have been developed to produce direct transplantable sugarcane seedlings, bio agents for sugarcane pest control and also to render mechanization services to nurture rural business, livelihoods and economic development. For effective communication on sustainable and smart agriculture practices and as a part of grievances redressal mechanism we have created engagement platforms like mobile apps (Farmers Connect and Crop Doctor), call centers and cane purchase centers. Our engagement focus is based on shared values and has resulted in sustainable farming, enhanced our profits as well as contributed to farmer's prosperity.

We closely work with our Murugappa group member non- profit organization AMM Foundation, to support & create opportunities for vulnerable / marginal stakeholder groups and strive towards a more equitable society. Our CSR activities comprising of mobile healthcare facilities, medical camps, desilting of farm ponds, providing education & skill development, drinking water supply, rural development project are outcomes of our consultation process.

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 2022-23 (Current Financial Year)			FY 2021-22 (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	1163	279	24	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Employees	1163	279	24	NA	NA	NA
Workers						
Permanent	1067	0	0	NA	NA	NA
Other than permanent	1982	0	0	NA	NA	NA
Total Workers	3049	0	0	NA	NA	NA

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

Category	Total (A)	FY 2022-23 (Current Financial Year)				Total (D)	FY 2021-22 (Previous Financial Year)			
		Equal to Minimum Wage		More than Minimum Wage			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	1124	0	0%	1124	100%	984	0	0%	984	100%
Female	39	0	0%	39	100%	34	0	0%	34	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	1062	0	0%	1062	100%	1045	0	0%	1045	100%
Female	5	0	0%	5	100%	5	0	0%	5	100%
Other than Permanent										
Male	1714	823	48%	981	57%	1896	909	48%	987	52%
Female	268	147	55%	121	45%	297	162	55%	135	45%

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)*	8	19,12,124	2	13,90,343
Key Managerial Personnel **	3	1,10,56,839	0	0
Employees other than BoD and KMP	1159	53,329	981	46,120
Workers	1067	24,721	1045	21,844

* 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/wp-content/uploads/2023/02/Human-Rights-Policy.pdf>

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

Yes, Details are mentioned in the Human Rights Policy.

web-link where the policy is available: <https://www.eidparry.com/wp-content/uploads/2023/02/Human-Rights-Policy.pdf>

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	-	1	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 2023. The Company has also a Whistleblower Policy to report genuine concerns and grievances. As part of Whistleblower Policy and POSH Policy, there is a provision on the protection of identity of the complainant to provide 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 a 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: (in GJ)

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption from grid+ solar (A)	69531	72560
Total fuel consumption (B) ¹	15316277	12334998
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	15385808	12407558
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00053 GJ/ ₹	0.0005 GJ/ ₹

Note 1: Includes bagasse fuel used in cogeneration plants for electricity generation. In addition to captive power consumption 274162 MW green power (986985 GJ) generated from cogeneration plants 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. 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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	1568466	820301
(ii) Groundwater	525536	412837
(iii) Third party water	400	400
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater)	27996	20306
Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)	2122398	1253844
Total volume of water consumption (in kilo litres)	1194843	753729
Water intensity per rupee of turnover (Water consumed / turnover)	0.0413 L/ ₹	0.0302 L/ ₹

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.

Sivaganga & Sankili distilleries, nutraceuticals units at Onaiyur and Saveriyarpuram have zero liquid effluent discharge facilities. Sivaganga distillery is the first distillery in India to install state of the art incineration boiler for spent wash treatment in the year 2009 ensuring zero liquid discharge. At present all distilleries except Nellikuppam have installed spent wash incineration boiler and steam/energy is produced from spent wash and condensates are treated and recycled in the distillery. The potash rich incinerator ash is sold as branded fertilizer. Nellikuppam have installed bio methanation plant for spent wash treatment and biogas is utilized for energy production.

As a part of sustainable operations, out of 6 integrated sugar plants, 4 have installed sugar condensate polishing unit (CPU) consisting of biological treatment and ultrafiltration. Through CPU, the condensate is recycled in the manufacturing processes or for utility make up in cogeneration plants.

Effluent generated from sugar plants and cogeneration units are treated in effluent treatment plant (ETP) consisting of biological treatment followed by media filtration. Treated effluents and part of the treated unutilized condensates are used for irrigating our own R&D sugarcane fields or given to farmers for irrigating sugarcane fields. To meet the Consent to Operate conditions, and to ensure treated water quality at the discharge, at a few locations, we have installed online treated effluent monitoring systems and connected to the CPCB/ SPCB servers. There is no effluent discharge in surface water or any receiving water body from any of the manufacturing facility of the company.

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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NO _x	MT	334.7	294.85
SO ₂	MT	286.6	243.1
Particulate matter (PM)	MT	510.35	720.3
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

Monitoring of all the stacks have started from FY 2022-23 except for a few DG stacks

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 2022-23	FY 2021-22
		(Current Financial Year)	(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	223946.89	213089.28
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	12529.08	14080.40
Total Scope 1 and Scope 2 emissions per rupee of Turnover		0.008 Kg CO ₂ eq/ ₹	0.009 Kg CO ₂ eq/ ₹

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.

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

The Company has undertaken several energy saving projects including improvement in cooling towers, installation of hydraulic systems replacing electrical systems (Bagalkot), installation of LED fixtures (Ramdurg), modification of multi effect evaporator (Sankili), New transformer installation (Sivaganga), replacement of burner chamber, heat exchanger in spray dryer (Oonaiyur). Sivaganga started using solar power since FY 2022-23. All these initiatives have resulted in reduction of around 2982.19 MT of CO₂ equivalent.

All the manufacturing units have set up short, medium and long-term targets to eliminate coal used in incineration boiler as an auxiliary fuel. Coal will be replaced with bagasse briquettes/ pellets.

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

Parameter	FY 2022-23	FY 2021-22
	(Current Financial Year)	(Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste & other packaging waste Non EPR (A)	51.85	32.4
E-waste (B)	10.06	2.52
Bio-medical waste (C)	1.08	1.06
Construction and demolition waste (D)	10	0
Battery waste (E) (Note)	See Note	1.12
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G) waste oil, scrap and ETP sludge (Nutra unit), spent resin	56.35	30.95
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) ETP sludge and press mud, yeast sludge, Canteen waste, Pond residue and process waste from Nutra plants, Cogen boiler ash	194077.28	141613.6
Total (A+B + C + D + E + F + G+ H)	194206.62	141681.65

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

Category of waste	FY 2022-23	FY 2021-22
(i) Recycled	194144	141629.8
(ii) Re-used	13.30	14.15
(iii) Other recovery operations (to third party for recycle)	Nil	Nil
Total	194157.3	141643.9

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

Category of waste	FY 2022-23	FY 2021-22
(i) Incineration	1.075	1.06
(ii) Landfilling	48.31	36.62
(iii) Other disposal operations	0	0
Total	49.39	37.67

Note: In addition to above Battery waste includes 215 units in FY 2022-23 and 34 units in FY 2021-22

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.

Since E.I.D. Parry is in food and nutraceutical sector, there are no toxic chemicals used in the process. Raw sugar, jaggery and other sugarcane-based sweeteners do not require sulphitation process eliminating the usage of Sulphur in the manufacturing process.

Our Company recognizes waste as a resource and has laid down comprehensive guidelines on waste management. All residues and by-products generated during the process of sugar & alcohol manufacturing are productively utilized as manure (press mud, ETP sludge, yeast sludge) or recycled to manufacture products of commercial value e.g. boiler ash from cogeneration plant is used in brick making and potash rich ash from spent wash incineration boiler is converted into a ready Potash rich fertilizer by using patented technology and marketed under brand name K-Ash.

Nutraceutical units organically grow, harvest and sale microalgae. The process is natural and no inorganic chemicals are involved. All the pond residues and sludges are reused as manure in agricultural fields. The salt residues from Nutraceutical unit are used in animal nutrition by developing a process in collaboration with Tamil Nadu University of Veterinary and Animal Sciences (TANUVAS).

We are working on developing value-added products from excess bagasse and press mud. We are the first Company in the world to manufacture soilless medium from bagasse through a patented process. The quality growing media offers several benefits like 15% higher growth rate, reduction in soil borne diseases, 50% reduction in water application and 60% reduction in nutrient application.

The other value-added products includes bio compostable mulching sheet and polybags from bagasse, production of fine chemicals (cellulose, hemi cellulose and Furfural alcohol) from delignification of bagasse and sugarcane wax from press mud for pharma and agricultural use.

E-Waste is recycled through authorized vendors. Waste oil is sent to authorized vendors for recycling/ reprocessing as per Hazardous Waste Authorization issued by the State Pollution Control Boards (SPCB).

In FY 2022-23, 0.24% of waste generated is sent to landfill. We have set up short term target for zero waste disposal to landfill.

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.
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None of our manufacturing units are located in/ around ecologically sensitive areas

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
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Not Applicable

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Our existing manufacturing units comply with the applicable environmental regulations and operate as per conditions mentioned in Consent to Operate issued by SPCB.

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:

(in GJ)

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	6004.06	1166.4
Total fuel consumption (B)	13358961.1	10293385.9
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	13364965.16	10294552.26
From non-renewable sources		
Total electricity consumption (D)	63527.04	71393.58
Total fuel consumption (E)	1957315.34	2041612.0
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	2020842.38	2113005.58

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:

(in kilo litres)

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment		
(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		
- No treatment		
- With treatment – please specify level of Treatment	308468	184527.1
(v) Others for our sugarcane fields		
- No treatment		
- With treatment – please specify level of treatment	619087	315587.9
Total water discharged (in kilo litres)	927555	500115

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): Not Applicable

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 2022-23 (Current Financial Year)	FY 2021-22 (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	We are in the process of collecting/ generating baseline data related to Scope 3 GHG emissions and plan to calculate the emissions in the future.	
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 as we do not operate in ecologically sensitive areas

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:

The major initiatives undertaken in FY 2022-23 are highlighted below:

S. No	Initiative undertaken	Details of the initiative (Web- link, if any, may be provided along-with summary)	Outcome of the initiative
Water and Wastewater Management			
1.	Bagalkot: Enhancing efficiency of CPU by improving tertiary treatment	84900 m3 of additional treated condensate is recycled in sugar plant	Reduction in freshwater withdrawal
2.	Installation of CPU unit in Haliyal	As a part cane crushing capacity expansion, new CPU (KLD) is installed	No extra water withdrawal for capacity expansion (Sugar & distillery)
3.	Bagalkot: Reduction in steam consumption % per tonne of cane harvested	(31.5%) by improving flash recovery system and through process optimization.	Resource optimization and GHG scope 2 emission reduction
4.	Bagalkot: Reduction in power consumption	8% saving on power consumption by modifying cooling tower fills and optimizing cooling tower pump operation.	Resource optimization and GHG scope 2 emission reduction
5.	Sivaganga: Utilization of renewable energy source (MW in FY 2022-23)	Electricity grid consumption is replaced by 1278 MW of Solar power since October 2023	Reduction in scope 2 emissions
6.	Haliyal, Bagalkot, Sankili: Reduction in coal consumption	Modification of spent wash incineration boiler to reduce coal consumption from to tonnes	Reduction in scope 2 emissions
7.	Tree Plantation near all manufacturing site	Tree Plantation	CO2 sequestering
Employee Health and Safety			
8.	All manufacturing units: ISO 45001 certification	All manufacturing units have received certification	Safer work place, safe operations and practices
Water Resource Management			
9.	Oonaiyur (Nutraceutical): Cleaning of community farm ponds & ponds within facility	In collaboration with AMM Foundation and Siruthuli, (Civil society). 750 million liters of water will be available due to rejuvenation cleaning of 7 ponds in & around Oonaiyur facility	Ground water availability will improve due to recharge.

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

Yes. EID Parry has a business continuity and disaster management plan to mitigate the business risks. 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. The ESG targets are set and 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 & healthy sweetener options, increasing distillery capacity to meet Govt mandate of ethanol blending program, production of ethanol from B heavy molasses and sugar syrup, developing value-based products from bagasse (Grow Media, Compostable mulch films) 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.

90% of raw material is sugarcane, an agri based water intensive product. To conserve resources, we promote sustainable farming practices in sugarcane cultivation area and partly source Bonsucro certified sugarcane. These practices result in water conservation and regeneration of soil and also increase farmer's income. We are the first sugar company in Asia to be awarded the Bonsucro International Certification since FY 2014 - 2015 for sugarcane command area of Nellikuppam facility.

We are among the first in India to introduce 'Smart Agriculture' or 'Precision Farming' the cloud based and internet of things (IoT) based solutions in command areas. Due to precision farming, need-based application of water, soil nutrients, and biopesticides is ensured resulting in water efficiencies, reduction in agrochemical and fertilizer usages and making timely interventions feasible.

For restoring the organic balance in the soil and to enhance agricultural productivity, soil mapping and testing facilities are provided to farmers along with the guidance on soil health.

Our ongoing efforts are on educating and supporting farmers to carry out in-situ trash conservation to improve the soil organic carbon and also ensuring the cane and trash are not burnt in the field.

We have introduced autonomous farming with GPS enabled devices for yield mapping and timely harvesting and a novel soil monitoring system which includes soil moisture and plant growth sensors to help farmers to continuously monitor crop growth and soil health and take timely action when needed.

Autonomous irrigation system based on crop demand, minimizing human intervention and enabling better yield and sucrose accumulation is implemented & promoted in command areas in Tamil Nadu.

Single seed development program undertaken by cane department has resulted in saving one month of harvesting period. Correspondingly one month's water and fertilizer application are saved. The seed mortality is almost zero as the germinated seeds are planted.

High yield & 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. Wider row plantation facilitates use of agri implants (machinery) and mechanical harvesting. Farmers can take inter crop.

Our company has established cane purchase centers at various locations in Sankili units to overcome the challenges in cane supply from marginal farmers due to labour non-availability and cost of harvesting. These centers are established near the cane cultivation area to reduce the time, efforts and GHG emissions of cane transportation.

We engage with farmers through field visits, technical trainings & demonstrations, meets, call centers and mobile based Apps. Our cane teams assist farmers in command area in sustainable cane farming practices through integrated cane management system (I-Cane).

We have signed an agreement with International Finance Corporation (IFC) under South Asia Agribusiness Advisory Services Program to promote low- carbon based climate smart interventions & support digital and smart farm technologies amongst small holder farmers. 15000 farmers & 30 entrepreneurs will be benefitted due to this program.

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

Our cane teams assist farmers in sustainable cane farming practices through integrated cane management system (I-Cane). The positive impact of these practices in terms of water savings and GHG emission reduction is documented.

For suppliers other than farmers, we have developed an ESG based questionnaire and have initiated process to get feedback so that we can understand their ESG performance & environmental impacts of their operations.

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	CII	Tamil Nadu
2	ISMA	National
3	SISMA	Karnataka, Tamil Nadu and Andhra Pradesh
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.

We conduct need assessment study of marginalized communities around our manufacturing sites and our CSR projects are based on the outcome of these assessments. Structured community engagements are conducted at a regular interval to identify the needs as well quantify the impacts of our CSR activities.

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/wp-content/uploads/2023/02/Stakeholders-Grievance-Redressal-Policy.pdf>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	21.51%	24%
Sourced directly from within the district and neighbouring districts	0.4%	1.1%

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)
1	Tamil Nadu	Ramnad	₹ 5 Lakh

The Company has carried out an Education Support Project as detailed below at Ramnad, Aspirational District.

- Rural Children Library
 - Supported for establishment of Rural Children Libraries at 20 Villages
 - Each library would contain 50 books of different grades. Any child could find a book to read.
 - This initiative improves reading among the rural children.
- Summer Self Learning Kit
 - Provided self-learning workbooks on Maths, English and Tamil
 - These workbooks would enable rural kids to achieve basic skills & practice fundamental concepts in above mentioned subjects.
 - This initiative benefited 600 school going children at 20 villages.
- Teaching Aid for Rural Tutors
 - To enable the rural tutors to provide better educational support for the rural kids, teaching aids were provided to them.
 - A total number of 20 tutors volunteering at 20 villages, who play a vital role in enabling the rural compete with their urban counterparts.

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

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

Yes, done under Diversity and Inclusion. The Company procures sugarcane from all farmers including marginalized farmers who grow sugarcane in its command area. The Company is committed to collaborate with farmers for adopting sustainable farming practices and helps to build their adaptive capacity and resilience to emerging risks like climate change and water stress. It is also working towards raising awareness and work with farmers on yield, recovery, crop quality, safety and protection, as applicable, based upon requirement

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

As advised, the company procures sugar cane from marginalized farmers in its command area. The Marginal farmers (with less than 3 acres) constitute 76% in Tamilnadu, 91% in Andhra Pradesh and 51% in Karnataka.

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:

CSR Project	Number of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Haliyal Unit		
Provided Basic Healthcare support to villages through Project "Wellness on wheels" at Villages near Haliyal, Dharwad District, Karnataka	24197	100
Financial support to Balwadi school at Haliyal, Dharwad District, Karnataka	40	100
Reimbursed School Fees for farmer's Children at Haliyal, Dharwad District, Karnataka	585	100
Supported Primary Education at Villages Through CherYsh Trust at Haliyal, Dharwad District, Karnataka	150	100
Facilitated Hygiene Cleanliness projects for Local communities at villages near Haliyal, Dharwad District, Karnataka	500	100
Supported renovation of school building through CherYsh Trust at Haliyal, Dharwad District, Karnataka	150	100
Repaired Hanumanth Pond at Haliyal, Dharwad District, Karnataka	250	100
Restoration of Alloli Pond at Haliyal, Dharwad District, Karnataka	200	100
Support for cleaning of pond at nearby village in Haliyal, Dharwad District, Karnataka	200	100
Ramdurg Unit		
Organized medical camps for general public at Ramdurg, Belgaum District, Karnataka	400	100
Contributed LCD Projector, Furniture & Lab equipment to Government School at Ramdurg, Belgaum District, Karnataka	187	100
Contributed food material to less privileged who lost livelihood due to COVID at Ramdurg, Belgaum District, Karnataka	1000	100
Contributed High mast light to village authorities at Ramdurg, Belgaum District, Karnataka	300	300
Bagalkot Unit		
Organised medical camp for villagers at Nainegelli, Bagalkot District, Karnataka	350	100
Renovated and Repainted Classrooms at Government College at Nainegelli, Bagalkot District, Karnataka	200	90
Supported for Tree Plantation at Bagalkot District, Karnataka	100	100
Sankili Unit		
Provided Basic Healthcare Support to villages through Project "Wellness on wheels" at Villages near Sankili, Srikakulam District, Andhra Pradesh	24200	100
Distribution of Note books & Stationery to Government High School near Sankili, Srikakulam District, Andhra Pradesh	300	100
Reimbursement of School Fees for children of sugar cane farmers at Sankili, Srikakulam District, Andhra Pradesh	423	100
Construction of Community shed at Nagavali near Sankili, Srikakulam District, Andhra Pradesh	1000	100
Supplied food material to nearby public affected due to COVID at villages near Sankili, Srikakulam District, Andhra Pradesh	10	100
Contributed Luminous Inverter & 12V along with Battery for public usage at near Sankili, Srikakulam District, Andhra Pradesh	200	100
Donated Solar Street light at villages near Sankili, Srikakulam District, Andhra Pradesh	300	100
Constructed a RO Plant at a village, near Sankili, Srikakulam District, Andhra Pradesh	300	100

CSR Project	Number of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Nellikuppam Unit		
Organised Medical camp for villagers at Evertipuram, Cuddalore District, Tamil Nadu	350	100
Renovated Class Rooms at Government Middle School at Thiruvalluvar Nagar, Cuddalore District, Tamil Nadu.	55	100
Renovated Class Rooms at Govt Girls Higher Sec School at Nellikuppam, Cuddalore District, Tamil Nadu.	270	100
Contributed for Namakku Namme Thittam Programme for Renovation for Local Market Complex at Nellikuppam, Cuddalore District, Tamil Nadu.	1000	90
Constructed a Shed for public usage at at Nellikuppam, Cuddalore District, Tamil Nadu.	150	100
Construction of Community Shed at Nellikuppam, Cuddalore District, Tamil Nadu.	60	100
Supported Borewell Construction for Drinking Water supply at Eithanor, Cuddalore District, Tamil Nadu.	130	100
Supported Borewell Construction for Drinking Water supply at Melpathi , Cuddalore District, Tamil Nadu.	160	100
Donated RO system for OASIS school for differently abled at Cuddalore District, Tamil Nadu	215	100
Contributed 30W LED Street Lights with fitting to Eithanoor , Cuddalore District, Tamil Nadu	300	100
Renovated and cleaned public pond at Nellikuppam, Cuddalore District, Tamil Nadu	150	100
Donated Tree Saplings through AMM Foundation at Pudukottai District, Tamil Nadu	9500	100
Pugalur Unit		
Organized Public General medical camp at Pugalur, Karur District, Tamil Nadu	300	100
Constructed restrooms at Government Middle School at Pugalur, Karur District, Tamil Nadu	200	100
Contributed Educational Materials to Schools through Aid India at Ramanathapuram District, Tamil Nadu	300	100
Renovated Government Noon Meal Center at Pugalur, Karur District, Tamil Nadu	50	100
Planted Tree Saplings at Pugalur, Karur District, Tamil Nadu	450	100
Contributed for laying Paver Block at Pugalur, Karur District, Tamil Nadu	600	90
Supported repair and cleaning of Public Sewage system at Dindigal District, Tamil Nadu	200	100
Sivagangai Unit		
Contributed food materials for TB patients at Sivagangai District, Tamil Nadu	18	100
Through "Kurungadugal Project" developed greenery at Sivagangai District, Tamil Nadu	400	100
Renovated Community Shed at Udaikulam, Sivagangai District, Tamil Nadu	150	100

CSR Project	Number of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Oonaiyur Unit		
Provided RO Plant to Government Middle School, Vadakudipatti, Pudukottai District, Tamil Nadu	85	100
RO Drinking water for nearby villages at Oonaiyur, Pudukottai District, Tamil Nadu	200	100
Contributed Solar Street Lights at Pudukottai District, Tamil Nadu	200	100
Renovated Classrooms at Government Middle School at Oonaiyur, Pudukottai District, Tamil Nadu	150	100
Supported the construction of Borewell at Oonaiyur, Pudukottai District, Tamil Nadu	150	100
Contributed Tree Saplings for Bund Strengthening at village pond through AMM Foundation, at Oonaiyur, Pudukottai District, Tamil Nadu	900	100
Contributed Environment Friendly Jumbo Stove to less privileged households at Oonaiyur, Pudukottai District, Tamil Nadu	82	100
Pudukottai Unit		
Supported Drinking Water Supply project at Pudukottai, Tamil Nadu	250	100
Corporate Office		
Contribution to Sri Saraswathi Sisu Mandir School for Educational Support for students from less privileged background, at Chennai, Tamil Nadu	200	100
Contribution for Namakku Namme Thittam Programme at Chennai, Tamil Nadu	500	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.

On receipt of a complaint, it is acknowledged within 48 hours and thereafter handled by the respective unit and its teams systematically. An effective system of handling customer complaints exists within the Company. The team lists out the possibilities through Fish Bone or TPM model Why Why Root Cause Analysis, and a detailed Corrective and Preventive Actions (CAPA) report is prepared. As required, correction, CAPA are taken and implemented. These details of complaints are recorded on the SAP platform and circulated to internal stakeholders. In parallel, these actions initiated are also communicated to the end Customers. During this financial year 2022-23, a total of 34 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 Operating 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:

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL		NIL	NIL	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other	34	NIL		36	NIL	

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/wp-content/uploads/2023/02/Cyber-Security-Policy.pdf>

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.flipkart.com/parry-s-sweet-care-low-gi-sugar/p/itmcd86ec7c895b7?pid=SUGGFZF9HQA8VWQZ&lid=LSTSUGGFZF9HQA8VWQZFP2M9&marketplace=GROCERY&iid=en_gxWQkDu7-heWOkxGMOeN6mFBnSmvGFyB7KMD05hnmWkpVJnvE-zkM5QOIIcDy4gAKAC2j8h-IXOrvOXL4zlfW%3D%3D https://www.amazon.in/Parrys-Sugar-Amrit-Cane-Pouch/dp/B01K73XLAK/ref=sr_1_3_f3_wg_ssapa?almBrandId=ctnow&crd=2WJO2GIJAOGQO&fpw=alm&keywords=sugar&qid=1688053520&s=nowstore&sprefix=sugar%2Cfresh%2C229&sr=1-3-spons&sp_csd=d2lkZ2V0TmFtZT1zcF9hdGY&psc=1 https://www.bigbasket.com/pd/40213544/parrys-sweet-care-low-gi-sugar-200-g/?nc=cl-prod-list&t_pos_sec=1&t_pos_item=5&t_s=Sweet+Care++Low+GI+Sugar https://blinkit.com/prn/parrys-superfine-sugar/prid/495432
Social Media	Facebook account: https://www.facebook.com/parryssugar Instagram account: https://www.instagram.com/parrysugar/

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

Sale of Sugar is not required 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)	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. https://www.facebook.com/photo/?fbid=701220512017306&set=a.689425799863444 https://www.facebook.com/parryssugar/videos/984945809206061 https://www.instagram.com/p/Cq5g9sKJGCz/ https://www.instagram.com/p/CtZDxqNtVjp/

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 market 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: Previous year data have been re-arranged / re-grouped, wherever necessary.