

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed Entity

1. Corporate Identity Number (CIN)	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 address	investorservices@parry.murugappa.com	
7. Telephone No.	044-25306789	
8. Website	https://www.eidparry.com	
9. Financial year for which reporting is being done	April 1, 2023 – March 31, 2024	
10. Name of the Stock Exchanges where the company's shares are listed	i. BSE Limited (BSE) (Scrip Code: 500125) ii. National Stock Exchange of India Limited (NSE) (Scrip Code: EIDPARRY)	
11. Paid up capital:	₹17,75,17,591	
12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report	<b>Name of the contact person</b>	Biswa Mohan Rath Sr. Vice President - Legal and Company Secretary
	<b>Contact number of the contact person</b>	044-25306277
	<b>Email of the contact person</b>	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 basis	
14. Name of assurance provider	Not Applicable	
15. Type of assurance obtained	Not Applicable	

### II. Products/Services

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

Description of main activity	Description of business activity	% of Turnover of the entity
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.	66.41
Distillery	Manufacture, sale and marketing of distillery products in various forms viz R.S, E.N.A, Ethanol, etc.	28.45
Cogeneration*	Power generated through cogeneration is sold to state government utilities, third parties and also on electricity exchanges.	4.03
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.	1.11

\*This excludes inter-segmental revenue.

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

Product/Service	NIC Code	% of total Turnover contributed
Sugar	10721	66.41
Distillery	1101	28.45
Cogeneration	35106	4.03
Nutraceuticals	03213	1.11

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

Location	Number of plants	Number of offices	Total
National	7	2	9
International	1	1	2

**19. Markets served by the entity****i. Number of locations**

Location	Number
National (No. of States)	5
International (No. of Countries)	40

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

1.1%

**iii. A brief on types of customers**

At E.I.D.- Parry (India) Limited, we have a diverse range of customers across our different product lines. 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. In addition to the above, the company has recently forayed into the sale of kitchen staples like rice, pulses, millets, etc. 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****20. 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)	1250	1207	96.56%	43	3.44%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1250	1207	96.56%	43	3.44%
WORKERS						
4.	Permanent (F)	1069	1065	99.63%	4	0.37%
5.	Other than Permanent (G)	1850	1643	88.81%	207	11.19%
6.	Total workers (F + G)	2919	2708	92.77%	211	7.23%

**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)	3	3	100%	0	0%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)*	3	3	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	5	5	100%	0	0%
5.	Other than Permanent (G)	3	3	100%	0	0%
6.	Total differently abled workers (F + G)*	8	8	100%	0	0%

\* Employees who have voluntarily disclosed their disability

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. of Female (B)	% (B/A) of Females
Board of Directors	10	2	20.0
Key Management Personnel	3	0	0

**22. Turnover rate for permanent employees and workers**

	FY (2023-2024)			PY (2022-2023)			PPY (2021-2022)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.95	4.7	11.69	12.06	13.73	12.12	11.07	11.65	11.09
Permanent Workers	2.41	22.41	2.49	2.67	0.0	2.65	3.5	-	3.5

**V. Holding, Subsidiary & Assoc. Companies (including joint ventures)**

**23. Names of holding / subsidiary / associate companies / joint ventures**

Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Entity indicated at col A, participate in the Business Responsibility initiatives of the listed entity?
Coromandel International Limited	Subsidiary	56.19	Yes
Coromandel Chemicals Limited	Subsidiary	56.19	No
CFL Mauritius Ltd	Subsidiary	56.19	No
Coromandel Brasila Ltd	Subsidiary	56.19	No
Coromandel Australia Pty Ltd (formerly Sabero Australia Pty Ltd)	Subsidiary	56.19	No
Sabero Organics America SA	Subsidiary	56.18	No
Sabero Argentina SA	Subsidiary	53.38	No
Parry Infrastructure Co. Pvt Ltd	Subsidiary	100.00	No
Parry America Inc	Subsidiary	56.19	No
US Nutraceuticals Inc	Subsidiary	100.00	No
Labelle Botanics LLC	Subsidiary	100.00	No
Parry Sugars Refinery India Pvt Ltd	Subsidiary	100.00	Yes
Alimtec S A	Subsidiary	100.00	No

Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Entity indicated at col A, participate in the Business Responsibility initiatives of the listed entity?
Parry International DMCC	Subsidiary	100.00	No
Coromandel Agronegocios De Mexico S.A De C.V.	Subsidiary	56.19	No
Dare Ventures Ltd (formerly Dare Investments Ltd)	Subsidiary	56.19	No
Coromandel International (Nigeria) Limited	Subsidiary	56.19	No
Coromandel Mali SASU	Subsidiary	56.19	No
Coromandel Technology Limited	Subsidiary	56.19	No
Yanmar Coromandel Agrisolutions Pvt. Ltd.	Joint Venture	22.00	No
Algavista Greentech Private Limited	Joint Venture	50.00	No
Sabero Organics Philippines Asia Inc.	Associate	22.48	No
Baobab Mining and Chemicals Corporation (Investment by Coromandel Chemicals Limited)	Associate	25.29	No
Dhaksha Unammned Systems Private Limited (Subsidiary of Coromandel Technology Limited)	Subsidiary	28.67	No

Note: During the year, the Scheme of Amalgamation of Parrys Sugar Limited, Parry Agrochem Exports Limited and Parrys Investments Limited (Transferor Companies) with Parry Infrastructure Company Private Limited (Transferee Company) was approved by the NCLT, Chennai Bench on July 28, 2023 and September 20, 2023. Consequent to the filing of the certified order copies along with the Scheme with the respective Registrar of Companies on October 10, 2023, the Scheme became effective from October 10, 2023.

## VI. CSR Details

### 24. Enter details for Corporate Social Responsibility (CSR)

- i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- ii. Turnover (In Crores): ₹2809 Crore
- iii. Net worth (In Crores) : ₹2919 Crore

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY (2023-2024)			PY (2022-2023)		
		No. of complaints filed during current year	No. of complaints pending resolution at close in current year	Remark	No. of complaints filed during current year	No. of complaints pending resolution at close in current year	Remark
Communities	Yes	-	-	-	0	0	-
Shareholders	Yes	9	3*	-	7	0	-
Investors (other than shareholders)	Yes	-	-	-	0	0	-
Employees and workers	Yes	2	0	-	1	0	-
Customers	Yes	28	0	-	34	0	-
Value Chain Partners	Yes	-	-	-	1	0	-
Others	Yes	-	-	-	1	0	-

\*Resolved during the month of April 2024.

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

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

In our dynamic and unpredictable world, having a structured process to identify material sustainability issues is essential for responsible business conduct. These issues are critical because they can significantly impact our business performance and are of utmost importance to our key stakeholders. We define materiality based on two key criteria:

1. Principal Risks: A sustainability issue is considered material if it is a risk that directly affects our business operations and financial outcome.
2. Stakeholder Relevance: Additionally, a material issue must matter to our diverse stakeholders. This includes customers who consume our products, our dedicated employees, reliable suppliers, strategic business partners, shareholders who invest in our success, and the broader planet and society we inhabit.

By addressing these material issues, we aim to create positive impact, foster transparency, and uphold accountability in our reporting. Our commitment extends beyond financial gains; it encompasses the well-being of people, the planet, and sustainable prosperity for all.

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"> <li>Sugar industry is cyclic in nature. Impact on business economics and profitability of integrated sugar industry since government policies control sugarcane, sugar availability &amp; prices, power tariffs, molasses, ethanol production &amp; sales</li> <li>Stoppage of production due to non-compliance with pollution control regulations, labor codes and laws</li> </ul>	<ul style="list-style-type: none"> <li>Integrated Business Model consisting of distillery operations and green energy production through cogeneration using bagasse as fuel.</li> <li>Business resilience and continuity plan.</li> <li>Value added products from sugar and waste.</li> <li>Active engagement and discussions with government through membership in organizations like Indian Sugar Mill Association (ISMA) and the South Indian Sugar Mills Association (SISMA).</li> <li>Comprehensive e-compliance management system to monitor and review the changes in regulatory framework and to ensure compliance.</li> </ul>	Negative
		Opportunity	<ul style="list-style-type: none"> <li>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.</li> <li>Increased capacity of distillery for contributing to government's ethanol blending programme to achieve 20% ethanol blending in fuel by 2025-26.</li> <li>Grain-based distillery at Sankili</li> <li>Enhancement of distillery capacity at Haliyal from 50 KLPD to 170 KLPD.</li> <li>Enhancement of distillery capacity at Nellikuppam from 75 KLPD to 120 KLPD.</li> </ul>		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"> <li>▪ Adverse impact on agricultural produce due to climate change.</li> <li>▪ 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.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Collaboration with government agencies for developing climate change resistant sugarcane varieties in the R&amp;D.</li> <li>▪ Sustainable sugarcane farming</li> <li>▪ Farmers engagement through I-cane management on farming practices and soil enhancement/ regeneration techniques.</li> <li>▪ Digitized cane procurement</li> <li>▪ Bonsucro certification for sustainable sourcing</li> <li>▪ Entrepreneur development among farmers for mechanical harvesting, single seed program &amp; bio-pest controls.</li> <li>▪ Plan to grow millet as climate resistant crop and alternate crops (pulses/ cereals)</li> <li>▪ Availability &amp; access to high yielding sugarcane seeds / saplings to farmers in the command area.</li> <li>▪ Farmers Connect' app for awareness, skill development and feedback/ grievance redressal mechanism.</li> <li>▪ Timely payment to farmers.</li> </ul>	Negative
3	Information security/ Cyber security	Risk	<ul style="list-style-type: none"> <li>▪ Non-availability of service or failure of multiple systems leading to disruption in business operations due to lack of adequate processes</li> <li>▪ Cyber security</li> <li>▪ Disaster recovery systems</li> </ul>	<ul style="list-style-type: none"> <li>▪ Information systems, backup and disaster recovery policies are in place and are periodically reviewed.</li> <li>▪ Robust firewall and Security event Information management</li> <li>▪ systems to monitor all types of security breaches and take corrective measures.</li> <li>▪ Promoting user awareness on cyber security/ risks through periodic training and information exchange.</li> </ul>	Negative
4	Product quality and safety & customer welfare	Risk	<ul style="list-style-type: none"> <li>▪ Unintended health and safety risks arising out of low-quality products</li> <li>▪ Increased awareness and health consciousness of sugar consumers. Sugar consumption may be considered as a health risk.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Stringent quality system &amp; processes are practiced and product recall mechanism is in place.</li> <li>▪ Raw brown sugar, low GI sugars and Jaggery as an alternative to sugar. Collaboration with national and international partners to provide healthier replacement solutions for sugar.</li> </ul>	Negative
		Opportunity	<ul style="list-style-type: none"> <li>▪ Enhance market and demand for healthier products</li> </ul>		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)
5	Product design and lifecycle management	Opportunity	<ul style="list-style-type: none"> <li>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.</li> </ul>		Positive
6	Supply chain	Risk	<ul style="list-style-type: none"> <li>Unavailability of Harvesting Labour, Crop failure, Lower yield and recovery.</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> </ul>	Negative
7	Employee health and safety	Risk	<ul style="list-style-type: none"> <li>Non adoption of adequate safety practices and procedures leading to accidents and injuries.</li> </ul>	<ul style="list-style-type: none"> <li>Site based safety committee and risk management system in place such as safety training, permit to work, incident reporting and investigation, workplace inspection.</li> </ul>	Negative
		Opportunity	<ul style="list-style-type: none"> <li>Adoption of good safety system and practices leading to high employee morale and motivation.</li> </ul>		Positive
8	Water and waste water management	Risk	<ul style="list-style-type: none"> <li>Water demand &amp; availability, impact on water resource.</li> </ul>	<ul style="list-style-type: none"> <li>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</li> </ul>	Negative
9	Waste Management	Risk	<ul style="list-style-type: none"> <li>Environmental issues associated with hazardous and non-hazardous waste generation, handling, storage, treatment and disposal.</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> </ul>	Negative
		Opportunity	<ul style="list-style-type: none"> <li>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.</li> </ul>		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)
10	Increased ESG awareness among stakeholders	Opportunity	<ul style="list-style-type: none"> <li>▪ Inclusion of sustainability, circularity and other ESG aspects in our operations through governance and policies.</li> <li>▪ Mandatory and voluntary ESG disclosures to improve ESG rating.</li> <li>▪ Effective resource management through monitoring of ESG targets resulting in better economic performance</li> <li>▪ Availability of green funds/bonds for financing ESG projects for GHG emissions reduction and opportunities to contribute to India's net zero target.</li> <li>▪ Embedding ESG practices in value chain</li> </ul>	<ul style="list-style-type: none"> <li>▪ ESG targets for reduction of environmental footprint &amp; GHG emissions, adding value to social aspects and improving governance.</li> <li>▪ Collaboration with value chain partners &amp; funding agencies like International Finance Corporation (IFC) for projects related to irrigation water management</li> <li>▪ Sustainable sourcing</li> </ul>	Positive
11	Sustainable practices	Opportunity	<ul style="list-style-type: none"> <li>▪ Scaling up of climate smart agriculture through sustainable practices and promote AI based digital tech for crop monitoring facility.</li> <li>▪ Setting up ESG targets for improving resource efficiency and reduction of GHG emissions.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Resource optimization and water security</li> <li>▪ Contribute to governments net zero commitment</li> <li>▪ Financial value creation for farmers through carbon credits</li> </ul>	Positive
12	Improving social capital value	Opportunity	<ul style="list-style-type: none"> <li>▪ Enhancing community healthcare</li> <li>▪ Improving education in rural villages</li> <li>▪ Improving health and safety of employees</li> <li>▪ Skill development for social capital</li> </ul>	<ul style="list-style-type: none"> <li>▪ CSR projects based on shared values and need assessment</li> <li>▪ ISO 45001 certification to improve employee safety, reduce workplace hazard</li> <li>▪ Promote diversity, equality and inclusion within the organization</li> <li>▪ Talent management and employee retention</li> </ul>	Positive



## SECTION B: MANAGEMENT & 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
<b>Policy and management processes</b>									
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	<a href="https://www.eidparry.com/policies-codes/">https://www.eidparry.com/policies-codes/</a>								
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.	<p>EID Parry's policies are firmly rooted in the principles of the National Guidelines for Responsible Business Conduct (NGRBC's), which align with internationally recognized standards such as ISO 9000, 14000 and 45001, UNGC principles, ILO principles and United Nations Sustainable Development Goals (SDGs). To measure and report our sustainability performance, we follow the Global Reporting Initiative (GRI) standards, which are widely recognized and regarded as the benchmark for sustainability reporting.</p> <p>In addition, all our manufacturing units have obtained ISO 45001 certification during FY 2023-24, which has been validated by M/s. TUV:SUD. The Jaggery plants (Nellikuppam and Pugalur) for the first time have been accredited with certification for food safety management systems consisting of ISO 22000:2018, ISO/TS 22002-1:2009 and additional FSSC 22000.</p> <p>Four units (Nellikuppam, Haliyal, Bagalkot, Pugalur) were re-accredited with FSSC 22000 version 5.1 from the DNV Certification Body. Two units (Nellikuppam and Haliyal) were recertified for ISO 9001:2018 Quality Management System. Sankili Unit was recertified with Integrated Management System Certifications, which include Quality Management System ISO 9001:2015. In compliance with the Government excipient guidelines as prescribed for drug manufacturing customers, our Refinery unit in Nellikuppam is certified by cGMP and other pharmacopeia accreditations including the Indian, European, United States of America, Japanese and British Pharmacopeias.</p>								
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.								

## 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)

During the year, the Company continued its journey towards sustainability, integrating the environmental, social and governance (ESG) principles, across all the units and our value chain partners. With circularity and sustainable practices being the core of our existence, we have undertaken steps to ensure efficiency in production, reducing emissions and minimizing waste. Our strength lies in sourcing of sugarcane through smart agriculture practices which includes our efficient I-Cane Management System. The Company, being one of the first companies in the industry, is in the process of partnering with Boomitra, an Earthshot prize winner, to assist farmers in enhancing their incomes through carbon credit remuneration.

The Company is mindful of the water consumption and the water scarcity prevailing in the regions where it operates and, through its flagship watershed management initiative, "Project NANNEER", has been taking steps to improve the irrigation water availability to its key stakeholders, i.e., farmers.

We impact lives of local communities by undertaking various Corporate Social Responsibility projects around our manufacturing units with specific focus on education, healthcare, skill development and employability/ entrepreneurship to improve livelihood and overall development of the communities we serve. The Company endeavours to address and bridge the gaps and ensure environmental integrity, enabling economic development and building social capital.

The Company's ESG targets comprise a reduction in fuel consumption, moderating GHG emissions through energy-efficient operations and enhancing the utilisation of treated effluents that minimises freshwater use. Multiple dimensions including climate change, usage of renewable energy, sustainable sourcing, social capital, governance and business model resilience are considered while setting our ESG targets. Promotion of single seed bud plantation programme, usage of bio-control agents, slash and mulch applications, and drip irrigation are some of our primary ESG targets towards sustainable procurement of cane. 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.

The Company is also elated to inform its stakeholders about the launch of its maiden Sustainability Report, which is available at, [https://www.eidparry.com/wp-content/uploads/2024/02/EIDP\\_SR\\_22-23.pdf](https://www.eidparry.com/wp-content/uploads/2024/02/EIDP_SR_22-23.pdf) and the same was assured by an external firm.

- |   |  |
|---|--|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).   | S. Suresh (DIN:06999319)<br>Managing Director 044-25306789<br>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:

	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)									
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)									

Not Applicable

### 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 awareness programmes
Board of Directors	4	The Companies Act 2013, SEBI Regulations including SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, SEBI (Prohibition of Insider Trading) Regulations, 2015, Sustainability Reporting, Project Safety, Industry, Financial and Business Trends, CSR and Financial reporting, Whistle Blower, Awareness/ Compliances of Related Party Transactions, etc.	100.0
Key Managerial Personnel	3 + 12	<ul style="list-style-type: none"> <li>i. Industry, Financial and Business Trends</li> <li>ii. Mailers highlighting about BRSR, BRSR Core and ESG.</li> <li>iii. Workshop on Carbon Credits, Indian Carbon Credits, Green Credit Implementation Rules, 2023.</li> <li>iv. Theme-centric ESG Newsletters which included: <ul style="list-style-type: none"> <li>a) Water Negativity, Neutrality, Positivity</li> <li>b) Human Rights and Redressal of Grievances</li> <li>c) Code of Conduct</li> <li>d) CSR and Social Capital</li> <li>e) ESG Integration through Value Chain</li> <li>f) Sustainable Practices in Waste and Hazard Management</li> </ul> </li> </ul>	100.0

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 awareness programmes
Employees other than BoD and KMPs	7	<ul style="list-style-type: none"> <li>▪ Mailers highlighting about BRSR, BRSR Core and ESG.</li> <li>▪ Introduction about Corporate Policies, Company Code of Conduct through the Learning and Development Tool</li> <li>▪ Workshop on Carbon Credits, Indian Carbon Credits, Green Credit Implementation Rules, 2023.</li> <li>▪ Safety Workshops with themes in behaviour-based safety tunnels, monthly safety campaigns, safety coaching</li> <li>▪ Leading Safety Modules, Behaviour Safety Modules</li> <li>▪ Workshop on Prevention of Sexual Harassment at Workplace (POSH)</li> <li>▪ Theme-centric ESG Newsletters which included:               <ol style="list-style-type: none"> <li>1. Water Negativity, Neutrality, Positivity</li> <li>2. Human Rights and Redressal of Grievances</li> <li>3. Code of Conduct</li> <li>4. CSR and Social Capital</li> <li>5. ESG Integration through Value Chain</li> <li>6. Sustainable Practices in Waste and Hazard Management</li> </ol> </li> </ul>	100.0
Workers	1	<ul style="list-style-type: none"> <li>▪ Safety Workshops with themes in behaviour-based safety tunnels, monthly safety campaigns, safety coaching, site safety induction</li> <li>▪ Mass safety trainings for contractors and cane drivers</li> <li>▪ Behaviour safety (MS, NMS &amp; Contract employees)</li> <li>▪ Leading Safety (MS)</li> <li>▪ Permit to work trainings</li> <li>▪ Area specific risk trainings</li> <li>▪ Height work</li> <li>▪ Hot work</li> <li>▪ Confined space work trainings</li> <li>▪ Fire Fighting</li> <li>▪ Emergency response</li> <li>▪ General Safety trainings</li> <li>▪ Leading Safety Modules, Behaviour Safety Modules</li> </ul>	100.0

MS: Management Staff

NMS: Non-Management Staff

**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**

	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		

	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 policy or anti-bribery policy?

Yes

**If yes, provide details in brief and if available, provide a web-link to the policy.**

"Integrity" is one of the "Five Lights" (The Spirit of the Murugappa Group) which states: Always do the right thing. The Company is committed to conducting business ethically and in compliance with all applicable laws and regulations with respect to its operations. The objective of this Policy is to ensure that appropriate anti-corruption and bribery procedures are in place across Company's operations to avoid any violations of applicable laws and regulations.

The anti-corruption and anti-bribery policy of the company is available at our website and can be viewed at: <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 (2023-2024)	PY (2022-2023)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY (2023-2024)		PY (2022-2023)	
	Number	Remark	Number	Remark
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 under way on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured):

	FY (2023-2024)	PY (2022-2023)
Number of days of accounts payables	55	59

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

i. **Concentration of Purchases**

Metrics	FY (2023-2024)	PY (2022-2023)
a. Purchases from trading houses as % of total purchases	-	-
b. Number of trading houses where purchases are made from	-	-
c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-

ii. **Concentration of Sales**

Metrics	FY (2023-2024)	PY (2022-2023)
a. Sales to dealers/distributors as % of total sales	40.31%	40.00%
b. Number of dealers/distributors to whom sales are made	410	340
c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	28.54%	30.89%

iii. **Share of RPTs in**

Metrics	FY (2023-2024)	PY (2022-2023)
a. Purchases (Purchases with related parties / Total Purchases) For all a, b, c, d (in %)	0.73%	0.52%
b. Sales (Sales to related parties / Total Sales)	0.99%	13.31%
c. Loans & advances (Loans & advances given to related parties / Total loans & advances)*	100.00%	100.00%
d. Investments (Investments in related parties / Total Investments made)	63.56%	69.25%

\*During the year, the company has not given any loans or advances to any related party. As on March 31, 2024, the loan given to Parry Sugars Refinery India Private Limited, a wholly owned subsidiary of the company is ₹200 crores.

### 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	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	To encourage cost effective supply from local sources and ESG compliances by vendor	1%

2. **Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board?**

Yes. We have adopted Code of Conduct for the Board of Directors and Senior Management, which sets out clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. We receive an annual declaration from our Board of Directors and Senior Management and changes if any, from time to time are obtained, in line with our Code of Conduct Policy.

The Policy is available on our website and can be viewed at <https://www.eidparry.com/wp-content/uploads/2023/02/Code-of-Conduct-for-Directors-and-Senior-Management-Personnel.pdf>.

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 (2023-2024)	PY (2022-2023)	Details of improvements in environmental and social impacts
R&D	638.0	579.0	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.
Capex	-	12.0	-

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

Yes

**What percentage of inputs were sourced sustainably?**

90%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life

- i. **Plastic (including packaging)**

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 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 2023-24, the company recycled or safety disposed of 1900 tonnes of plastic packaging waste collected across multiple states as part of EPR mandate.

- ii. **E-waste**

E-waste is recycled through authorized vendors.

- iii. **Hazardous waste**

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

- iv. **Other waste**

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).**

Yes

**Whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**

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 Company conducted Life Cycle Assessments (LCA) for its products /services?

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	Results communicated in public domain	Weblink
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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.

Particulars	FY (2023-2024)			PY (2022-2023)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	1900	-	-	1080	-

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

Please see our response for Essential Indicator 4 and Leadership Indicator 4 under Principle 2.



**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)
<b>Permanent employees</b>											
Male	1207	1207	100%	1207	100%	NA	NA	1207	100%	90	7.5%
Female	43	43	100%	43	100%	43	100%	-	-	20	46.5%
Total	1250	1250	100%	1250	100%	43	3%*	1207	97%*	110	8.8%
<b>Other than Permanent employees</b>											
Male	Nil	-	-	-	-	-	-	-	-	-	-
Female	Nil	-	-	-	-	-	-	-	-	-	-
Total	Nil	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	1065	414	39%	1065	100%	-	-	-	-	-	-
Female	4	2	50%	4	100%	4	100%	-	-	-	-
Total	1069	416	39%	1069	100%	4	0.4%*	-	-	-	-
<b>Other than Permanent workers</b>											
Male	1643	-	-	1643	100%	-	-	-	-	-	-
Female	207	-	-	207	100%	207	100%	-	-	-	-
Total	1850	-	-	1850	100%	207	11%*	-	-	-	-

\*Maternity Benefits coverage is provided to all the female employees/workers of the Company.

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)**

	FY (2023-2024)	PY (2022-2023)
Cost incurred on well-being measures as a % of total revenue of the company	38%	32%

\*includes group health policy, group life insurance, training and development, leave encashment, picnic costs, club membership etc.

**2. Details of retirement benefits.**

Particulars	FY (2023-2024)			PY (2022-2023)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	100.0	Yes	100	100.0	Yes
Gratuity	100	100.0	Yes	100	100.0	Yes
ESI	0.24	NA	Yes	0.09	NA	Yes
Others – please specify	The Company also provides Superannuation benefits to employees as per company's policy.		Yes	-	-	-

**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?**

Yes

**If yes, provide a web-link to the policy**

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		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable			
Female	100	100	100	100
<b>Total</b>	100	100	100	100

**6. Mechanism to receive and redress grievances**

**i. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?**

Yes

**ii. If yes, give details of the mechanism in brief.**

	Is mechanism available?	Details of Mechanism in brief
Permanent workers	Yes	The workers represent their grievances to the unions, wherever applicable and the unions in turn represents to the management.
Other than Permanent workers	Yes	Our non-permanent workers represent their grievances to the unit and Admin in charge.
Permanent Employees	Yes	We have ombudsman, who addresses the permanent employees' grievances.
Other than Permanent Employees	NA	Not Applicable

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

Category	FY 2023-24(Current Financial Year)			FY 2022-23(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	1250	-	-	1163	-	-
- Male	1207	-	-	1124	-	-
- Female	43	-	-	39	-	-
Total Permanent Workers	1069	874	81.76	1067	954	89.41
- Male	1065	870	81.69	1062	949	89.36
- Female	4	4	100	5	5	100.00

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

Category	Total (A)	FY 2023-24 (Current Financial Year)				Total (D)	FY 2022-23 (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	2463	1970	80%	1286	52%	1,447	712	49	478	33
- Male	2406	1923	80%	1236	51%	962	508	53	403	42
- Female	57	47	82%	50	88%	485	204	42	75	15
Total Permanent Workers	4421	2976	67%	2016	46%	1,210	447	37	405	33
- Male	4337	2918	67%	1989	46%	829	385	46	348	42
- Female	84	58	69%	27	32%	381	62	16	57	15

\* No. of training programmes

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

Category	FY 2023-24(Current Financial Year)			FY 2022-23(Previous Financial Year)		
	Total(A)	No.(B)	%(B/A)	Total(A)	No.(B)	%(B/A)
Employees						
Male	1207	1053	87.24	1124	1064	94.66
Female	43	39	90.70	39	36	92.30
<b>Total</b>	<b>1250</b>	<b>1092</b>	<b>87.36</b>	<b>1163</b>	<b>1100</b>	<b>94.58</b>
Workers						
Male	1065	133	12.49	1062	114	10.73
Female	4	-	-	5	-	-
<b>Total</b>	<b>1069</b>	<b>133</b>	<b>12.49</b>	<b>1067</b>	<b>114</b>	<b>10.68</b>

10. Health and safety management system.

i. Whether an occupational health and safety management system has been implemented by the entity?

Yes

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.

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

**Routine Works:**

- 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 categorized under Vital, Essential and Desirable points and tracked for closure vide a benchmark tool action tracking system.

**Non-Routine Works & projects:**

- Job Safety Analysis and Method Statement – Critical nonroutine works are conducted involving height work, hot work, excavation & confined space activities to ensure the safe commencement of the task.
- 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.
- Hazard and operability study and Pre-safety start-up review done for the new projects to ensure a safe process during the implementation phase.

iii. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks

Yes

iv. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes

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

Safety Incident/Number	FY (2023-2024)		PY (2022-2023)	
	Employees	Workers	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	1.5	1.5	1	0
Total recordable work-related injuries	8	33	70	0
No. of fatalities	0	1	1	0
High consequence work related injury or ill-health (excluding fatalities)	7	17	24	0

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

We recognize that the 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, minimize risk, responsibly manage environmental impacts, and enable excellence in operations and business performance in a safer workplace. We ensure that manufacturing and allied processes & 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 behaviour of all employees, visitors, and contractors and by ensuring strong controls on work processes, building capability, strengthening infrastructure 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.

- The Safety Organization structure is in place and in use.
- Digital Governance enabled for all units, and it has been operationalized.
- TAM (Tiered Accountability Meeting) is conducted department-wise to bring synergy and safety talk is done ensuring employee engagement and speak up culture.
- Capability building sessions (43 Nos) conducted on various topics on Safety covering Permit to work system, LOTO, Mechanical/ Asset Integrity, Process Safety etc. covering 1996 manhours. 2278 workplace inspections have been done across 8 units.
- A central medical council has been set up and an Occupational Health expert connects with the individual site Doctors and Human resource department, Employee health risk ranking initiated.
- 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.
- ISO 45001 Management system has been put in place and our manufacturing sites have been recommended for re-certification.
- Fire system augmentation was initiated by allotting a budget of 24.73 Cr across 5 units.
- Cross-site EHS governance audits were conducted across all 8 units and a baseline maturity has been established. Post audit verification process has been institutionalized.
- Mass safety sessions with rewards and recognitions were conducted pre-season and during the season for the entire workforce by engaging subject matter experts to improve safety awareness.

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

Category	FY 2023-24(Current Financial Year)			FY 2022-23(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	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

**14. Assessments for the year**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Health and safety practices	100% of sites assessed by TUV as part of pre-assessment of ISO 45001.
Working Conditions	100.0

**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. Also, the communication of incidents is done across all units vide Safety alerts for the recordable and reportable incidents.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of employees/workers.**

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

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

The company ensures that all 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**

	<b>FY (2023-2024)</b>		<b>PY (2022-2023)</b>	
	<b>Employees</b>	<b>Workers</b>	<b>Employees</b>	<b>Workers</b>
<b>Total no. of affected employees/ workers.</b>	-	1	1	-
<b>No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</b>	-	-	-	-

Note: The company has paid compensation to the affected worker's legal heirs and given employment as a 'Retainer.'

**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, 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.**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	100.0
Working Conditions	100.0

**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.

##### Key Stakeholders

Our most important stakeholders include shareholders, farmers, consumers, employees, local communities, distributors, and the state and central governments. We maintain a conventional approach to partner commitment, emphasizing transparency and accountability.

##### Stakeholder Engagement and Decision-Making

We actively engage with both internal and external stakeholders through various communication channels. We recognize that value is not solely created within the organization but also through our relationships with others. As part of an ongoing dialogue process, we incorporate stakeholder feedback into our management strategy. This ensures efficient decision-making throughout the year. 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.

#### 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 & Marginalised Group	Details of channels of communication	Frequency of engagement	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"> <li>▪ Mitigate climate risk associated with agricultural production.</li> <li>▪ Sustainable sugarcane production &amp; sourcing.</li> <li>▪ Enhance farmers income, provide subsidies &amp; small loans, improve accessibility to high yield cane seeds, fertilizers &amp; bio control agents, provide access to the latest farming techniques &amp; smart agriculture.</li> <li>▪ Provide soil quality assessment services &amp; rejuvenation techniques.</li> <li>▪ Guidance on irrigation water management, crop monitoring through AI, inter cropping with climate resistant crops.</li> </ul>
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"> <li>▪ Human resource development, Talent management and skill enhancement,</li> <li>▪ Employee benefits &amp; compensation,</li> <li>▪ Employee retention,</li> <li>▪ Training &amp; awareness</li> <li>▪ Enhance employee health &amp; safety, Improve diversity, equality and inclusion at workplace</li> <li>▪ Ensure adherence to Code of Conduct and company policies,</li> <li>▪ Improve sustainable practices and ESG performance,</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group	Details of channels of communication	Frequency of engagement	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"> <li>▪ Building trust in product quality and safety, product labelling,</li> <li>▪ Provide accessibility to healthy sugar alternatives,</li> <li>▪ Efficient aftersales service and customer feedback,</li> <li>▪ Collaboration for sustainable sourcing,</li> <li>▪ Provide information on ESG and sustainable operations</li> </ul>
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"> <li>▪ Sustainable sourcing,</li> <li>▪ Identify risks and ensure compliance with regulatory requirements</li> <li>▪ Ensure ESG performance across the value chain</li> <li>▪ Ensure raw material quality, timely delivery,</li> <li>▪ Ensure governance (ethical behaviour, transparency, social accountability),</li> <li>▪ Safety checks and certifications,</li> <li>▪ Collaboration and opportunities in ESG space</li> </ul>
Communities and civil society	Yes	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"> <li>▪ Integrated water resource management projects</li> <li>▪ Projects related to providing education, livelihood, healthcare facilities</li> <li>▪ Reduce impacts of climate change</li> <li>▪ Provide disaster relief services</li> <li>▪ Promote community development</li> </ul>
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"> <li>▪ Ensure regulatory compliance, update on changes in regulatory framework,</li> <li>▪ Policy advocacy &amp; membership with industry bodies</li> </ul>
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"> <li>▪ Disclosure of financial and economic performance,</li> <li>▪ Value creation and financial stability,</li> <li>▪ Conduct risk management and improve business resilience,</li> <li>▪ ESG performance disclosure, investments and funding opportunities,</li> <li>▪ Growth prospects through robust governance</li> </ul>

### 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 believe that consultation with our stakeholders is an ongoing process, and our leadership takes the lead by engaging with them regularly across various platforms. Additionally, our Corporate Social Responsibility Committee at the Board level reviews, monitors progress on a bi-annual basis and provides strategic direction towards the company's ESG journey. Moreover, we provide shareholders with the opportunity to interact with all board members on an annual basis during Annual General Meeting. Apart from the above, we have a separate line to address all our shareholder grievances and provide shareholder assistance.

In addition, we organize regular interactions with our other key stakeholders, i.e., farmers, customers, suppliers, employees, industry associations and regulators. Before initiating a dialogue, stakeholders are identified, and the purpose and scope of the discussions are defined. This step ensures that relevant topics are addressed and enables us to keep a constant pulse on the needs and concerns of our stakeholders and ensures that we remain accountable to them.

**2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics? If so, provide details of instances as to how 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. Further, efforts are being made to extend this programme to Karnataka and Andhra Pradesh in the near future. A feasibility study has already been conducted.

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

In the context of a company like ours, addressing the concerns of vulnerable and marginalized stakeholder groups is critical.

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 1,50,000+ farmers in 2,00,000 + acres command area through our i-Cane management system. We also engage with smallholder farmers through cooperatives, extension services, and capacity-building programs, including providing training, access to credit, and ensuring fair trade practices.

Our labourers working in the sugar mills possess a risk of various health-issues due to exposure to chemicals, heat, and physical strain. To address this issue, we engage with our workers and labourers and provide protective gear and ensure safe working conditions. In addition, they also go through regular health-check up and health awareness programs.

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. Sugar production impacts local communities and we believe that consultations with affected communities can lead to sustainable practices. Our flagship watershed management Project "NANNEER" is based on our engagement with the local communities and to address their immediate needs. We also focus on providing education, skill development and take up initiatives for the betterment of the overall community health of the local communities.



## 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

Category	FY 2023-24(Current Financial Year)			FY 2022-23(Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1250	855	68	1163	279	24
Other than permanent	NA	NA	NA	NA	NA	NA
Total Employees	1250	855	68	1163	279	24
<b>Workers</b>						
Permanent	1069	269	25	1067	-	-
Other than permanent	1850	20	1	1982	-	-
Total Workers	2919	289	10	3049	-	-

#### 2. Details of minimum wages paid to employees and workers

Category	Total (A)	FY 2023-24 (Current Financial Year)				Total (D)	FY 2022-23 (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)
<b>Employees Permanent</b>										
Male	1207	Nil	Nil	1207	100%	1124	0	0%	1124	100%
Female	43	Nil	Nil	43	100%	39	0	0%	39	100%
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers Permanent</b>										
Male	1065	Nil	Nil	1065	100%	1062	-	0%	1062	100%
Female	4	Nil	Nil	4	100%	5	-	0%	5	100%
<b>Other than Permanent</b>										
Male	1643	636	39	1007	61%	1714	823	48%	981	57%
Female	207	78	38	129	62%	268	147	55%	121	45%

#### 3. Details of remuneration/salary/wages

##### i. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)*	8	18,45,000	2	14,35,000
Key Managerial Personnel **	3	90,06,423	-	-
Employees other than BoD and KMP	996	5,53,364	35	8,47,938
Workers	951	4,01,130	4	3,68,794

\*includes Sitting Fees, Commission paid to Non-Executive Directors and remuneration paid to Executive Directors (MD, WTD & CEO).

\*\*Includes MD, CFO and CS

ii. **Gross wages paid to females as % of total wages paid by the entity**

	FY (2023-2024)	PY (2022-2023)
Gross wages paid to females as % of total wages	3.20%	3.10%

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

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

Yes, Details are mentioned in the Human Rights Policy. Web-link where the policy is available: <https://www.eidparry.com/wp-content/uploads/2023/02/Human-Rights-Policy.pdf>

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

Particulars	FY 2023-24(Current Financial Year)			FY 2022-23(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	2	-	-	1	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY (2023-2024)	PY (2022-2023)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	1
Complaints on POSH as a % of female employees / workers	0.79%	0.32%
Complaints on POSH upheld	Nil	Nil

8. **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). The POSH Policy is gender inclusive and the framework ensures complete anonymity and confidentiality, 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.

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

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

**10. Assessments for the year**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others	-

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

There are 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?**

Yes. 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**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
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. Total energy consumption****i. Details of total energy consumption (in Joules or multiples) and energy intensity****From renewable sources**

Parameter	FY (2023-2024)	PY (2022-2023)
Total electricity consumption (A)	13392.43	6004.06
Total fuel consumption (B)	12915841.70	13358961.1
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources(A+B+C)	12929234.13	13364965.16

**From non-renewable sources**

Parameter	FY (2023-2024)	PY (2022-2023)
Total electricity consumption (D)	67577.79	63527.04
Total fuel consumption (E)	2333302.05	1957315.34
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources(D+E+F)	2400879.84	2020842.38

Parameter	FY (2023-2024)	PY (2022-2023)
Total energy consumed (A+B+C+D+E+F)	15330113.98	15385807.54
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00054 GJ/Re.	0.00053 GJ/Re.
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	2.44 GJ/Re.	2.37 GJ/Re.
Energy Intensity in terms of physical output (GJ/sugar produced in LMT)	33.69 GJ/LMT	31.20 GJ/LMT

**ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? 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? 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.?**

Yes, Sugar Industries have been notified as energy intensive industries under the provisions of the Energy Conservation Act, 2001 as Designated Consumer by virtue of the notification S.O 2523 (E) dated June 6, 2023.

**3. Water related information.****i. Provide details of the following disclosures related to water**

Parameter	FY (2023-2024)	PY (2022-2023)
<b>(Water withdrawal by source (in kilolitres))</b>		
Surface water (A)	1319368	1568466
Groundwater (B)	495559	525536
Third party water (C)	0	400
Seawater / desalinated water (D)	0	0
Others (E) (Rain Water)	15110	27996
Total volume of water withdrawal (in kilolitres) (A + B + C + D + E)	1830037	2122398
Total volume of water consumption (in kilolitres)	1019145	1194843
Water intensity per rupee of turnover (Water consumed / turnover)	0.0362 L/₹.	0.0413 L/₹.
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.16 KL/₹.	0.18 KL/₹.
Water Intensity in terms of physical output (KL/sugar produced in LMT)	2.24 KL/LMT	2.42 KL/LMT

**ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?**

No

\*Previous year's figures have been regrouped/rearranged, wherever necessary.

4. Provide the following details related to water discharged.

i. Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY (2023-2024)		PY (2022-2023)	
	Level of treatment	Value	Level of treatment	Value
To Surface water (A)	-	-	-	-
- Surface water with no treatment	-	-	-	-
- Surface water with treatment	-	-	-	-
To Groundwater (B)	-	-	-	-
- Groundwater with no treatment	-	-	-	-
- Groundwater with treatment	-	-	-	-
To Seawater (C)	-	-	-	-
- Seawater with no treatment	-	-	-	-
- Seawater with treatment	-	-	-	-
Sent to third-parties (D)	-	525739	-	308468
- Sent to third-parties with no treatment	-	-	-	-
- Sent to third-parties with treatment	-	525739	-	308468
Others (E)	-	285153	-	619087
- Others with no treatment	-	-	-	-
- Others with treatment	-	285153	-	619087
Total water discharged (in kilolitres)	-	810892	-	927555

ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes

If yes, provide details of its coverage and implementation.

Our Bagalkot, Sivagangai and Sankili distilleries, nutraceuticals units at Oonaiyur 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. The Company proposed to install incineration boiler at Nellikuppam, which will be completed during the second quarter of the current year. As part of sustainable operations, out of 6 integrated sugar plants, 6 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 ensure treated water quality at the discharge, we have installed online treated effluent monitoring systems at a few locations 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.

6. Air emissions

i. Please provide details of air emissions (other than GHG emissions) by the entity.

Parameter	Unit	FY (2023-2024)*	PY (2022-2023)
NOx	MT	723.16	334.7
SOx	MT	341.42	286.6
Particulate matter (PM)	MT	745.92	510.35
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air Pollutants (HAP)	-	0	0
Others	-	-	-

\*The base taken for FY 23-24 and FY 22-23 is different. The variance is on account of change in volume.

ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

## 7. Greenhouse gas emissions.

### i. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY (2023-2024)	PY (2022-2023)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	243077.98	223946.89
Total scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	13327.84	12529.08
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	0.0091 KgCO <sub>2</sub> eq/Re.	0.0008 KgCO <sub>2</sub> eq/Re.
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	0.041 MTCO <sub>2</sub> eq/Re.	0.036 MTCO <sub>2</sub> eq/Re.
Energy Intensity in terms of physical output (Ton CO <sub>2</sub> equivalent/sugar produced in LMT)		0.56 MTCO <sub>2</sub> eq/LMT	0.48 MTCO <sub>2</sub> eq/LMT

### ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

## 8. Does the entity have any project related to reducing Green House Gas emission?

Yes

### If yes, provide details.

The Company has undertaken several energy saving projects including implementation of the latest UASB technology, installation of CPU at Bagalkot, Pugalur and Ramdurg, revamping of the anaerobic treatment system at Haliyal.

The Company is also planning to install solar power plants, 800 KW in Sankili, 1000 KW in Haliyal, 800 KW in Nellikuppam and 150 KW in Pugalur during the year 2024-25.

The Company is in the process of commissioning a CO<sub>2</sub> plant at its Bagalkot unit which will be operational in 2024-25.

As part of the environmental initiatives, the company has carried out greenery development at various locations to reduce CO<sub>2</sub> emissions.

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

The Company proposed to partner with Granules CZRO Private Limited, for capturing CO<sub>2</sub> from its biomass-based boiler stacks, and convert them into environmentally friendly chemicals such as Green Methanol and Green Acetic Acid.

## 9. Provide details related to waste management by the entity

### i. Total Waste generated (in metric tonnes)

Parameter	FY (2023-2024)	PY (2022-2023)
Plastic waste (A)	352	51.85
E-waste (B)	4	10.06
Bio-medical waste (C)	1.01	1.08
Construction and demolition waste (D)	0	10
Battery waste (E)	7	0
Radioactive waste (F)	0	0
Other Hazardous waste (G)	14.49	56.35
Other Non-hazardous waste generated (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 (H)	210337.19	194077.28
Total (A + B + C + D + E + F + G + H)	210715.69	194206.62
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000075 MT/Re.	0.0000067 MT/Re.
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.03 MT/Re.	0.03 MT/Re.
Waste Intensity in terms of physical output (MT/LMT)	0.46 MT/LMT	0.39 MT/LMT

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

Category of waste	FY (2023-2024)	PY (2022-2023)
Recycled	20315	194144
Re-used	190171	13.3
Other recovery operations	1	0
Total	210487	194157.3

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

Category of waste	FY (2023-2024)	PY (2022-2023)
Incineration	7	1.08
Landfilling	13	48.31
Other disposal operations	209	0
Total	229	49.39

iv. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

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

Since EID 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.

1. **Waste Utilization:**

Our Company recognizes waste as a resource and has laid down comprehensive guidelines on waste management. Staying committed to our principles of circularity, residues and by-products from sugar and alcohol manufacturing, such as press mud, ETP sludge, and yeast sludge, are either used as manure or recycled to create commercial products. For instance, potash-rich ash from spent wash incineration boilers is converted into a patented fertilizer called K-Ash and the boiler ash generated from our cogeneration plant is used in brick making.

2. **Nutraceuticals:**

EID Parry's nutraceutical units grow microalgae organically. The process avoids inorganic chemicals, and pond residues and sludges are reused as agricultural manure. The salt residues from the nutraceutical unit contribute to animal nutrition, which we are working on in collaboration with Tamil Nadu University of Veterinary and Animal Sciences (TANUVAS) to develop nutrient-rich 'fibre-fortified fodder block' developed from sugarcane bagasse for cattle. Animal adaptation trials were completed; commercial production is under progress.

3. **Innovative Products:**

The company is pioneering value-added products from excess bagasse and press mud. Notably, these soilless growing media from bagasse, results in benefits like increase in growth due to accuracy in application of water and nutrients, reduced water usage, more resilient plants, reduced land use footprint, reduction in usage of fertilizers and reduction in soil-borne diseases. The Company is also working on developing cost-effective and bio-degradable mulching sheet, grow bags from bagasse fibres and value addition of grow medium through hydrogel and nano nutrients. This bagasse value-addition is based on nano science technology interventions.

4. **Waste Management:**

E-Waste is responsibly recycled through authorized vendors, and waste oil undergoes reprocessing.

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

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? If no, the reasons thereof and corrective action taken, if any.	The reasons thereof and corrective action taken, if any.
Not Applicable as the company does not operate in ecologically sensitive areas.			

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

Name and Brief of the project	EIA Notification no	Date	Whether conducted by independent external agency?	Results communicated in public domain?	Relevant web link
Not Applicable					

13. Applicable environmental law/ regulations/ guidelines in India.

- i. 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.

Yes. Our existing manufacturing units comply with the applicable environmental regulations and operate as per conditions mentioned in Consent to Operate issued by the respective Pollution Control Boards.

#### Leadership Indicators

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

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

- (i) Name of the area: Pugalur and Bagalkot  
(ii) Nature of operations: Sugar and Distillery Plants

Water withdrawal, consumption and discharge in the following format:

Parameter	FY (2023-2024)	PY (2022-2023)
Water withdrawal by source (in kilolitres)		
(i) Surface water	504846	652967
(ii) Groundwater	25916	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	530762	652967
Total volume of water consumption (in kilolitres)	164607	149042
(Water consumed / turnover)		
Water intensity per rupee of turnover	0.0000059 KL/Re.	0.0000051 KL/Re.
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		



Parameter	FY (2023-2024)	PY (2022-2023)
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment	140533	72119
(v) Others		
- No treatment		
- With treatment – please specify level of treatment	225622	431806
Total water discharged (in kilolitres)	366155	503925

ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

2. Total Scope 3 emissions

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.

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

Not applicable as we do not operate in ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions / effluent discharge / waste generated.

S. no	Initiative Undertaken	Details of the Initiative (Web- Link, if any, May be provided along -With summary)	Outcome of the initiative
1	Upgradation of Distillery ETP with UASB technology	Process condensate water recycling	Resources optimization and raw water consumption reduced by 4.8% over previous year. Recycling of CPU treated water and using average of 1100 M3/day
2	Green cover allocation	45 Acres in Nellikuppam, 44 Acres in Pugalur, 92 Acres in Haliyal, and 1000 tree saplings in Bagalkot.	Reduction of CO2 emission.
3	Installation of DG Set with 30 mars stack height	Protect the environmental Health and safety	To address the air emissions.
4	Dry leaves composting project introduced at Nellikuppam unit	Conversion of natural Manure	Synthetic fertilizer can harm the environment
5	16 nos of Rainwater harvesting recharge pits introduced in Nellikuppam Unit	Save the ground water through specially constructed by pits	To save the ground water
6	Online monitoring stack emissions installed at Pugalur unit.	Monitoring the gases released into the air from boiler stack, chimneys or DG set	To monitor and avoid air pollution

S. no	Initiative Undertaken	Details of the Initiative (Web- Link, if any, May be provided along -With summary)	Outcome of the initiative
7	CPU Installation at Bagalkot, Pugalur and Ramdurg units	To reduce the raw water consumption and using the same for Sugar and Co-gen process.	1) Reducing scale, boosting heat-transfer efficiency and improving boiler equipment efficiency. 2) Reduction of 30 % surface water consumption in FY23-24 (404579) from the water consumption of FY 22-23 (577305 KL).
8	UASBAR system modification in Bagalkot plant	Incorporation of Flare system to burn off the Methane produced during anaerobic reaction	Limiting the generation of Green House gases
9	Anaerobic treatment system rewamped at Haliyal unit	Treating the sludge and to breakdown the organic contaminants present in the wastewater	To treat the wastewater and release treated wastewater into the absorption field.

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

Yes.

The Company has a comprehensive strategy that aims to prevent and mitigate the impact of various risks on its operations. We ensure that the personnel and the assets are safeguarded and can function swiftly in the face of a disaster. Our risk-management / business continuity plan involves identifying risks and their potential impact on operations, implementing safeguards and procedures to minimize risks, regularly testing procedures to ensure their effectiveness. The Company as part of its disaster management plan regularly conducts mock drills, safety workshops to be prepared for any unforeseen situations.

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

90% of our material is sugarcane, an agri based water intensive product. To conserve resources, we promote sustainable farming practices in sugarcane cultivation areas 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.

The Company nurtures rural entrepreneurs to facilitate technology transfer among marginalised farming communities. Farmer entrepreneurs are created to produce direct transplantable sugarcane seedlings, bio-agents for sugarcane pest control and render mechanisation services.

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 that 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. Conventionally manual labour or tractor mounted sprayers were deployed in sugarcane fields for spraying chemicals (growth promoters and micronutrients). In recent times, drones are being used with enhanced precision in less time.

In South India, sugarcane is planted using single/ double/ triple budded setts and in some cases by using seedlings. The planted sugarcane is harvested between eight to nine months. The new technology of chip bud seedlings is introduced where the buds are chipped from the sugarcane using efficient cutting machines and raised under controlled conditions for 20 to 30 days using shade nets and the protray technique. When these seeds are planted in fields, the harvesting period is reduced by a month.

To conserve irrigation water in sugarcane cultivation, the company embarked on initiatives to improve irrigation systems. After two years of intensive field trials with international technical collaborations, autonomous irrigation systems were installed on a pilot-scale basis in cane fields. Results indicate up to 60% irrigation water saving.

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 inter crop their fields.

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 areas 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 benefit from this program. We are also in the process of collaborating with Boomitra, an Earthshot prize winner, to assist farmers in enhancing their incomes through carbon credit remuneration. Global corporations can buy certified carbon credits; farmers are incentivized to increase soil carbon, removing CO2 from the atmosphere.

**7. 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) and a host of other services, initiatives and measures as detailed above. The positive impact of these practices on environment in terms of water savings and GHG emission reduction has been documented.

For suppliers other than farmers, we have developed an ESG based questionnaire to assess their ESG performance & environmental impacts of their operations. The suppliers are onboarded after their ESG performance is assessed on various metrics.

**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. Trade and industry chambers / associations**

**i. Number of affiliations with trade and industry chambers / associations**

4

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

Sr No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	CII	State
2	ISMA	National
3	SISMA	National
4	Hindustan Chambers of Commerce	State

**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 authority	Brief of the Case	Corrective action taken
	NIL	

**Leadership Indicators**

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

Public policy advocated	Method resorted for such advocacy	Frequency of Review by Board	Whether information available in public domain?	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 Company based on applicable laws, in the current financial year.

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
Not Applicable					

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

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

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

EID Parry conducts need assessment studies in marginalized communities around its manufacturing sites. The company's CSR projects are informed by the outcomes of these assessments. Some of the mechanisms are as follows:

**1. Structured Community Engagements:**

Regular community engagements help identify needs and quantify the impacts of CSR activities. The Human Resource Department and Cane Department interact with the community on various matters, including health care, education, disaster relief, rural development, and art and culture. They receive concerns (both written and verbal) and work toward addressing them.

**2. Proactive Community Engagement:**

We actively engage with the community as part of its development efforts. Informal and formal sessions are conducted throughout the year to facilitate interactions and collaboration.

For further details, you can also refer to the response provided 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 (2023-2024)	PY (2022-2023)
Directly sourced from MSMEs/ small producers	36	21.51
Directly within India	100%	100%

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

Parameter	FY (2023-2024)	PY (2022-2023)
Rural	40.21	42.85
Semi-urban	37.21	37.69
Urban	0	0
Metropolitan	22.58	19.47

### 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
-	

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

State	Aspirational District	Amount spent (in INR)
Andhra Pradesh	Viziangaram	2,00,000

3. Preferential procurement policy.

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

Yes

- ii. 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.

- iii. What percentage of total procurement (by value) does it constitute?

The company procures sugar cane from marginalized farmers in its command area. The Marginal farmers (with less than 3 acres) constitute around 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.

Intellectual Property based on traditional knowledge	Owned/ Acquired	Benefit shared	Basis of calculating benefit share
NIL	NIL	NIL	NIL

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

Name of authority	Brief of the Case	Corrective action taken
NIL	NIL	NIL

6. Details of beneficiaries of CSR Projects.

CSR Project	Number of persons benefitted from CSR Projects	% of beneficiaries from marginalized and vulnerable groups
<b>Haliyal Unit</b>		
Provided Basic Healthcare support to villages through Project "Wellness on wheels" at Villages near Haliyal, Uttara Kannada District, Karnataka	24200	100
Provided scholarship for farmer's Children at Haliyal, Uttara Kannada District, Karnataka	585	100
Support extended for construction of Classrooms and related facilities in local schools at Haliyal, Uttara Kannada District, Karnataka	500	100
Supported for Primary Education at Villages Through CherYsh Trust at Haliyal, Uttara Kannada District, Karnataka	150	100

<b>CSR Project</b>	<b>Number of persons benefitted from CSR Projects</b>	<b>% of beneficiaries from marginalized and vulnerable groups</b>
Supported for Weight Lifting and Wrestling Training at Haliyal, Uttara Kannada District, Karnataka	300	100
Contributed for upgrading the existing drinking water facility in rural villages at Uttara Kannada District, Karnataka	600	100
<b>Ramdurg Unit</b>		
Organised specialised eye camp for rural populace and extended support for cataract operation and spectacles at free of cost to the needy villagers at Ramdurg, Belagavi District, Karnataka	2100	100
Extended support for construction of rest rooms, renovation of Classrooms and provided RO plants for local schools at Ramdurg, Belagavi District, Karnataka	600	100
Provided High mast lights and constructed drinking water tank in nearby villages at Ramdurg, Belagavi District, Karnataka	600	100
<b>Bagalkot Unit</b>		
Conducted medical camp for rural villagers and provided medical diagnosis and medicines at free of cost at Bagalkot District, Karnataka	750	100
Provided educational aids - Lab Equipment, Smart Board to nearby school at Bagalkot District, Karnataka	300	100
Provided Solar and LED lights to nearby villages at Bagalkot District, Karnataka	600	100
<b>Sankili Unit</b>		
Provided Basic Healthcare support to villages through Project "Wellness on wheels" at Villages near Sankili, Srikakulam District, Andhra Pradesh	22000	100
Conducted medical camp for rural villagers and provided medical diagnosis and medicines at free of cost near Sankili, Srikakulam District, Andhra Pradesh	800	100
Organised specialised eye camp for rural populace and extended support for cataract operation and spectacles at free of cost to the needy villagers near Sankili, Srikakulam District, Andhra Pradesh	1200	100
Provided scholarship for farmer's Children at Sankili, Srikakulam District, Andhra Pradesh	423	100
Contributed for Infrastructure development at Rural Schools near Sankili, Srikakulam District, Andhra Pradesh	600	100
Support extended for promoting of sports at neighbouring village schools by providing sports kit and organising sports tournament at Sankili, Srikakulam District, Andhra Pradesh	300	100
Provided solar light facility to nearby villages and supported for construction of village library hall near Sankili, Srikakulam District, Andhra Pradesh	1000	100
<b>Nellikuppam Unit</b>		
Provided Medical Care and Support for Rural Populace at their doorsteps through rural health center at villages near Nellikuppam, Cuddalore District, Tamil Nadu	17800	100
Provided after school learning support for rural school students through after school education project at villages near Nellikuppam, Cuddalore District, Tamil Nadu	300	100

<b>CSR Project</b>	<b>Number of persons benefitted from CSR Projects</b>	<b>% of beneficiaries from marginalized and vulnerable groups</b>
Support for renovation of class room at rural school near Nellikuppam, Cuddalore District, Tamil Nadu	200	100
Provided sports training for rural youth and facilitated them to participate in national level tournaments and win medals through Sports for Development Project at villages near Nellikuppam, Cuddalore District, Tamil Nadu	400	100
Supported for Rural Development Projects focused on development of infrastructure in Villages at villages near Nellikuppam, Cuddalore District, Tamil Nadu	1800	100
Contributed saplings to rural villages to promote greenbelt development near Nellikuppam, Cuddalore District, Tamil Nadu	300	80
<b>Pugalur Unit</b>		
Sponsorship support extended for throwball training and conducting tournament at Pugalur, Karur District, Tamil Nadu	350	100
Provided support for Rural development involving local administration for laying of roads, repairing canals, supply drinking water, construction of sanitary complex to general public and providing solar lights for rural villages around Pugalur, Karur District, Tamil Nadu	2800	85
Support extended for maintenance of saplings planted at Pugalur, Karur District, Tamil Nadu	1000	85
<b>Sivagangai Unit</b>		
Provided Medical Care and Support for Rural Populace at their doorsteps through rural health center at villages near Udaikulam, Sivagangai District, Tamil Nadu	2800	100
Provided after school learning support for rural school students through after school education project at villages near Udaikulam, Sivagangai District, Tamil Nadu	280	100
Support extended for construction of community centers, RO Water Facility and Repair of Drinking water pond at Udaikulam, Sivagangai District, Tamil Nadu	1200	100
<b>Oonaiyur Unit</b>		
Provided infrastructure support for computer lab at nearby school in Oonaiyur, Pudukottai District, Tamil Nadu	300	100
Support extended for RO Water Facility at Oonaiyur, Pudukottai District, Tamil Nadu	600	100
<b>Corporate Office</b>		
Provided relief materials for flood affected victims at Chennai City, Tamil Nadu	100	100
Provided support for sports training at Chennai City, Tamil Nadu	400	80
Support extended for training girl students from less privileged background on performing arts at Chennai City, Tamil Nadu	400	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.**

During the financial year 2023-24, a total of 28 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. Further, 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.

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.

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

	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: The products of the Company contain relevant labelling/product information as required under the applicable laws.

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

Particulars	FY 2023-24(Current Financial Year)			FY 2022-23(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	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	28*	-	-	34	-	-

\*Includes complaints received from customers, retail, institutional and trade.

**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

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)

**7. Provide the following information relating to data breaches**

i. Number of instances of data breaches	-
ii. Percentage of data breaches involving personally identifiable information of customers	-
iii. Impact, if any, of the data breaches	NA

**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	<a href="https://www.eidparry.com/products/sugar/sweetcare">https://www.eidparry.com/products/sugar/sweetcare</a> <a href="https://www.eidparry.com/products/jaggery/#healthyE-commerce-platforms">https://www.eidparry.com/products/jaggery/#healthyE-commerce platforms</a>
E-commerce platforms	Flipkart: <a href="https://www.flipkart.com/parry-s-sweet-care-low-gi-sugar/p/itmcd86ec7c895b7?pid=SUGGFZF9HQA8VWQZ&amp;lid=LSTSUGGFZF9HQA8VWQZFQP2M9&amp;marketplace=GROCERY&amp;iid=en_gxWQkDu7-heWOkxGMOeN6mFBnSmvGFyB7KMdO5hnmWkpVJnvE_zkM5QOIlCDy4gAKAC2j8h-IXOrvOXL4zIfw%3D%3D">https://www.flipkart.com/parry-s-sweet-care-low-gi-sugar/p/itmcd86ec7c895b7?pid=SUGGFZF9HQA8VWQZ&amp;lid=LSTSUGGFZF9HQA8VWQZFQP2M9&amp;marketplace=GROCERY&amp;iid=en_gxWQkDu7-heWOkxGMOeN6mFBnSmvGFyB7KMdO5hnmWkpVJnvE_zkM5QOIlCDy4gAKAC2j8h-IXOrvOXL4zIfw%3D%3D</a>
	Amazon: <a href="https://www.amazon.in/Parrys-Sugar-Amrit-Cane-Pouch/dp/B01K73XLAK/ref=sr_1_3_f3_wg_sspa?almBrandId=ctnow&amp;crId=2WJO2GIJAOGQO&amp;fpw=alm&amp;keywords=sugar&amp;qid=1688053520&amp;s=nowstore&amp;prefix=sugar%2Cfresh%2C229&amp;sr=1-3-spons&amp;sp_csd=d2lkZ2V0TmFtZT1zcF9hdGY&amp;psc=1">https://www.amazon.in/Parrys-Sugar-Amrit-Cane-Pouch/dp/B01K73XLAK/ref=sr_1_3_f3_wg_sspa?almBrandId=ctnow&amp;crId=2WJO2GIJAOGQO&amp;fpw=alm&amp;keywords=sugar&amp;qid=1688053520&amp;s=nowstore&amp;prefix=sugar%2Cfresh%2C229&amp;sr=1-3-spons&amp;sp_csd=d2lkZ2V0TmFtZT1zcF9hdGY&amp;psc=1</a>
	Big Basket: <a href="https://www.bigbasket.com/pd/40213544/parrys-sweet-care-low-gi-sugar-200-g/?nc=cl-prod-list&amp;t_pos_sec=1&amp;t_pos_item=5&amp;t_s=Sweet+Care++Low+GI+Sugarhttps://blinkit.com/prn/parrys-superfine-sugar/prid/495432">https://www.bigbasket.com/pd/40213544/parrys-sweet-care-low-gi-sugar-200-g/?nc=cl-prod-list&amp;t_pos_sec=1&amp;t_pos_item=5&amp;t_s=Sweet+Care++Low+GI+Sugarhttps://blinkit.com/prn/parrys-superfine-sugar/prid/495432</a>
Social media	<b>Facebook account:</b> <a href="https://www.facebook.com/parrysconsumerproducts/">https://www.facebook.com/parrysconsumerproducts/</a> <b>Instagram account:</b> <a href="https://www.instagram.com/parrysconsumerproducts/">https://www.instagram.com/parrysconsumerproducts/</a> <b>LinkedIn account:</b> <a href="https://www.linkedin.com/company/eid-parry-india-ltd/">https://www.linkedin.com/company/eid-parry-india-ltd/</a>

**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 TV Commercials (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 uses 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 COVID-19 pandemic, manufacture of sugar being essential services, the Company carried out its operations without any disruption.

**4. Entity display product information**

**i. Does the entity display product information on the product over and above what is mandated as per local laws?**

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).

**ii. 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