

**Persistent Performance.
Sustainable Progress.**



Persistent Performance. Sustainable Progress.

At IOL Chemicals And Pharmaceuticals Limited (IOL), we have solidified our presence in the pharmaceutical and specialty chemicals industry through prudent financial and operational management over the years. Simultaneously, we have integrated sustainability principles into our business strategy, fostering a balanced approach that combines performance and responsibility.

As we navigate an ever-evolving industry landscape, we recognize the growing significance of Environmental, Social, and Governance (ESG) aspects. We continuously adapt our operations and management systems to align with stakeholder needs while ensuring the responsible use of limited natural resources. We are committed to making a positive impact on the environment, uplifting underserved sections of society through CSR initiatives, and establishing a governance system that embodies reliability, transparency, and accountability.

In our pursuit of sustainability, we have set ambitious targets to reduce our environmental footprint, further contribute to society's well-being, prioritize impact over profits, and enhance the well-being of our employees. We are taking proactive and responsible actions to make measurable progress, reinforcing our commitment to a sustainable future.



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Highlights of FY 2022-23

Financial

₹2,243 crores

Total Income

₹252 crores

EBITDA

₹140 crores

Net Profit

Environment

100%

Zero Liquid Discharge

4.58%

Reduction in GHG emission (Scope 1) over past year

Social

86.80%

Employee participation rate in training programs

67.07%

Employees trained on human rights

2,709

Total employees

39.94%

Input material directly sourced from within the district and neighboring districts

Governance

Zero

Complaints were received regarding conflict of interest

Zero

Instances of non-compliance with laws and regulations

About the Report

Welcome to IOL Chemicals And Pharmaceuticals (IOL's) second Sustainability Report, a comprehensive overview of our constant commitment to integrating sustainability into every aspect of our operations. This Report serves as a testimony to our dedication to Environmental, Social, and Governance (ESG) principles and outlines our management strategies for achieving our sustainability goals.

Reporting Scope and Boundary

Our Report covers the period from 1st April 2022 to 31st March 2023, offering a comprehensive view of our sustainability performance and strategies. It highlights our responsible practices, governance framework, and efforts to drive positive change. We have primarily established our operations in Barnala, Punjab, with ten manufacturing units.

List of entities included:

- IOL Foundation
- IOL Speciality Chemicals Limited
- IOL Life Sciences Limited

Reporting Standards

We have aligned our reporting with industry-leading standards, embracing transparency and accountability. Our sustainable reporting adheres to the principles of the Business Responsibility and Sustainability Reporting (BRSR) framework, the United Nations Sustainable Development Goals (UN SDGs), and the Global Reporting Initiative (GRI) standards. This comprehensive approach ensures that our reporting reflects our commitment to responsible business practices and our dedication to global sustainability priorities and best practices in reporting.

Our Stakeholders and Materiality Analysis

We actively engage with investors, customers, employees, regulatory bodies, and communities to understand their expectations and priorities. Through a thorough materiality assessment, we identify and prioritize the most significant ESG issues that matter to our stakeholders. This analysis shapes our reporting, ensuring we address the topics of utmost importance to all our key stakeholders.

Our Stakeholders



Customers



Suppliers/Vendors



Service Contractors



Communities



Employees and Contractual Laborers



Government Authorities



Shareholders/Investors



Non-government Organizations



Media

[Read more Page 12](#)

Responsibility Statement

We, as management, acknowledge our duty to ensure the accuracy and reliability of the information presented in the Sustainability Report. Simultaneously, we are committed to maintaining the Report's impartiality, comparability, and comprehensibility. We also confirm that the report addresses all the essential material issues concerning our organization and its stakeholders. Furthermore, it effectively communicates our organization's capacity to seize opportunities while mitigating risks.

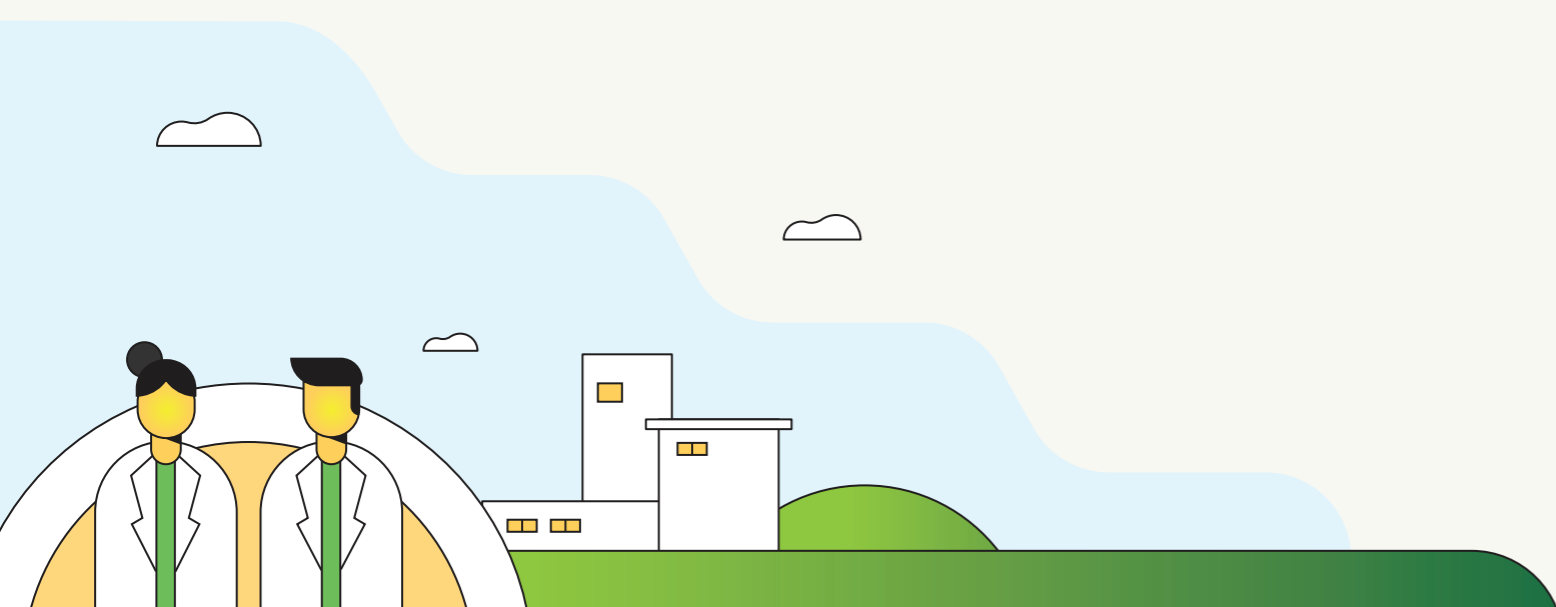
Feedback

Your feedback, enquiries, and suggestions on any aspect of our sustainability performance are welcome.

Email investor@iolcp.com

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Catalyzing Excellence in Pharmaceuticals and Chemicals

We are a leading manufacturer of Active Pharmaceutical Ingredients (APIs), intermediates and specialty chemicals. Our API portfolio covers various therapeutic categories, including pain management, anti-diabetic, anti-hypertensive, and anti-convulsant drugs. We also have extensive expertise in specialty chemicals, which provides us with a foundation for diversified growth opportunities and strengthens our business model.

Key Facts

10

API facilities, of which six are multi-product and four are dedicated facilities


3

Dedicated specialty chemicals facilities

80+

Countries served through these facilities


Our membership associations



PHD Chamber of Commerce and Industry




Pharmexcil



Chemexcil



Apex Chamber of Commerce and Industry Indian Chemical Council



Confederation of Indian Industry



Vision

To be amongst the most admired companies in APIs, Intermediaries, and Specialty Chemicals globally.



Values

We at IOL, believe values bring character to any organization that help leaders to guide teams for a culture of excellence through continuous improvements.



Mission

To provide top quality products in APIs, Intermediates and Specialty Chemicals through continuous innovation and cutting-edge technology, with due regards to safety and environment.



Promise

We are a trusted partner for delivering high quality products. Our fundamental value system ensures that we stand by our commitments. We have strict manufacturing protocols to comply with and we produce our products with the highest quality standards. We emphasize on maintaining after-sales service by ensuring meaningful support and assistance to our customers, globally.



Our Purpose

To improve the Quality of Life



People

Our customers, employees, suppliers, partners, investors, communities, and families



Principle

To do business in a legal, ethical and fair manner



Planet

To take care of the planet by reducing GHG emissions, effluents, power, and following green chemistry



Profit

To generate sustainable profits without compromising on any other factor

Business Segments

Catering to the Critical Needs of Diverse Industries

Our business comprises two core segments: API manufacturing and specialty chemicals. In API manufacturing, we hold a 35% global market share in ibuprofen production and metformin supply. In specialty chemicals, we are India's second-largest producer of isobutyl benzene, with versatile capabilities to consistently deliver essential chemicals like acetyl chloride and ethyl acetate, setting new standards for quality and reliability across diverse industries.

Active Pharmaceutical Ingredients

As a leading API manufacturer, we specialize in producing and supplying critical components for the global pharmaceutical industry. Our focus on innovation and research drives generic API product development to expand access to essential medications for the well-being of humanity. With a focus on quality and cost-effectiveness, we have launched a wide range of APIs to enable the pharma industry for better patient outcomes.

Supported by complete backward integration and a production capacity of 12,000+ MT, we are the largest Ibuprofen producer in the world. Additionally, as one of India's largest Metformin producers, we ensure a steady supply of this vital API to meet the growing demand of the pharmaceutical industry.

FY 2022-23 Highlights

3

Products (pantoprazole, levetiracetam and ibuprofen process-II) received CEP

3,600 MTPA

Capacity of Paracetamol

Application in Various Therapeutic Areas



Anti-inflammatory



Anti-convulsant



Anti-platelet



Proton Pump Inhibitor



Anti-cholesterol



Analgesic and Antipyretic



Anti-diabetic



Anti-cholinergic

Specialty Chemicals

We began with a modest capacity of 3,000 TPA for Ethyl Acetate 1996. Over the years, we have become the largest single-location plant in India, with a production capacity of 1,00,000 TPA.

- India's second-largest iso butyl benzene (IBB) manufacturer commanding ~30% of the global market share.
- Recognition for our commitment to quality and compliance, exemplified by the REACH Certificate for ethyl acetate, enabling exports to 40+ countries worldwide.
- Playing a pivotal role in ibuprofen production by producing critical starting materials such as IBB, MCA, and acetyl chloride.
- Conducted a comprehensive market study of acetic anhydride, leading to the commissioning of a new plant.

- Captive consumption capabilities for monochloroacetic acid (MCA) with a capacity of 7,200 TPA and acetyl chloride with a capacity of 5,200 TPA.
- Setting new benchmarks with Asia's first continuous dual technology (green chemistry) plant for MCA and acetyl chloride, reflecting our commitment to sustainable practices.
- Explored opportunities in diverse product categories, such as plasticizers, amines, and diketene derivatives, enabling us to identify new products for future growth.

Serving Diverse Industries



Food Processing



Pharmaceuticals



Anti-platelet



Paints



Flexible Packaging



Chemical Intermediates



Inks



Pesticides

Key Chemicals Manufactured

Acetyl chloride

Iso butyl benzene

Ethyl acetate

Monochloroacetic acid

FY 2022-23 Highlights

25,000 MTPA

Commissioning of Acetic Anhydride Plant of Capacity



Sustainable Progress in a Dynamic Landscape



VARINDER GUPTA
Managing Director



At IOL, sustainability is an integral value deeply ingrained in every aspect of our business. Our sustainability efforts create enduring positive impacts on the environment, people, our communities, and our value chain partners while adhering to the highest standards of corporate governance."

Dear Stakeholders,

I am pleased to present our Sustainability Report for the fiscal year 2022-23, providing insights into our journey towards a more sustainable and responsible future. In a constantly evolving industry, we have continued to demonstrate consistent performance while striving for progress that extends beyond profits.

Robust Performance amid Evolving Industry Landscape

In a year marked by dynamic market conditions and global uncertainties, I am proud to share that we have maintained a course of consistent performance. Our financial results for FY 2022-23 are a testament to our resilience, adaptability, and strategic foresight.

Our revenue increased from ₹2,216 crores to ₹2,243 crores, underscoring our ability to navigate successfully through headwinds. This growth is attributable to strategic expansion efforts in the API and specialty chemicals segments. We also secured access to European markets through certifications and regulatory approvals.

To understand our performance better, it is crucial to consider the industry landscape. The pharmaceutical and specialty chemicals sectors have emerged as key drivers of growth on a global scale.

In the current global landscape, the pharmaceutical and specialty chemicals sectors are poised for significant growth. The pharmaceutical industry is set for steady expansion, with a projected 3-6% CAGR over the next five years. Simultaneously, India's pharmaceutical market will likely grow at a CAGR of 13.9% between 2024 and 2030.

Within the pharmaceutical sector, the Active Pharmaceutical Ingredient (API) market holds substantial growth potential, driven by the rising demand for generic drugs and a shift towards domestic manufacturing. With its expertise in API production, cost competitiveness, PLI scheme, and regulatory compliance, India is well-positioned to thrive in the global market.

Likewise, the specialty chemical sector in India has been experiencing sustained growth. It is anticipated that India will become a significant player in the global chemicals market, capturing a notable market share by 2040. This sector's growth trajectory is promising, with steady progress projected over the next couple of decades.

Our Strategic Focus for Sustainable Growth

In this context, let me share some key areas of strategic focus that are guiding our journey towards sustainable growth:

- **Research and Development (R&D):** Our priority is to establish ourselves as a reliable and innovative API and specialty chemicals supplier. Advanced technical methods, such as continuous flow reactions, are intensifying the processing of our top products while eliminating unnecessary steps.
- **Green Alternatives:** We aim to enhance our API offerings by introducing new and complementary products. Our unwavering commitment to environmentally sustainable practices ensures the introduction of green alternatives, reducing carbon footprints while upholding uncompromised quality standards.
- **Collaboration:** We strike a balance between in-house product development and strategic collaborations for R&D. Strong partnerships with competent external institutes complement our in-house capabilities.
- **Patents and Regulatory Approvals:** Our R&D efforts have yielded positive outcomes regarding patents and regulatory approvals. These achievements will help us drive growth in regulated markets, ensuring steady revenue.

Sustainability is in our DNA

At IOL, sustainability is an integral value deeply ingrained in every aspect of our business. Our sustainability efforts are aimed at creating enduring positive impacts on the environment, people, our communities, and our value chain partners while adhering to the highest standards of corporate governance.

Building a Greener Future

In our pursuit of sustainability, we place the environment at the forefront of our efforts. We are deeply committed to minimizing our carbon footprint and conserving precious natural resources. Our ambitious targets for carbon emissions reduction drive our sustainability-focused initiatives. Responsible waste management is another cornerstone of our sustainability journey, where we minimize waste generation and enhance recycling practices to ensure responsible resource management.

Nurturing our Workforce

Our commitment to sustainability extends to our employees, who are the heart of our organization. A motivated and skilled workforce is essential for achieving sustainability goals. We invest in our employees by providing extensive training opportunities. In FY 2022-23, we achieved 100% participation in training programs, enabling our workforce to enhance their skills and contribute effectively. Employee retention and well-being are paramount, and our robust return-to-work programs ensure that employees who temporarily leave the workforce can seamlessly reintegrate into their roles.

Our performance and career development reviews for all employees foster a culture of continuous improvement. We prioritize the health and safety of our employees, conducting assessments of our plants' health and safety practices and working conditions, and we are pleased to report zero complaints from our employees in these areas. Fair compensation is non-negotiable, and we ensure that 100% of our permanent employees receive more than the minimum wage, reflecting our commitment to fair and ethical employment practices.

Empowering Communities

Our Corporate Social Responsibility (CSR) initiatives are aimed at creating a positive impact on the communities surrounding our operations. We are dedicated to uplifting underserved sections of society through education initiatives, ensuring access to quality education. Healthcare access is a cornerstone of our CSR efforts, and we collaborate with healthcare organizations to improve healthcare infrastructure and services in underserved areas. Supporting livelihood development programs that create sustainable economic opportunities for communities is another aspect of our CSR initiatives. This includes skill-building and entrepreneurship initiatives. Environmental conservation is at the heart of our CSR initiatives, focusing on projects that promote sustainability, including tree-planting drives and waste management programs.

Fostering Sustainable Partnerships

We recognize the vital role of addressing environmental and social impacts across our supply chain. Our awareness programs aim to educate our value chain partners on vital principles such as the code of conduct, SA8000 awareness, transportation safety guidelines, sustainable procurement policy, NDMA impurity declaration, and EHS&S awareness. We prioritize the deduction and timely deposit of statutory dues by our value chain partners, conducting regular inspections of their records to ensure compliance. Taking the health, safety, and working conditions of our value chain partners seriously, we have conducted comprehensive assessments covering various aspects, ensuring responsible and ethical practices.

Way Forward

Reflecting on the past year, we recognize both our challenges and accomplishments. Our commitment to consistent performance remains strong, but our journey toward sustainability has become an even greater responsibility.

In conclusion, I would like to thank all our stakeholders for their continued support and trust in the Company. As we move forward, our industry leadership will continue to be defined by our ability to deliver consistent performance while making sustainable progress.

Warm regards,

VARINDER GUPTA
Managing Director

Steering a Course towards Sustainability

At IOL, sustainability encompasses environmental responsibility, extensive social contributions through CSR initiatives, and governance built on transparency and accountability, ensuring ethical standards in every facet of our operations.

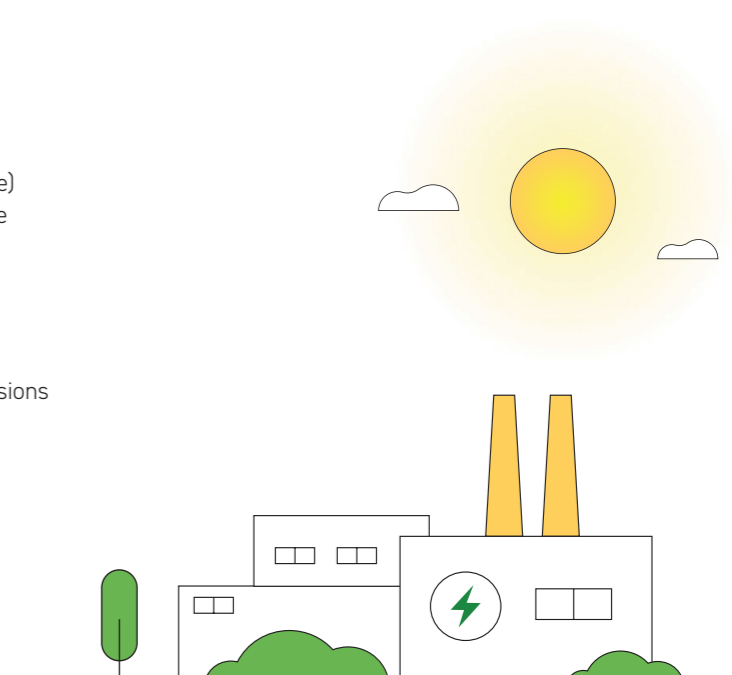
Our Sustainability Approach



Sustainability Goals, Targets and Progress

- We have signed the SBTi (Science-based Target initiative) commitment, underscoring our dedication to sustainable practices. Our targets include a reduction in Scope 1 emissions by 40% and a 100% reduction in Scope 2 emissions by 2035, based on the baseline emissions of FY 2021-22.
- Ongoing collection of baseline data for all Scope 3 Emissions

Our targets include a reduction in Scope 1 emissions by 40% and a 100% reduction in Scope 2 emissions by 2035



Progress

We have been undertaking various operational excellence initiatives, addressing reduction in raw material consumption, energy and water usage, and waste generation. We have already made significant strides in using renewable energy sourced from green fuel. Our R&D team emphasizes sustainable manufacturing through green chemistry and efficient processes that consume fewer resources while minimizing cycle times and overall carbon intensity.

CDP and SBTi initiatives

- Secured CDP membership and completed CDP Climate Change questionnaire; result received, achieved Level D, result awaited for FY 2023-24 for climate change and water security.
- Signed commitment letter for SBTi projects and identified science-based targets modeling is finalized.

Enhancing sustainability management

- Introducing sustainability data management software.
- Mapping progress toward sustainability objectives.

Third-party verification and compliance

- Conducting periodic third-party verification audits.
- Aligned with sustainability standards: GRI Guidelines, SASB, BRSR.

Our Sustainability Journey










Inclusivity in Action

We interact with our stakeholders through robust engagement processes and listening mechanisms to learn about and respond to their concerns, to keep them informed of our activities, and to create mutually supportive opportunities and results.

Stakeholders	Needs and Expectations	Mode of Engagement
 <p>Investors/ Stakeholders</p>	<ul style="list-style-type: none"> • Access to financial reports, performance data, and investment strategies • Opportunities for input or feedback on corporate strategies • Assurance of responsible corporate governance and ethical practices 	<ul style="list-style-type: none"> • Returns on investments and dividend information • Quarterly or Annual Reports, Investor Meetings, Online Portals, Newsletters • Shareholder surveys and voting, and investor advisory/voting • Corporate Governance Reports, Ethical Standards Disclosures • Dividend Notifications, Annual General Meetings
 <p>Employees and Contractual Laborers</p>	<ul style="list-style-type: none"> • Sharing policies, plans, programs, guidelines, regulations, and decisions • Providing valuable opinions and technical expertise • Addressing employee welfare, promoting conducive working conditions, and offering competitive monetary benefits • Prioritizing health, workplace safety, and equitable salaries and wages to minimize negative impacts 	<ul style="list-style-type: none"> • Policies • Training • Internal communication • Mails • Display on notice boards • Management review meetings • Monthly meetings



Stakeholders	Needs and Expectations	Mode of Engagement
 <p>Service Contractors</p>	<ul style="list-style-type: none"> • Ongoing contracts and timely payments/benefits 	<ul style="list-style-type: none"> • Agreements, regulations related to payment of wages
 <p>Government Authorities</p>	<ul style="list-style-type: none"> • Adhere to laws, regulations, international, national, and industry codes and standards • Obtain necessary permits, licenses, and authorizations • Department of environmental management reviews compliance obligations 	<ul style="list-style-type: none"> • Annual Reports and website updates • Compliance reports on authority websites and submissions to relevant authorities based on regulation register. • Implementation of EHS management systems (ISO 14001:2015 and 45001:2018)
 <p>Communities</p>	<ul style="list-style-type: none"> • To ensure absence of negative impact on human health and the environment, safeguarding air, water, and soil 	<ul style="list-style-type: none"> • External communication register, meetings with society representatives, public information on the website
 <p>Suppliers/ Vendors</p>	<ul style="list-style-type: none"> • Policies, plans, programs, guidelines, regulations, and decisions 	<ul style="list-style-type: none"> • Diverse directives and regular gatherings • Assessment during management review sessions
 <p>Customers</p>	<ul style="list-style-type: none"> • Ensuring products or services do not adversely affect customer health or business 	<ul style="list-style-type: none"> • Utilization of customer feedback form data • Analyzing and incorporating it to enhance our services (marketing and sales)
 <p>Media</p>	<ul style="list-style-type: none"> • Policies, plans, programs, guidelines, regulations and decisions 	<ul style="list-style-type: none"> • External communication through designated management representatives
 <p>Non-government Organizations</p>	<ul style="list-style-type: none"> • Policies, plans, programs, guidelines, regulations and decisions 	<ul style="list-style-type: none"> • External communication through designated management representatives

Identifying Key Impact Areas

Our long-term success depends on our understanding of the overall business environment and the risks and opportunities that may impact our operations. We have a strong in-built mechanism to evaluate and mitigate risks so that we can generate sustained value for our stakeholders and meet their expectations.

Materiality Assessment Process

We have a structured materiality evaluation process to identify, assess, and report on key aspects of our business including economic, environmental, social, and governance aspects through a materiality evaluation. This process helps us understand material topics vital to our organization and stakeholders. In FY 2022-23, we refreshed our material assessment process and conducted it in accordance with GRI Standards including impact materiality procedures.



Material Topics

Environment	Social	Governance
<ul style="list-style-type: none"> Water and Effluent Climate Change and Energy Management Waste Management 	<ul style="list-style-type: none"> Employee Safety, Health and Well-being Employee Engagement Local Communities Human Rights Supply Chain Management 	<ul style="list-style-type: none"> Ethics Stakeholder Engagement Risk Management

Impact Materiality

IOL's Activities	Main Impact Generated (Actual/Potential)	Relevant Material Issue
Energy Insensitive Operations	⊖ Contribute to GHG (green house gas) emissions that cause climate change	Climate Change and Energy Management
Initiative on Solar Panel Installation	⊕ Reduction of emissions through increasing reliance on renewable energy	Climate Change and Energy Management
Active Monitoring of Air Quality	⊕ Limit the impacts of increasingly stringent global air quality regulations	Climate Change and Energy Management

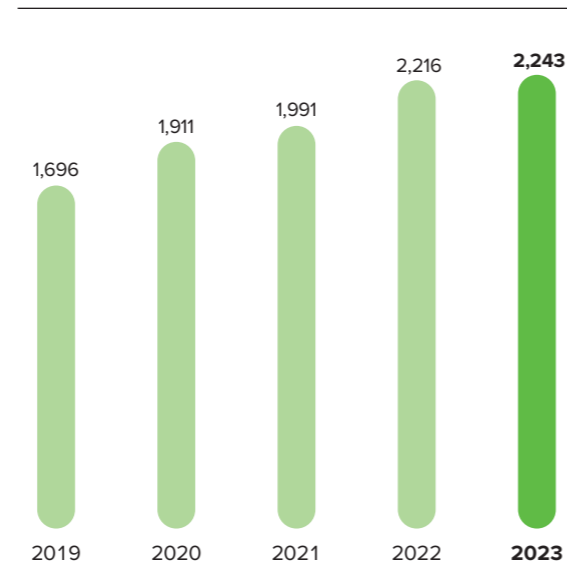
IOL's Activities	Main Impact Generated (Actual/Potential)	Relevant Material Issue
Efficient Working of ZLD (Zero Liquid Discharge) Plant	⊕ Increases operational efficiencies and lower operating cost	Water and Effluent
Waste and Effluent Generation from Manufacturing Activities	⊖ Waste may contaminate surface and groundwater ⊖ Hazardous material may accumulate and remain in the environment	Waste Management
Water Recycling Initiatives	⊕ Increases operational efficiencies and lowers operating costs	Water and Effluent
EV Introduction	⊕ Reduction of emissions	Climate Change and Energy Management
Management System SA8000 ISO 45K, 50K, 14K and 9K	⊕ Strengthen the organization's operations and operational controls and employee well-being	Employee Engagement
Talent Development Program	⊕ Adequate skill and knowledge development ⊕ Increases operational efficiency ⊕ Sustainable business growth and success	Employee Engagement
Incident Risk Management	⊕ Prevent accidents through robust processes in management operation and closure ⊕ Emergency preparedness and response plans ⊖ If not implemented thoroughly, operational hazards may occur like waste streams affecting the environment, livelihoods and communities	Employee Safety, Health and Well-being
Diversion of Waste	⊕ Reduction in landfilling	Waste Management
IOL workplace Health and Safety Programs	⊕ Helps prevent near-miss incidents ⊕ Strengthening workplace safety ⊖ Safety is critical due to hazardous working conditions	Employee Safety, Health and Well-being
CSR Activities	⊕ Increases the financial stability of local communities ⊖ Risks related to operating in areas with vulnerable communities such as indigenous people	<ul style="list-style-type: none"> Ethics Community Empowerment
Transportation Activities	⊖ Emissions from transportation may impact the ecosystem ⊖ Increase in dust and operational safety	<ul style="list-style-type: none"> Climate Change and Energy Management Employee Safety, Health and Well-being
Whistle Blower Policy	⊕ Limits violations and helps take corrective action	Ethics
Business Ethics and Anti-corruption Policies	⊖ Violations may increase compliance costs ⊕ Reduces corruption and bribery risks	Ethics
Procurement	⊕ Prevent accidents through robust processes in management, operation and closure ⊕ Emergency preparedness and response plans ⊖ If not implemented thoroughly, operational hazards may occur like waste streams affecting the environment, livelihoods and communities	Supply Chain Management

Driving Progress through Responsible Growth

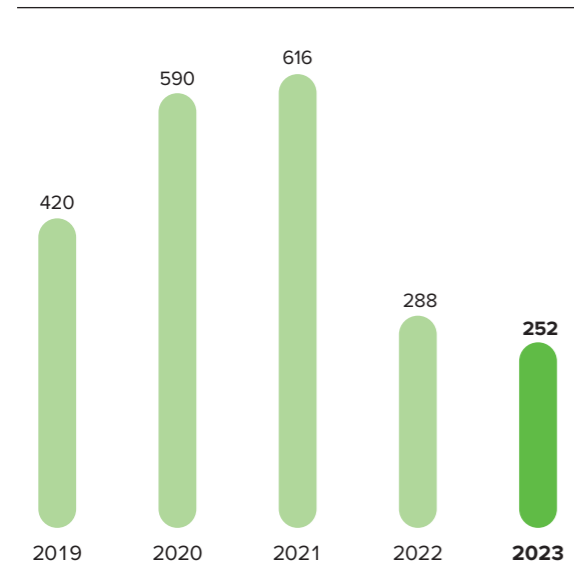
In pursuing sustainable growth and economic value creation, we actively engage in responsible financial practices, strategic capital allocation, and impactful contributions to our stakeholders.

Our long-term financial resilience depends on the continuing support of the investor community. During the year, our revenue increased from ₹2,216 crores to ₹2,243 crores, with notable contributions from domestic operations, particularly the pharmaceutical segment, which played a pivotal role in our revenue growth, contributing ₹1,262 crores. Our specialty chemicals segment contributed revenue of ₹955 crores (net of intersegment), showcasing sustained growth in this thriving market. Over ₹220 crores were allocated for strategic investments aimed at enhancing operations, improving facilities, and upholding the highest quality and safety standards. These investments align with our long-term vision and commitment to sustainable growth.

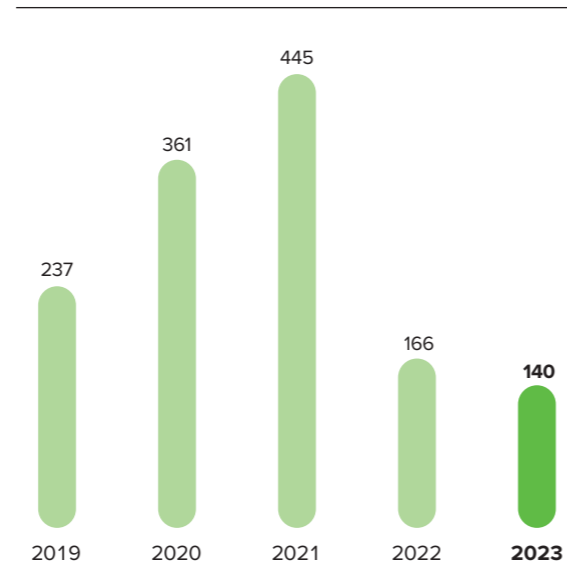
Revenue
(₹ in crores)



EBITDA
(₹ in crores)



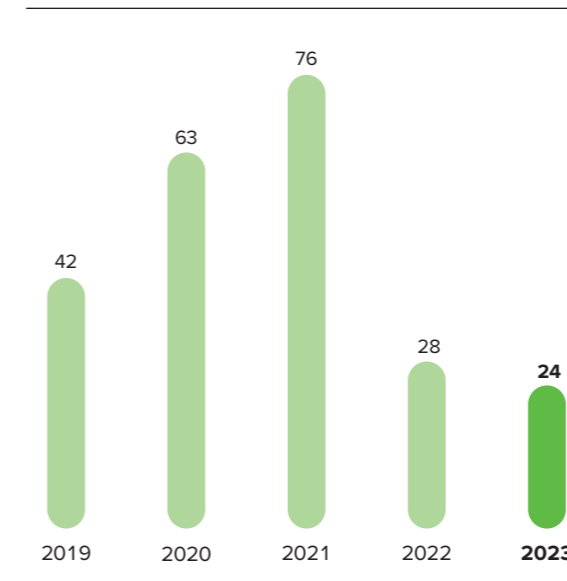
PAT
(₹ in crores)



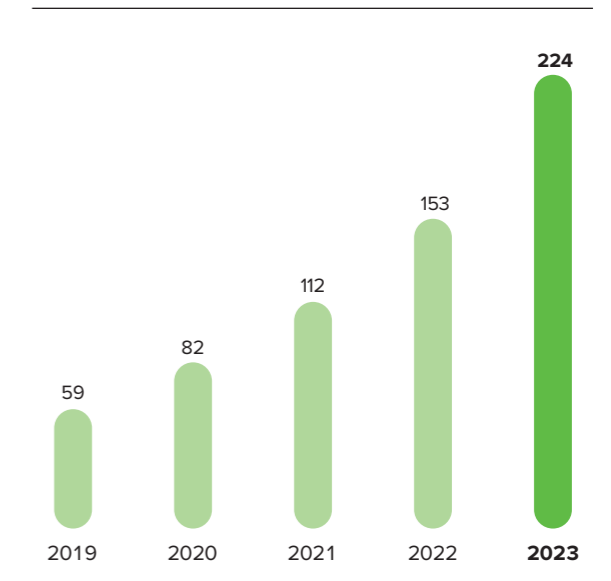
Economic Value Contribution

(in ₹ crores)	
FY 2022-23	
Economic value generated and distributed	
Economic value generated	
Revenue	2,243
Economic value distributed	
Operating Costs	1,814
Finance Cost	16
Depreciation	46
Employee Benefits Expense	168
Payments to Providers of Capital	23
Payments to Government	50
Community Investment (CSR)	9
Economic value retained	117

Earnings Per Share
(₹ in crores)



Capital Expenditure
(₹ in crores)



Ushering in a Better Future

We create an environment that promotes innovation and explores new ideas by collaborating with a skilled research and development team and building a robust infrastructure that blends traditional and modern research techniques with chemical engineering.

Focus Areas



Quality by Design

- High-quality product introduction with a focus on quality by design
- Robust scaling-up conditions derived from state-of-the-art tools like design of experiments



Adopting Best Practices

- Staying at the forefront of modern industry trends by attending national and international conferences
- Embracing eco-friendly practices for a sustainable future



Building Quality Concepts

- Equipped with a cutting-edge analytical instrumentation and validation lab for in-building quality concepts



Generic API and Intermediate Research

- Establishing a state-of-the-art research center in Punjab, India
- Focused on developing cost-effective, high-quality manufacturing processes for various therapeutic categories

Innovation Investments

(in ₹ crores)

	FY 2021-22	FY 2022-23
R&D revenues	11.11	16.75
R&D capex	4.71	4.71

R&D achievements

Yield Improvements and Optimization

Our R&D team achieved a remarkable 7% yield improvement in pantoprazole's final stage without significantly modifying the existing process. This advancement translates to an additional output of 40 kg/batch with a batch size of 560 kg, boosting productivity.

Successful Progression to Commercial Quantity Seeding Stage

We take pride in successfully progressing essential products like valsartan, sitagliptin, dexibuprofen, and mesalamine from lab-scale development to commercial quantity seeding. These accomplishments, achieved through pilot plant validations, underscore our ability to translate innovative ideas into tangible outcomes.

Backward Integration and Cost Optimization

Our R&D endeavors have led to the backward integration of levetiracetam by producing SABAM HCl and 4-CBC. This integration has optimized costs and minimized our external vendor dependency, enhancing operational efficiency.

Project Scaling and Commercialization

Projects like vildagliptin and minoxidil have crossed the kilo-scale validations, positioning us for plant-scale accreditations. These achievements showcase our ability to scale up and commercialize innovative products efficiently.

Recycling and Sustainability

Our R&D team has made significant progress in recycling and reusing non-immobilized transaminase to create sitagliptin API, setting us apart from others in the industry. This breakthrough demonstrates our commitment to sustainability and opens new avenues for biotechnology in chemical processes.

Innovation and Collaboration with Customers

We continuously strive to incorporate novel scientific technologies to meet the dynamic requirements posed by our customers. Our customer-centric approach exemplifies our ability to customize particle sizes and grades of ibuprofen, paracetamol, metformin, and pantoprazole.

Robust Credentials

To bolster our R&D capabilities, we have expanded our team, comprising ~110 highly skilled members, including doctorates, chemical engineers, and chemists. With specialized process and analytical research teams, a technology transfer division, and a process intensification unit equipped with cutting-edge continuous flow equipment, we are well-equipped to handle complex chemistry projects.

Infrastructure and Lab Capability Enhancement

We continuously enrich our R&D infrastructure to support innovation. With ongoing renovations, our R&D facility will expand to ~12,000 sq. ft., featuring state-of-the-art process research and analytical labs. The fully-equipped analytical labs, including HPLCs, LC-MS/MS, GC-MS, and GC-HS systems, ensure we meet both process research and regulatory needs. Our continuous flow lab facilitates various reactions, enhancing our research capabilities.



Sustainable Practices for a Greener Tomorrow

Our sustainability efforts have led to substantial reductions in emissions, responsible water management, increased renewable energy use, and the creation of green spaces on our premises. These efforts support a more sustainable future.

FY 2022-23 Highlights

4.58%

Reduction in Scope 1 GHG emissions

94%

Water-neutral

86.14%

Energy consumption through renewable sources

79%

Steam condensate recovery

83.50%

Reduction in freshwater consumption in cooling towers

11.07%

Reduction in water consumption

45 acres

Total green belt developed inside premises

19,950

Total trees planted

Material Issues Covered



Water and Effluent



Waste Management



Climate Change and Energy Management

SDGs Impacted



Environmental Responsibility

Water and Effluent

As a responsible organisation, we are committed to conserving fresh water and reducing our impact on the community. We are taking various initiatives to achieve a 5% reduction in freshwater consumption compared to FY 2021-22 baseline data. Over the past three years, we have achieved a 10% reduction through initiatives such as zero liquid discharge and water recycling.

Zero Liquid Discharge (ZLD) Facility

We have embraced advanced wastewater treatment technologies for environmental compliance and water conservation. Our state-of-the-art zero liquid discharge (ZLD) facility underlines our commitment to sustainability. It enables water treatment and recycling, reducing our reliance on freshwater and supporting our environmental preservation mission. We maintain a comprehensive ZLD standard operating procedure (SOP) for smooth and consistent operations and have a dedicated laboratory for regular testing of incoming streams, reinforcing our responsible water management commitment.



Water-saving Initiatives

We have implemented smart water-saving practices, including nozzles, online sensors to prevent wastage, automated transfer systems, and dual plumbing in toilets using treated water from our sewage treatment plant (STP) for flushing, to conserve fresh water.

Condensate Reuse

We proactively recycle condensate produced during our processes, particularly from the ethyl acetate plant. By reusing this condensate as makeup water in our cooling towers, we significantly reduce our freshwater consumption and make the most of our internal water resources.

Reduction in Freshwater Consumption

We have achieved a substantial 83.5% reduction in daily freshwater consumption for cooling towers, totaling 162 kiloliters per day. This reduction is attributed to increased recycled water from our zero liquid discharge (ZLD) facility and other water-saving measures. Our commitment to further reductions involves ongoing efforts to identify water conservation opportunities and adopt less water-intensive technologies. It's essential to note that while we anticipate a decrease in water consumption per metric ton of product (KL/MT), the total water consumption may still vary due to potential production volume fluctuations.

Water Withdrawal, Discharge and Consumption

GRI 303-3, 4, 5

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kiloliters)		
Surface water	214,477	214,549
Groundwater	13,916	15,845
Total volume of water withdrawal	228,393	230,394
Total volume of water consumption (in kiloliters)	228,393	230,394
Total water discharge (in kiloliters)	0	0
Water intensity per rupee of turnover	0.00001	0.00001

Ethyl Acetate Plant - Water Recycling from Recovery Column

Previous Approach

In the earlier ethyl acetate plant process, we directly directed 15,000 kg/h of water produced during the recovery column stage to the ETP plant.

Optimized Approach

In our current approach, 5,000 kg/h of the water is directed to the extractor, while 3,000 kg/h flows to a vacuum pump. We channel the remaining 7,000 kg/h to the cooling tower. The critical transformation is achieving 100% water recycling, reducing waste, and optimizing resource utilization.

Waste Management

Our commitment to waste management practices is evident through implementing various measures to minimize waste generation and promote recycling. We segregate hazardous and non-hazardous waste at the source, ensuring proper disposal and strictly adhering to applicable legal requirements. Non-hazardous waste is sold to authorized recyclers, while we handle hazardous waste through methods such as treatment, storage, and disposal facility (TSDF), co-processing, pre-processing, and selling to authorized recyclers. We prioritize environmental compliance and sustainable waste management throughout our operations.

Waste Reduction and Recycling

We maintain an unwavering commitment to reducing waste generation and enhancing recycling practices. This approach involves:

- Continuously exploring opportunities to minimize waste right from the source
- Implementing effective waste segregation initiatives
- Collaborating with approved recycling vendors to ensure responsible disposal of waste materials

An essential aspect of our efforts is actively promoting the recycling of packaging materials used in our operations. We work closely with certified recyclers to ensure that these materials undergo proper recycling, thus preventing environmental pollution. Our goal is to enhance our environmental performance while continuously improving operational efficiency. To achieve this, we emphasize cost controls, enhance productivity, and focus on waste reduction, which has proven to yield significant results.



Waste Generated, Disposed and Recycled

GRI 306-3,4,5

Parameter	FY 2022-23	FY 2021-22
Total waste generated (in MT)		
Plastic Waste	24.359	18.050
E-waste	0.520	0.878
Biomedical Waste	0.0343	0.0309
Battery Waste	2.08	1.02
Other Hazardous Waste	1,665.183	13.73
Other Non-hazardous Waste	0	0
Total waste generated	1,692.175	33.2609
Total recycled waste	36.366	18.25
Waste disposal		
Incineration	179.666	13.93
Landfilling	1,473.510	-
Total waste disposed	1,653.176	13.93



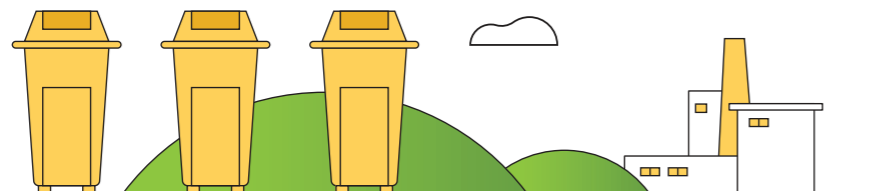
Environmental Responsibility

Efforts to Manage Waste

We have implemented comprehensive waste management practices at our facilities to ensure a sustainable and environmentally responsible approach.

- Optimized Clopidogrel Ammonium Sulphate formation (byproduct), reducing ETP load from 5,000 L to 4,000 L (water). Total HW transportation carbon footprint reduction 170.457 tCO₂e.
- Optimized Pantoprazole TSP formation (byproduct), reducing ETP load from 4,500 L to 3,000 L. Total HW transportation carbon footprint reduction 204.54 tCO₂e.
- Optimized Clopidogrel Tartaric Acid Formation (byproduct), reducing effluent to 600 L per batch. Total HW transportation carbon footprint reduction 56.08 tCO₂e.
- Installed specialized equipment, including ATFE and anaerobic hybrid reactor to reduce sludge formation.
- Designated different dustbins for waste collection, specifically segregated based on the type of waste right from the source itself in each plant, office, OHC, and canteen.
- Established a dedicated hazardous waste collection area for proper storage and handling.
- Collected and reused condensate water in our cooling towers, minimizing freshwater usage.

- Conducted regular awareness campaigns on our premises to promote sustainable lifestyles and workplace management to reduce waste generation.
- Treated the effluent generated and recycled it for use in our cooling towers.



Implementing Sludge Dryer for Reducing Moisture Content

Problem

We were facing a significant issue with generating Hazardous waste (ETP Sludge - HW category 35.3), leading to high costs for waste handling, storage, and disposal, along with elevated GHG emissions (Scope 3). The dewatered sludge obtained from screw press machines had a substantial moisture content (80-85%), resulting in increased waste quantity and higher disposal expenses.

Solution

We proposed the installation of a sludge dryer (1,000 Kg/HR) to effectively dry the dewatered sludge, thereby reducing its moisture content to <4%. This transformation would significantly minimize the sludge quantity, making storing, transporting, packaging, and managing it easier.

Outcomes

These efforts translated to a substantially reduced sludge volume, plummeting from 15.8 MT/day to 2.64 MT/day. Consequently, this initiative led to significant cost savings in waste disposal processes.

75-80%

Reduction in sludge moisture content

Reduction of Hazardous Waste

Objective

To recycle dipotassium hydrogen phosphate (DHP) in the intermediate stage of Clopidogrel production.

Previous Process

In a particular intermediate stage of Clopidogrel bisulphate production, we utilized DHP as a reactant. After forming the intermediate, the resulting wet cake was separated from the mother liquor using centrifugation and then discarded into the Effluent Treatment Plant (ETP).

Optimized Process

Following the separation of the wet cake, we now recover and reuse it. Our research and development team has successfully developed this process. We reintroduced the recovered DHP into subsequent batches.

Outcome

We have achieved a recovery rate of 85% to 88% of DHP from the wet cake, which we now reuse. Consequently, the amount of effluent sent to the ETP has been reduced from 1,500 kg per batch to 600 kg per batch. This approach has significantly reduced sludge generation, amounting to 13.2 MT per day, resulting in a total reduction of 3,960 MT.

Biodiversity

We prioritize biodiversity conservation in our operational areas. We conduct thorough environmental impact assessments for projects, adhere to regulations, and confirm that no endangered species or eco-sensitive zones are nearby. Our commitment to responsible environmental practices ensures ecological preservation and sustainability.

Conservation of Green Belts

We actively maintain green belts and plantations within our premises to promote biodiversity and maintain ecological balance. To ensure the health and vitality of these green spaces, we employ efficient irrigation systems, such as sprinklers, which help minimize water usage while sustaining the lush vegetation and diverse ecosystems.



Climate Change and Energy Management

We prioritize the climate-conscious movement and work diligently to address and reduce the climate crisis. Within our sector, we focus on making significant emissions and carbon reduction advancements, particularly in the synthesis, formulation, storage, and transportation of chemicals. Our commitment is to drive progress in these areas, contributing positively to environmental sustainability.

Emission Reduction Target

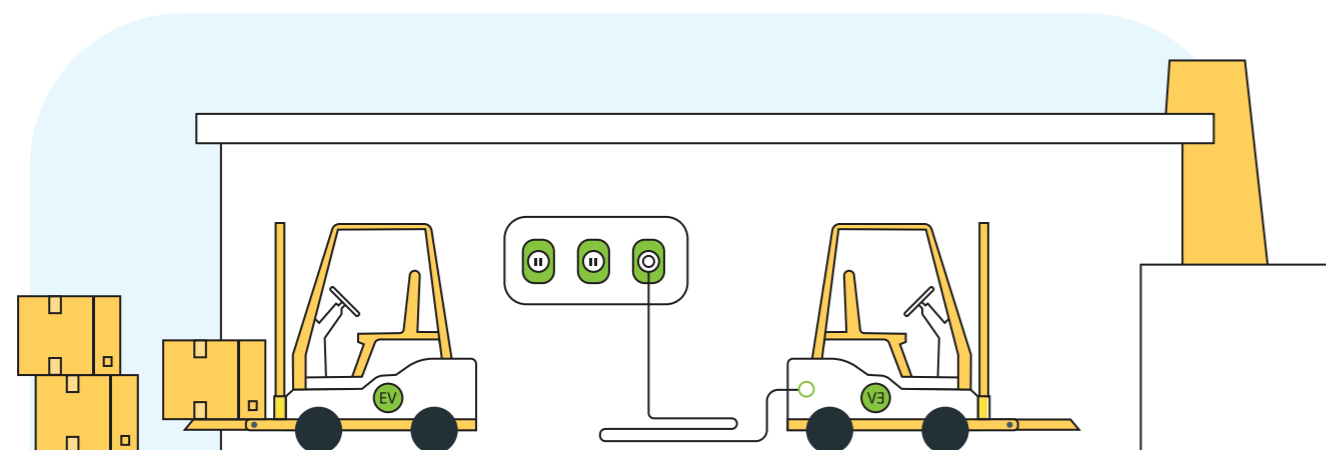
As we strive to become carbon-neutral, we have set a target to achieve a 40% reduction in Scope 1 emissions and a 100% reduction in Scope 2 emissions by 2035, using FY 2021-22 as our baseline year. We have already finalized and commenced the implementation of a comprehensive roadmap to reach carbon neutrality by 2050. Furthermore, we have calculated our Scope 3 emissions for FY 2022-23 in line with ISO 14064-1 requirements for major categories and are actively working to capture 100% of our greenhouse gas (GHG) emissions for applicable indicators.

Greenhouse Gas (GHG) Emissions

We know that every stage of our supply chain significantly contributes to our carbon footprint. From the outset, with procuring raw materials for our APIs for the final production of the finished product, we have diligently implemented effective mechanisms to monitor and regulate our GHG emissions and their intensity. Sustainability is at the core of our operations, and we remain committed to minimizing our environmental impact throughout the entire supply chain. We have established

an integrated risk management system to ensure the sustainability of our business by identifying, assessing, and mitigating risks promptly.

Our dedicated Sustainability Super 15 team monitors GHG emissions and takes necessary measures to reduce them. We focus on reducing wastage, fuel consumption, and energy conservation while adopting advanced eco-friendly technologies. Our team is committed to achieving the Net Zero initiative at the site through various initiatives identified in our sustainability roadmap. Our R&D team dedicatedly adopts greener and cleaner processes, contributing to carbon footprint reduction. We understand that our understanding of climate change is still evolving, and we remain mindful of the uncertainties and complexities involved.



Emissions Management

GRI 305 1, 2, 3, 4, 5

We have always been focused on reducing our emissions and aspire to contribute towards national and global goals to achieve net-zero emissions. We also account for process emissions from our operations. During the reporting period, our Scope 1 and Scope 2 emissions were 23,786 tCO₂e and 6,134 tCO₂e, respectively. By replacing the old 12.1 MW and 4MW turbine with a newly designed efficient 12.4 MW and 4.225 MW, respectively, while maintaining the same input parameters, we have successfully achieved a remarkable 4.58% reduction in Scope 1 GHG emissions. However, we must acknowledge that our Scope 2 emissions have increased for this reporting year due to the cogen plant's turbine upgradation. We have started calculating our Scope 3 emissions based on the transportation of products and services used and sold. During FY 2022-23, we calculated our Scope 3 emissions for major categories compared to only one indicator emission in FY 2021-22.

GHG Emissions	FY 2022-23 tCO ₂ e	FY 2021-22 tCO ₂ e
Scope 1	23,786	24,928
Scope 2	6,134	1,171
Scope 3	14,419	779
Total Scope 1 and Scope 2 tCO ₂ e/turnover crore rupee	13.34	11.00
Total Scope 3 tCO ₂ e/turnover crore rupee	6.43	3.0

We have embarked on our CDP journey in FY 2022-23. During this period, we accomplished a Level 'D' rating for the climate change questionnaire in the CDP disclosure. We secured a Level C- rating in the Supplier Engagement Rating Report for 2022. Looking ahead to FY 2023-24, we are committed to taking further steps by participating in the Climate Action and Water Security questionnaires as part of our ongoing commitment to sustainability.

Initiatives Undertaken to Reduce GHG Emissions for FY 2022-23

- Implemented a steam-saving measure by heating DM water from 45 to 85 degrees Celsius before feeding it into the boiler using surplus steam.
- Replaced our diesel forklift with an electric vehicle (EV) forklift, reducing carbon dioxide emissions.
- Reduced Scope 1 emissions by 5.1%, reducing coal consumption and enhancing consumption of green fuel (rice husk).
- Replaced two diesel forklifts with battery-operated ones to reduce Scope 1 emissions.
- Recycled DPHP in the intermediate stage of Clopidogrel, resulting in 85% to 88% DPHP recovered from wet cake, is now reused. The effluent sent to ETP is 600 kg per batch, reduced from 1,500 kg per batch (3,960 MT sludge reduction). Total HW transportation carbon footprint reduction **12.609 tCO₂e**.
- Optimized Clopidogrel Ammonium Sulphate formation (byproduct) reduced ETP load from 5,000 L to 4,000 L (water). Total HW transportation carbon footprint reduction **170.457 tCO₂e**.
- Optimized Pantoprazole TSP formation (byproduct) resulting in ETP load reduced: 4,500 L to 3,000 L. Total HW transportation carbon footprint reduction **204.54 tCO₂e**.
- Optimized Clopidogrel Tartaric Acid Formation (By Product) reduced effluent up to 600 L per batch. Total HW transportation carbon footprint reduction **56.08 tCO₂e**.
- Optimized Pantoprazole (Stage – PAN 2A) reduced effluent from 7,000 L to 4,500 L per batch for this stage. 2,500 L of effluent having 10% solids reduced and equivalent salt reduction of 0.25 MT/day. Equivalent Scope 3 emissions during disposal reduced to **42.614 tCO₂e**.

Environmental Responsibility

Air Emissions

GRI 305-7

To uphold stringent environmental standards, we have proactively implemented air pollution control equipment, including bag filters and Electrostatic Precipitators (ESP). Additionally, we ensure a closed-loop handling system for all solvents to prevent any release into the environment. Monitoring the ambient air quality is a priority, and we have installed a continuous air quality monitoring system (CAAQMS) to monitor real-time concentrations of all major pollutants in the surrounding air. We have an in-house team dedicated to verifying results conducted by a third party in compliance with the State Pollution Control Board mandates. We plan to transition to greener fuels for our thermic fluid heaters and furnaces to enhance our environmental efforts further.

Pollutants	FY 2022-23	FY 2021-22
NOx (µg/m ³)	118	53
SOx (µg/m ³)	39	80
PM (mg/m ³)	94.30	82.30
VOC (ppm)	350	360



Reducing Emissions (NOx/SOx/Dust) at Unit-06 Plant

Objective

To effectively reduce the release of volatile organic content into the atmosphere, particularly focusing on dichloromethane (MDC), a solvent with significant emissions.

Timeline

Three months.

Approach

Our approach commenced with a detailed analysis of the solvent recovery process, specifically focusing on the stage where dichloromethane (MDC) gets distilled out. A comprehensive evaluation revealed we could not recover ~80 liters of MDC. To address this issue,

we undertook a meticulous examination of the process parameters and calculations associated with it.

Action Taken

Upon thorough analysis, we determined that the utility of a heat exchanger was a pivotal factor influencing the venting of MDC into the atmosphere. We shifted the utility from chilled water to brine to optimize this aspect. We meticulously calculated and executed this change, aiming to minimize the unintentional release of MDC into the atmosphere.

Results

By switching the heat exchanger's utility, we significantly reduced the venting of dichloromethane (MDC) into the atmosphere.

Reducing Emissions (NOx/SOx/Dust) at IBAP Plant

Objective

To significantly diminish the presence of dust particles in the atmosphere surrounding the IBAP plant.

Timeline

Three months.

Approach

Our approach commenced with a meticulous assessment of the process involving the manual charging of aluminum chloride into a reactor. This manual charging process created dust clouds within the plant, which posed a substantial challenge. To address this issue, we sought to automate the process to curtail dust-related hazards.

Action Taken

We introduced a comprehensive automation solution to mitigate dust emissions. This new approach employed a monorail system to lift bags of aluminum chloride, which we then deposited into the reactor under tightly controlled conditions. This automation process ensured that the entire charging operation was conducted in a controlled and enclosed environment, significantly reducing the dispersion of dust particles into the atmosphere.

Results

By embracing automation, we successfully curbed the generation of dust clouds within the plant premises.

Energy Management

We dedicatedly reduce our carbon footprint and effectively manage energy consumption. We embrace energy-efficient technologies, integrate renewable energy sources, and implement various sustainable practices to achieve this. Our ISO 50001:2018 Energy Management System, rigorously enforced throughout our sites, exemplifies our commitment to energy management.

Renewable Energy

GRI 302-4

We minimize our environmental impact by using renewable energy sources. In our cogen plant, we achieve a 99% usage of renewable energy with green fuel rice husk, reducing our dependence on fossil fuels. We reduce energy consumption by operating efficiently and responsibly. We are installing 1.7 MW solar panels, and ISO 50001:2018 implementation shows our commitment to energy conservation.



Energy Consumption within the Organization

GRI 302-1, 3

Parameter	FY 2022-23 (Tera Joules)	FY 2021-22
Renewable Sources		
Total electricity consumption	220.4	191.8
Total fuel consumption	1,834.5	1,811
Energy consumption through other sources	-	-
Total energy consumed from renewable sources	2,054.9	2,002.8
Non-renewable Sources		
Total electricity consumption	35.5	28
Total fuel consumption	295	266
Energy consumption through other sources	0.08	0.2
Total energy consumed from non-renewable sources	330.58	294.2
Total energy consumption	2,385.5	2,297
Energy intensity (J per rupee of turnover)	106,368	105,173

Energy-efficient Technology Adoption

We have successfully implemented multi-pressure integration in the columns of our chemical manufacturing and solvent recovery sections. Additionally, we have incorporated heat exchangers utilizing pinch technology to enhance energy recovery. Our commitment to energy efficiency is evident using

advanced equipment, including plate type and corrugated heat exchangers. Moreover, we have improved heat transfer coefficients by opting for limpet coils in our reactors instead of jackets.

- Saved energy by replacing an old 12.1 MW turbine with a newly designed efficient 12.4 MW turbine with the same input parameters of steam
- Saved energy by replacing an old 4 MW turbine with a newly designed, efficient 4.225 MW turbine with the same input parameters of steam
- Automated cooling tower fans with CTW outlet temperature to save power
- Installed two brine machines of 344 TR capacity parallel to 300 TR steam-based machines to utilize the excess power generated by the new turbine
- Utilized waste heat at AHU hot water from plant steam condensate to reduce steam consumption

Steam-saving by Heating Demineralised (DM) Water

Objective

To conserve steam energy by elevating the temperature of DM water utilized in the deaerator, which serves as the feedwater for the boiler.

Action

Traditionally, the average temperature of Direct DM water, at around 40 to 42°C, was supplied to the boiler's Deaerator. Subsequently, we used process steam of 185°C to raise this DM water's temperature to 120°C, and we directed the resulting heated feedwater to the economizer. In the former scenario, we deployed heat exchangers to remove process heat, with the excess heat getting transferred to CT (cooling tower) water. This higher temperature CT water then required energy-intensive cooling in the cooling towers. In our revised approach, we have replaced the usage of CT water. Instead, we utilize the process heat to elevate the temperature of DM water from 45°C to 85°C. This heated DM water can now be fed directly to the deaerator. This modification resulted in saving ~34 MT of steam daily and concurrently alleviated the load on the cooling towers.

Outcome

We targeted raising the temperature of the DM water entering the deaerator from 42°C to 85°C. This strategic adjustment significantly decreased the requirement for process steam to further heat this DM water to the necessary 120°C for boiler input. Ultimately, this change contributed to fuel savings and reduced greenhouse gas emissions.

Building a Better Future Together

IOL is dedicated to cultivating a diverse, safe, and productive workplace. We offer equal growth opportunities with robust training, empowering our team members to shape their careers. Through our CSR arm, IOL Foundation, we are committed to making a positive impact in our local communities. We are also focused on addressing environmental and social impacts throughout our value chain.

FY 2022-23 Highlights

100%

Of our employees received performance and career development reviews

100%

Of our plants were assessed on health and safety practices and working conditions

₹9.47 crores

Total CSR spend

Zero

Complaints by employees on working conditions and health and safety

100%

Our key raw material suppliers who have undergone internal assessments on ESG factors

39.94%

Input material directly sourced from within the district and neighboring districts

Material Issues Covered



Employee Safety, Health and Well-being



Human Rights



Employee Engagement



Supply Chain Management



Local Communities

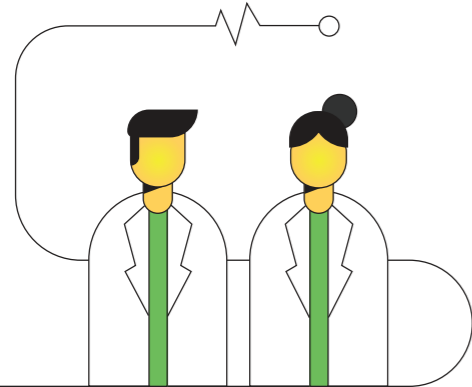
SDGs Impacted



Fostering an Inclusive Work Environment

We embrace diversity and promote inclusivity in the workplace, offering equal opportunities through recruitment initiatives like lateral and campus hiring. Our commitment to inclusion is visible in our initiatives, including celebrating birthdays, anniversaries, festivals, and religious occasions.

We are deeply committed to empowering and strengthening our women workforce through robust programs and policies. One of our key goals is to achieve a 15% diversity rate, and we consistently work towards achieving this. To support our female employees, we have implemented policies such as flexible working hours for mothers and menstrual leaves.



Our PoSH (Prevention of Sexual Harassment) policy reflects our zero tolerance towards discrimination against women in our organization. In FY 2022-23, two cases of sexual harassment were reported and resolved, with no pending complaints at the year-end.

Inclusivity is a core value for us, and we believe in providing equal opportunities to individuals from the LGBTQIA community and specially-abled individuals. We are actively working on devising and implementing policies that will facilitate their hiring and ensure they have a supportive and inclusive work environment.

Gender Diversity by Management Category

Gender Diversity by Management Category	FY 2020-21		FY 2021-22		FY 2022-23	
	Male	Female	Male	Female	Male	Female
Junior Management	109		125	2	127	2
Middle Management	22	3	22	2	24	3
Senior & Top Management	18		20		19	0

Employee Strength by Age and Gender

Age Group	FY 2020-21		FY 2021-22		FY 2022-23	
	Male	Female	Male	Female	Male	Female
<30	1,199	49	1,313	48	1,426	59
30-50	720	9	844	10	964	13
>50	88	4	98	3	101	2

Employee Grade-wise Annual Salary Ratio

Age Group	Ratio of Average Women Salary & Men Salary		
	FY 2020-21	FY 2021-22	FY 2022-23
Executive Level	399321 : 468126	445200 : 526703	471268 : 567504
Management Level	2363040 : 3363677	1664250 : 3403997	2052559 : 3683814
Non-Management Level	349680 : 255605	300840 : 283061	317940 : 302061

Employee Safety, Health and Well-being

We prioritize the safety and well-being of all our stakeholders, making Occupational Health and Safety a key focus area. We have achieved ISO 45001:2018 certification, which validates our well-established safety management system. Our commitment to social accountability and ethical practices is reflected in our adoption of the SA 8000:2014 standard as a benchmark. We also have a comprehensive Environment, Health, Safety, and Sustainability (EHS&S) Policy in place, seamlessly integrated with all our processes and business practices. Last year, we revised our EHS&S Policy, incorporating sustainability principles in all our decisions, functions, and work processes to contribute to a greener future and sustainable development.

To ensure the safety and well-being of our people, we have developed a robust, comprehensive, and reliable Occupational Health and Safety Management System. Our EHS&S policy is applicable to all employees, contract employees, visitors, and other internal/external stakeholders, and we actively share and communicate it throughout our organization. Our Standard Operating Procedures align with the commitments made by our leadership team in our EHS&S Policy, further reinforcing our commitment to safety and sustainability.

Communication on Health and Safety

We engage our employees in health and safety measures through various initiatives. We provide health and safety information through face-to-face meetings, notice boards, minutes of meetings, emails, and safety booklets, among other communication channels. We aim to ensure that all employees are well-informed and actively involved in maintaining a safe and healthy work environment.

Hazard Identification and Assessment

We have well-established safety management procedures, practices, and systems that thoroughly evaluate and mitigate hazardous chemical manufacturing risks. Our EHS Management system is dedicated to achieving our goal of zero incidents/accidents.

We have implemented Hazard Identification and Risk Assessment (HIRA), Activity-based Risk Assessment (AIA), and Hazard and Operability Study (HAZOP) processes to identify potential hazards and assess risks comprehensively. We also conduct root cause analysis and implement corrective and preventive actions for all near-miss, first-aid, and spill incidents.

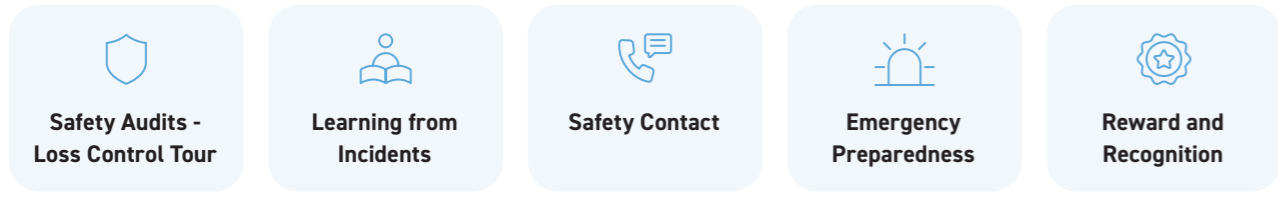
To enhance safety initiatives, we have appointed Department Safety Coordinators who actively work on safety implementation in their respective areas. As part of our commitment to safety, our Leadership Team conducts EHS loss control tours to ensure safe workplace conditions and the effective implementation of safety initiatives. We are dedicated to strengthening our change management system, and now all changes must go through the EHS department for a thorough review and approval. Moreover, we have initiated Process Safety Studies to reinforce our Process Safety Management approach and ensure the safety of our processes and operations. Additionally, we have established a system that enables workers to report work-related hazards and assess risks regularly, both for routine and non-routine activities.

Efforts to Improve Safety Performance

- We at IOLCP conduct Powder Safety studies e.g., MIE, MIT, Powder Resistivity, etc., for all new and existing products and ensure strict implementation of all recommendations.
- Annual Safety audit as per IS 14489 is carried out, and recommendations are implemented in a timebound manner.
- Mock/Fire drills are carried out at a defined frequency. Firefighters and first aid providers are identified and adequately trained in Emergency Management.
- Proactive reporting of Unsafe Acts/Unsafe Conditions/Near Misses promoted through introduction of an online reporting platform.

Social Responsibility

IOLCP - Safety



Training and Awareness Program

We have taken proactive steps to raise awareness across the organization by sending out email flyers and conducting training through online modules, along with classroom and virtual conference-based sessions. Our online portal, PTS (Performance Training System), enables us to assess the effectiveness of training through questionnaires. All training activities are aligned with our annual training calendar to ensure comprehensive employee development.

We prioritize emergency preparedness, and to ensure our team is well-equipped, we conduct regular drills and training exercises. Additionally, we organize awareness sessions and counseling on various topics such as Behavior-Based Safety (BBS) training, workplace monitoring, PPE compliance, and Process Safety Management. To enhance our knowledge and expertise, we also provide external expert training on static electricity hazards, control measures, HAZOP, JSA, and the implementation of the PPE Matrix.

Additionally, we actively conduct safety awareness campaigns throughout the year. We also celebrate significant days such as National Safety Day, Road Safety Day, Fire Safety Week, and others to promote safety awareness and emphasize its importance in our workplace.

Non-occupational Services

As part of our employee benefits, we provide access to non-occupational medical and healthcare services to ensure the well-being of our workforce. To promote employee well-being, we provide subsidized food and transportation facilities. We also offer voluntary medical insurance for family members and parents, further strengthening the sense of belonging and support within our diverse workforce. At our organization, we cherish the diversity of our team and ensure that everyone feels valued and included.

Work-related Injuries

We adhere to the Indian Standard IS 3786 method for computing frequency and severity rates for industrial injuries and classifying industrial accidents, following guidelines for monitoring work-related injuries. We are pleased to report that no fatalities were recorded in FY 2022-23. Our safety management revolves around outcome indicators like the Lost Time Injury Frequency Rate (LTIFR) and the Lost Time Injury Severity Rate (LTISR), which are fundamental metrics in our monitoring process.



 **Award**

Safe-Tech Award 2022 under Fire and Safety category

LTIFR



LTISR



Enhancing Safety Protocols in Sodium Metal Charging and Solvent Handling

Objective

To minimize the risk of flashfire incidents during the sodium metal charging process in the reactor.

This initiative was essential due to the highly reactive nature of sodium with water or moisture. Additionally, the reactor contained flammable solvents like Hexane and IPA, making the potential for fire incidents high in the presence of sparks or static charges.

Efforts

- Managing Sodium Charging Risk:** We introduced checks for sodium metal handling and charging to remove moisture.
- Nitrogen purging was implemented at the reactor's maintenance hole.
 - Sodium was stored in drums layered with kerosene.
 - Oxygen and nitrogen detection systems were installed to assess levels before charging.
 - SS metal plates were positioned near reactors for safe sodium metal charging.
 - A dedicated safety personnel oversaw the sodium metal charging process.
 - We developed a checklist for charging materials, requiring signatures from the safety personnel and shift in charge.
 - Proper safety gear was provided to individuals handling the charging process.

Preventing Solvent-Related Fires due to Static Charges:

- We installed dissipators throughout the plants and mandated that all employees discharge their body static charge before entering the plant.
- Conductive tiles were laid on the floor to aid in the dissipation of charges.
- Wristbands were issued to workers dealing with solvent-based reactors.
- The use of nylon or silk clothing was prohibited in the plants, allowing only cotton clothes for safety.
- Double earthing for all reactors was established and its monitoring became a joint effort of the electrical and production teams.
- Jumpers were placed on all flanges of the line, and regular inspections were conducted by plant supervisors.

By implementing these measures, we significantly reduced the risk of flashfire during sodium metal charging and minimized the potential for fire incidents caused by static charges on solvents. Our commitment to safety and rigorous precautions ensure the well-being of our operations and personnel.

Strengthening our Emergency Response with Enhanced Resources

Objective

To bolster our emergency response capabilities. As our site undergoes expansion, we have introduced a Fire Tender and an Emergency Rescue Vehicle to our emergency response team. This step aims to fortify our Emergency Management system and enhance our preparedness to effectively address a range of emergency situations.

Action Plan

CSR Outreach: The Fire Tender also extends its services to neighboring areas, contributing to our corporate social responsibility (CSR) initiatives. It can be mobilized for fire incidents in nearby regions, aiding in swift response and containment.

Fire Tender Enhancement: The newly introduced Fire Tender is equipped with a 5000-liter water capacity and a 500-liter foam capacity. It features a mounted monitor and two hose reels, complemented by two DCP-type fire extinguishers with a capacity of 75 kgs each. The Fire Tender has essential emergency tools, including an axe, hose pipes, branches, rope, ladders, and more.

Collaborative Response: In case of any fire incident, the designated fire officer can directly contact the factory manager to request firefighting assistance. This collaborative approach ensures quick backup and support to local fire authorities.

Employee Engagement

Ensuring Work-Life Balance

We strongly believe in promoting a balanced and fulfilling life for our employees. To prioritize their physical and mental well-being, we offer wellness programs that include regular yoga sessions to enhance relaxation and mindfulness. Additionally, we organize team-building activities, such as sports tournaments, to foster camaraderie and a sense of belonging among our workforce.

We are committed to creating a supportive and holistic environment that extends beyond the workplace, ensuring our employees' well-being and happiness.

Enhancing Employee Experience

We conducted the IOL Chemicals Member Experience Survey, which provided valuable insights to tailor our programs accordingly to elevate the experience of our employees. This commitment empowers us to effectively address our workforce's distinct needs and aspirations, fostering a positive and fulfilling work environment.

Rewards and Recognitions

We take pride in our comprehensive rewards and recognition programs, which celebrate and honor the exceptional contributions of our talented workforce. This year, we introduced three prestigious awards to recognize excellence and foster a culture of achievement across our entire organization. These initiatives underscore our commitment to appreciating and encouraging outstanding performance among our dedicated team members.



Awards

'Pat on the Back' Award

IOL's Champion Award

IOL's Excellence Award

Embracing Digitalization at IOL

We have embraced digitization to enhance efficiency and accuracy. It offers speed and reliability, simplifying tasks and saving time and resources. Salary slips are now online for easy access, and our Job Responsibility (JR) module provides instant access, even during audits. Our training processes align with the Performance Tracking System (PTS) for real-time, accurate data capture.

We are also implementing the Performance Management System (PMS) and SAP-Success Factors to elevate performance and efficiency further.

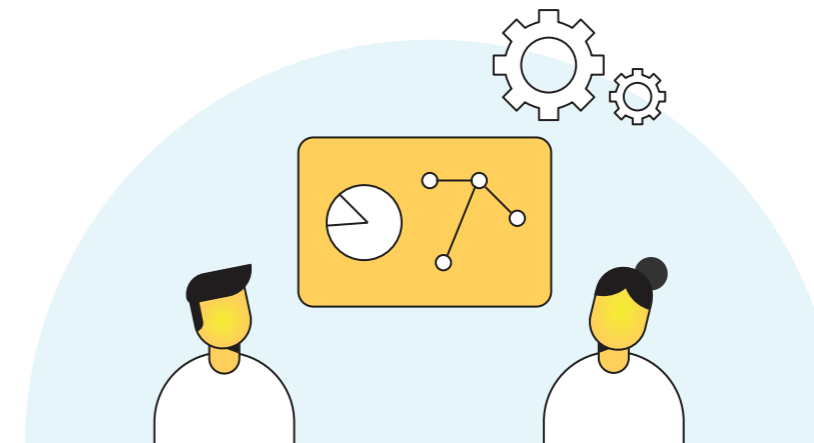
Training and Development

Our employees' growth and development are of utmost importance, and we prioritize it through comprehensive training and development initiatives. We conduct tailored training programs based on the specific needs identified through our Training Needs Identification (TNI) process. To ensure a well-rounded learning experience, we tap into the expertise of internal subject matter experts and external resources.

We firmly believe in the value of continuous learning and development, and through our skill development policy, we provide ample opportunities for our employees to grow and thrive in their careers. By supporting their pursuit of professional courses, we empower them to stay ahead in their fields and contribute to the overall success of our organization. We understand that a well-rounded skillset comprising both technical and behavioral competencies is essential for personal and professional growth and we are committed to fostering a culture of lifelong learning among our workforces.

Our on-the-job training program provides practical learning opportunities, combining theoretical knowledge with hands-on experience. Our performance management approach fosters career progression through the Step-Up and Step-Down framework, along with internal job postings and promotions. We offer a wide range of training and development opportunities to enhance skills and knowledge.

Our mentoring and coaching program is an integral part of supporting individual growth, providing guidance and support throughout each employee's journey. At IOL, we are dedicated to empowering our employees through continuous learning and ample career advancement prospects.



Empowering Growth through Continuous Learning

Continuous learning is a cornerstone of employee growth within our organization. Encouraging lifelong learning and challenging our employees fosters their intellectual development. When we provide opportunities for skill enhancement, it not only retains talent but also accelerates their achievement of performance objectives, reinforcing their significance within the organization.

Additionally, we prioritized spreading awareness of the Social Accountability 8000:2014 standard across the organization, ensuring that all employees understand its requirements and significance. Furthermore, we conducted sessions on Good Manufacturing Practices (GMP) for selected employees across various functions, emphasizing its importance in our business.

Our focus is to share knowledge and insights that improve job performance. Under our Learning and Development (L&D) initiatives, we conducted online training sessions on PoSH (Prevention of Sexual Harassment) to raise awareness of the law and its social significance among supervisory associates.



Average Hours of Training per Year per Employee

	Training Type	FY 2020-21		FY 2021-22		FY 2022-23	
		No. of Participants	Total Training Hours	No. of Participants	Total Training Hours	No. of Participants	Total Training Hours
Male	Behavioral, functional, mandatory, productivity and efficiency	983	4,147.5	1,631	6,810.5	2,239	13,455.5
Female		20	49.75	20	135	77	437.5

Training and Awareness Programs Organized in FY 2022-23

Category	No. of Participants
Board of Directors	2
Key Management Personnel	2
Employees, other BoDs and KMPs	69

Employee Participation Rate in FY 2022-23

Category	Health and Safety Measures		Skill Upgradation	
	No.	%	No.	%
Male	1,845	86.54%	1,855	87.01%
Female	36	73.47%	38	77.55%
Total	1,881	86.24%	1,893	86.80%

Talent Acquisition and Retention

We prioritize maintaining a strong relationship with our workforce by actively seeking and valuing their suggestions and feedback. Our approach to hiring, training, and rewarding employees is multi-dimensional, allowing us to retain a talented and exceptional workforce. We take pride in recruiting hardworking and skilled individuals from reputable colleges and research institutes, ensuring they align with our objectives and exhibit teamwork and dedication. Recognizing and rewarding our employees for their performance is fundamental to our vision of providing positive reinforcement, and we have a comprehensive mechanism to keep them motivated and appreciated.

We place a high priority on employee engagement and ensure strong communication channels. Through various meetings such as town halls, safety committees, works committees, and canteen committees, we encourage open dialogue and collaboration. Our Black Belt and Green Belt programs drive operational excellence, while our Professional Skill Development and Doctorate Policies foster continuous growth and learning opportunities for our valued employees.

Total Employees

	Male		Female		Total
	No.	%	No.	%	
Permanent	2,494	97.08%	75	2.92%	2,569
Other than permanent	127	90.71%	13	9.29%	140
	2,621	96.75%	88	3.25%	2,709

New Hires by Age, Gender and Zone

Age Group	FY 2020-21		FY 2021-22		FY 2022-23	
	Male	Female	Male	Female	Male	Female
<30	512	22	457	10	510	38
30-50	52	1	108	1	107	3
>50	2	0	4	0	3	0

Employee Attrition by Age, Gender and Zone

Age Group	FY 2020-21		FY 2021-22		FY 2022-23	
	Male	Female	Male	Female	Male	Female
<30	232	6	277	10	313	22
30-50	33	1	34	1	60	5
>50	6	0	10	1	18	1

Retirement Benefits

All our employees receive retirement benefits, including PF, Gratuity, ESI, pension, leave encashment, and other benefits per our policy. As a token of appreciation for long-term service, employees with 10-15 years of service receive a one-month fixed CTC, while those with 15 years or more receive two months fixed CTC. Additionally, we organize farewell parties to celebrate their contributions and provide other cash rewards and mementos as part of our recognition program.

Benefits for Full-time Employees

- Health insurance
- Accident insurance
- Maternal benefits
- Paternity benefits
- Daycare facilities

Parental Leave

		Employees Entitled to Parental Leaves	Employees who Availed Parental Leave	Return to Work Rate	Retention Rate	Employees who Returned in the Current Reporting Period after Availing Parental Leave	Employees who Availed Parental Leave and were Employed after 12 Months
FY 2022-23	Male	1,263	10	10	100%	100%	Nil
	Female	19	0	0	0	0	0

Fostering Employee Engagement and Empowerment

At IOL, we prioritize employee engagement and empowerment, which has significantly boosted productivity, enhanced job satisfaction, and retained top talent.

Creating a Vibrant Work Culture

We understand the importance of a positive work environment for employee engagement. We collectively celebrate birthdays and marriage anniversaries, promoting a sense of togetherness among our team. Additionally, we organize a weekly Friday-Monday activity to start the week on a cheerful note and make Mondays more enjoyable.

Cultural Inclusivity

We celebrate every cultural festivity with enthusiasm and inclusivity. Whether it's Diwali melas, Holi celebrations, Ganesh Chaturthi poojas, Navratra pujas, Guru Nanak Dev's birthday, langars, or chabeels – all our employees join in, promoting unity and enriching our cultural diversity.

Promoting Physical and Mental Well-being

We host sports tournaments every quarter, offering a variety of activities. From indoor games like carrom and chess to outdoor sports like football, volleyball, tug-of-war, and badminton, all our employees, including women, join in enthusiastically. These activities boost physical fitness and teamwork and help relieve stress.

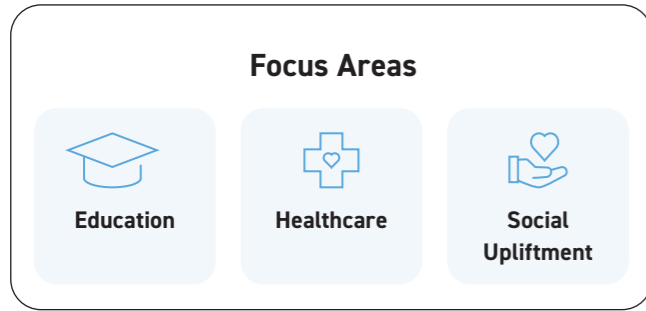
Career Progression and Talent Retention

Recognizing that attracting and retaining top talent is crucial, we have implemented a robust career progression framework. This framework offers employees opportunities to grow within the organization. The step-up and step-down approach allows young talent to seize new opportunities while providing seasoned employees with fresh challenges, creating a mutually beneficial environment.



Local Communities

Through our various CSR initiatives, including education, healthcare, hygiene, social upliftment, animal welfare, skill development, and environmental stewardship, we aim to make a meaningful impact on individuals and communities, contributing to their well-being and growth.

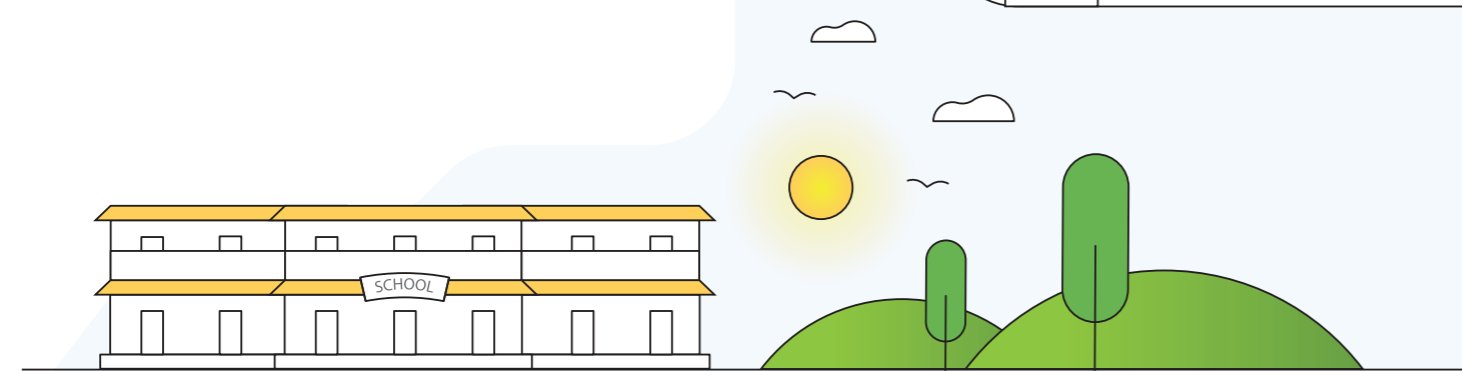


Education

We firmly believe in the transformative power of education to empower individuals. In alignment with this belief, we have made significant contributions by donating study materials to Pustakaar, Hyderabad. By providing these resources, we aim to enhance learning opportunities and promote equal access to education for children. Through our efforts, we aspire to uplift these children and empower them to flourish and succeed in society.

School Infrastructure

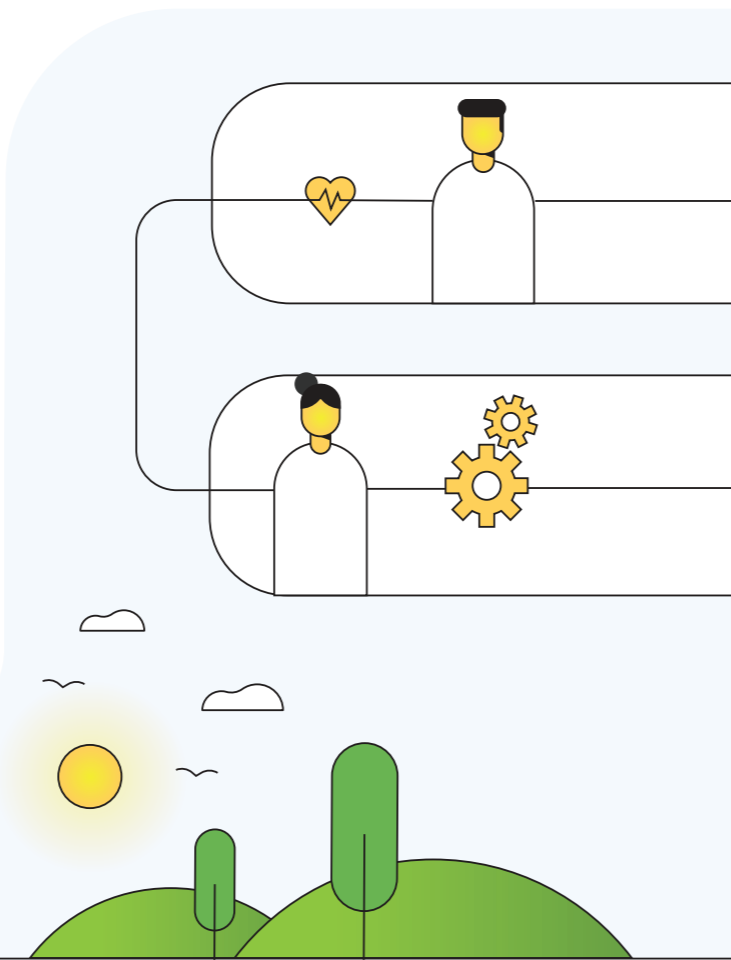
As part of our commitment to educational improvement, we have undertaken extensive infrastructure development at the Government Senior Secondary Smart School in Mundian Kalan. These enhancements include installing interlocking tiles in the mid-day meal area, constructing a dedicated dishwashing area, installing maintenance hole covers, and implementing underground PVC pipeline work. Our goal is to create a safer and more efficient learning environment for students and staff, ensuring a conducive space for growth and development.



Healthcare

In our unwavering commitment to enhancing healthcare infrastructure, we have made significant investments in constructing a Half Way Home for Mental Illness, known as Braille Bhawan, which provides a home for individuals with mental illness. The project includes various works, such as constructing a boundary wall covering 2,750 sq. ft., renovating toilets, implementing interlocking at the backside area, conducting sewage pipeline work, building a dishwashing area, and carrying out paintwork. Additionally, to ensure safety and security, we have installed CCTV systems. These collective efforts are geared towards improving the healthcare environment and positively impacting the well-being of those in need.

Furthermore, IOL has also undertaken the renovation of the Examination Hall and Physiology Lab at Christian Medical College (CMC) Ludhiana, where we have installed sophisticated medical machines and equipment to further enhance healthcare services and support medical advancements.



Combating TB with a Holistic Approach

We recognize the severity of Tuberculosis (TB), a disease caused by Mycobacterium tuberculosis that mainly affects the lungs. While the government provides free medication to poor patients, proper nutrition remains a significant challenge. In response, we partnered with Red Cross Barnala to provide nutrition kits to 300 TB patients for the next six months. By taking a holistic approach and ensuring a balance of medication and nutrition, we aim to support these patients in their fight against TB and contribute to their overall well-being.

Sensitising Underprivileged Adolescent Girls about Menstrual Hygiene

We are deeply committed to promoting personal hygiene and well-being. In collaboration with the IOL Foundation and the SA Social Welfare Charitable Trust, Delhi, we have undertaken an initiative to provide essential sanitary pads to poor adolescent girls in underprivileged regions. We aim to raise awareness and ensure access to proper menstrual hygiene management for all. Through this partnership, we have successfully reached out to below-poverty-line females in remote and underdeveloped areas, offering them the necessary support and resources they need for better menstrual hygiene.



300

TB patients to receive nutrition kits over the next six months through our partnership with Red Cross Barnala

Social Upliftment

Through our collaborative efforts with the National Career Center for Differently Abled Ludhiana and FICCI FLO Ludhiana, the IOL Foundation has provided an e-rickshaw to empower a deserving individual. This initiative intends to enhance their independence and support social upliftment, enabling them to lead self-reliant lives and make meaningful contributions to their communities. We are deeply committed to fostering a more inclusive and equitable society through such impactful endeavors that bring positive change to the lives of deserving individuals.

Animal Welfare

We consider animal welfare as one of our foremost responsibilities. Recently, we initiated a project at Shri Radhe Krishna Godham in Abadi Akalgarh, Sudhar. Our project involved tile interlocking and ground leveling in cowsheds to prevent rainwater logging. These efforts reflect our commitment to providing a safe and comfortable environment for the well-being of these animals, as we genuinely care about their welfare and strive to impact their lives positively.

Skill Development

We firmly believe in the transformative impact of skill development, which fosters self-reliance and independence. In alignment with our commitment to uplift society, we recently donated sewing machines to the Women's Block at Tajpur Jail in Ludhiana. This thoughtful initiative aims to engage and empower incarcerated women through skill development programs, offering them opportunities to build a better future for themselves. Skill development has the potential to bring positive change to individuals and communities, creating a brighter and more inclusive tomorrow.

Plantation for a Healthier Environment

As part of our impactful CSR initiatives, we took the initiative to launch a plant cultivation program in neighboring communities and educational institutions. Notable locations where we have implemented this program, including Dhoorkot, Dhaula, Sekha Road Barnala, Government School, Dhanaula Khurd, and Pakho Kalan, among others. Our mission is to contribute to a greener and healthier environment by successfully planting trees and plants, thereby significantly enhancing the overall well-being of these areas.



Human Rights

Responsibility in Action

We take steps to ensure that our employees are well-informed about the human rights content of the Indian Constitution, relevant national laws, policies, and the International Bill of Human Rights. These principles are viewed in the context of businesses, as outlined in the United Nations Guiding Principles for Business and Human Rights. Responsibility for addressing human rights impacts is appropriately assigned within our organization.

Our governance structure establishes policies, structures, and procedures that exemplify respect for the human rights of all stakeholders affected by our business. We conduct human rights due diligence to identify, prevent, mitigate, and account for how we address adverse human rights impacts. If our business is found to be causing, contributing to, or linked to adverse human rights impacts, our governance structure ensures that corrective actions are promptly taken to address these impacts.

We actively promote awareness and realization of human rights throughout our entire value chain, emphasizing their importance to all individuals and groups affected by our operations. To uphold the rights of individuals and groups impacted by our activities, we maintain effective grievance redressal mechanisms, ensuring that those affected have access to appropriate channels for addressing their concerns.

None of our employees and workers are in associations or unions.

Training of Employees

Category	Total	No. of Employees Trained	%
Permanent employees	2,569	1,723	67.07%

NON-DISCRIMINATION	Particulars	Number	RESPONSE
GRI 406-1	Incidents of discrimination and corrective actions taken	Nil	No Non-compliance
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Nil	No Non-compliance
CHILD LABOR			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Nil	No Non-compliance
FORCED OR COMPULSORY LABOR			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Nil	No Non-compliance
SECURITY PRACTICES			
GRI 410-1	Security personnel trained in human rights policies or procedures	37%	100% coverage
RIGHTS OF INDIGENOUS PEOPLES			
GRI 411-1	Incidents of violations involving rights of indigenous peoples	Nil	No Non-compliance

Supply Chain Management

Building a Robust Logistics Network

Our organization's commitment to sustainability and ethical practices are integral to our supply chain management. We recognize the vital role of addressing environmental and social impacts across our value chain. To this end, we have undertaken various measures to strengthen our supplier relationships and create a resilient supply chain ecosystem.

Environmental Impact Mitigation

Our stringent awareness programs extend to our value chain partners, covering vital principles such as the code of conduct, SA8000 awareness, transportation safety guidelines, sustainable procurement policy, NDMA impurity declaration, and EHS&S awareness. We have conducted six awareness programs in the past financial year, with 80% of our value chain partners (100% of key material suppliers) participating in these initiatives.

Statutory Compliance and Financial Responsibility

We prioritize the deduction and timely deposit of statutory dues by our value chain partners. We conduct regular inspections of their records to ensure compliance. In instances of non-compliance or delayed adherence, we immediately rectify the situation and release payments only upon receipt of documentary evidence of compliance.

Assessment of Value Chain Partners

We take our value chain partners' health, safety, and working conditions seriously. To this end, we have conducted comprehensive assessments covering various aspects, with 100% coverage for each parameter:

- Health and safety practices
- Working conditions
- Sexual harassment
- Discrimination in the workplace
- Child labor
- Forced/Involuntary labor
- Wages

Local Suppliers

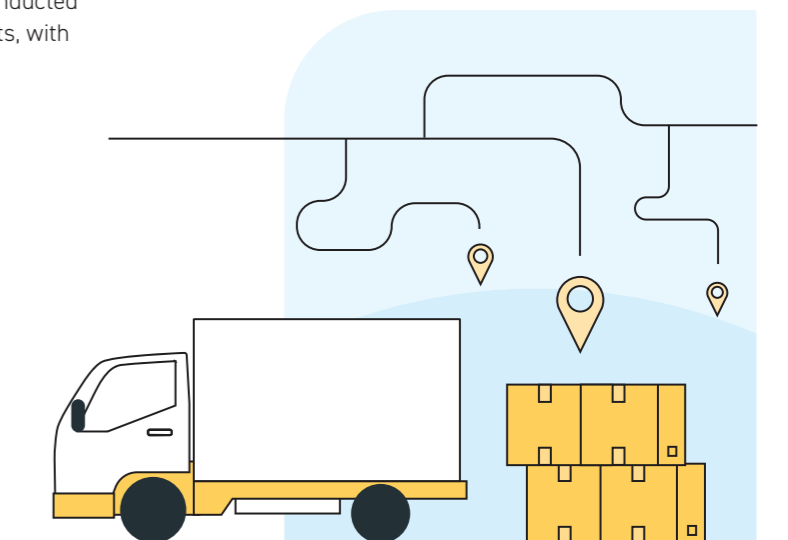
Championing local suppliers stands at the forefront of our commitment to responsible business practices at IOL. We believe in nurturing partnerships and procuring goods and services from suppliers within the regions where our operations thrive. This approach reflects our dedication to sustainability and corporate social responsibility and yields numerous advantages for both our business and the local economies we engage with.

Percentage of Input Material (Inputs to Total Inputs by Value) Sourced from Suppliers

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers	11.01%	11.46%
Sourced directly from within the district and neighboring districts	39.94%	48.75%

Addressing Concerns

We identify and address risks and concerns promptly through proactive assessments. We are proud to state that no pending actions are arising from assessments of health and safety practices or working conditions among our value chain partners. This strategy reflects our dedication to maintaining high standards and promoting a safe and inclusive work environment throughout our supply chain.



Fortifying Stakeholder Trust



We place a high priority on robust corporate governance, dedicated to safeguarding stakeholder interests. Our structured governance system supports efficiency and risk management in our operations. We are committed to long-term value creation and innovation while upholding our organization's high governance standards and transparency throughout.

FY 2022-23 Highlights

Zero

Complaints were received regarding conflict of interest

Zero

Directors/KMPs/employees/workers were involved in bribery/corruption

Zero

Instances of non-compliance with laws and regulations

Material Issues Covered



Ethics



Stakeholders Engagement



Risk Management

SDGs Impacted



Foundations of Robust Governance

A robust and enduring governance framework forms the bedrock of our endeavors. Our commitment to long-term value creation underscores our approach, with a strong focus on accountability and transparency evident across all facets of our operations. Embracing ethical practices, diversity, and inclusivity, we cultivate a management culture that empowers everyone to excel and contribute meaningfully to our collective success.

At the core of our organization lies a robust corporate governance framework, prioritizing long-term value creation with a strong emphasis on accountability and transparency. Our management culture upholds ethical practices, fosters diversity, and promotes inclusivity in the workplace. We are committed to operating a well-managed enterprise that strives for business growth and contributes to social progress and empowerment.

The Core Principles of our Corporate Governance Philosophy

- Composition of the Board to add value
- Promote ethical and responsible decision-making
- Safeguard integrity in financial reporting
- Make timely and balanced disclosures
- Recognize and manage business risks
- Respect the rights of the shareholders
- Recognize the legitimate interest of the stakeholders
- Legal and statutory compliances in letter and spirit

Good Governance Practices and Code of Conduct

We diligently monitor our processes to ensure strict adherence to our established guidelines. Ethical conduct is paramount, and we have implemented relevant policies to uphold these principles throughout our operations. Our main objective is continuous growth while remaining true to our core values. These policies serve as guiding principles, safeguarding the interests of our businesses and stakeholders alike.

Policy Implementation

We have established comprehensive policies that firmly anchor our business in responsible practices. Our Board approves these and seamlessly extends these policies to our valued partners across the value chain. Helming these initiatives is our esteemed Managing Director, Mr. Varinder Gupta, the highest authority vested with the responsibility of meticulously implementing these policies and overseeing their execution.

- Vigil Mechanism and Whistle Blower Policy
- Nomination and Remuneration Policy
- Corporate Social Responsibility (CSR) Policy
- Dividend Distribution Policy
- Policy on Materiality of and dealing with Related-party Transactions
- Policy on Determination of materiality for disclosure of events or information
- Code of Conduct for Directors and Senior Management
- Code of Practices and Procedures for Fair Disclosure
- Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons

Code of Conduct for Directors and Senior Management

We maintain a robust Code of Conduct as a guiding compass for our operations. We proactively provide comprehensive training on this code to our Board of Directors (BoDs), key management personnel (KMPs), employees, and all our valued partners across the value chain.

Our Code of Conduct is comprehensive, addressing critical aspects such as conflicts of interest. Annually, our Directors declare their commitment to act in the Company's best interests, ensuring that any personal or business associations they maintain do not compromise the Company's operations or role. Likewise, our senior management also affirms annually that they have not engaged in any material, financial, or commercial transactions that could potentially conflict with the broader interests of the Company.

 Code of conduct for Directors and Senior Management

Business Responsibility Policy

We communicate our business responsibility policy throughout the organization and prominently feature it on our official website. Regular monitoring and evaluation ensure compliance. Functional heads create action plans and checklists for adherence to the policy. The Board can delegate oversight to Committees, Directors, or Officials. Stakeholders can report grievances related to non-compliance to investor@iolcp.com for appropriate resolution.

Anti-sexual Harassment Policy

We prioritize a respectful workplace for all, regardless of gender, promoting equal opportunities. Our organization has zero tolerance for sexual harassment, with a policy aimed at prevention and redressal. It safeguards both men and women in the workplace.

Corporate Social Responsibility (CSR) Policy

Our CSR policy integrates CSR values into our operations and business decisions, focusing on social welfare and community improvements. The CSR Committee oversees program execution aligned with the policy.

Vigil Mechanism and Whistle Blower Policy

We have a process for reporting unethical behavior or wrongful conduct. Employees can report to the Audit and Risk Management Committee within 45 days of becoming aware. The Committee conducts thorough investigations and may appoint senior officers or committees for the task. Procedures ensure fairness and thoroughness, and interviews may be conducted. The Committee recommends disciplinary actions upon conclusion.

Remuneration Policy

Remuneration, compensation, and commission for personnel are determined by our committee and approved by the Board, with shareholder and government approvals when necessary. We adhere to statutory provisions and may suggest increments within shareholder boundaries.

Human Rights

We prioritize employee awareness of human rights within the Indian Constitution and international frameworks. Our governance structure fosters respect for stakeholder rights, conducts due diligence to address human rights impacts, and rectifies issues. We promote human rights across our value chain and maintain robust grievance mechanisms for affected parties.

Regulatory Compliance

We give utmost priority to complying with all relevant laws and regulations. We are pleased to report that we maintained full compliance with all applicable laws and regulations during this reporting year. As a result, we ensured no instances of non-compliance and, consequently, no incurring of penalties.

Environment Health, Safety and Sustainability Policy

IOL Chemicals And Pharmaceuticals Limited is wholly committed to the protection of the Environment, Health, and Safety of its employees and integrates this commitment into our routine practices. To realize this commitment, we shall implement the following EHS&S Policy:

We are committed to

- Provide a safe workplace and a healthy work environment to employees, contractors, and all stakeholders.
- Establish systems, policies, procedures, and compliance monitoring mechanisms to fulfill applicable statutory compliance obligations and commitments on Environment, Health, Safety, and Sustainability. Strive to minimize the adverse impact on Environment, Health, Safety, and Sustainability by upgrading technology, consultation, and participation of our employees and stakeholders, and ensure optimum utilization of resources to promote environment protection and the prevention of pollution.
- Integrate Environment, Health, Safety, and Sustainability as an integral part of our business for the continual improvement of EHS&S management to enhance EHS&S performance.
- Cultivate a culture of health and safety through consultation and participation, ensuring that our employees and contractors are aware of relevant EHS&S issues, are trained, and provided with the knowledge to perform their respective jobs safely.
- Review EHS&S performance on a periodic basis, including setting and reviewing EHS&S objectives and targets to promote continual improvement.
- Initiate measures to prevent injury, occupational illness, and ill health through the implementation of robust EHS&S programs and efficient risk management.
- Integrate Sustainability considerations into all business decisions, functions, and work processes, with the aim of creating value and contributing to sustainable development and a greener future.

This policy shall be implemented across the organization and communicated to all stakeholders.

Risk Management

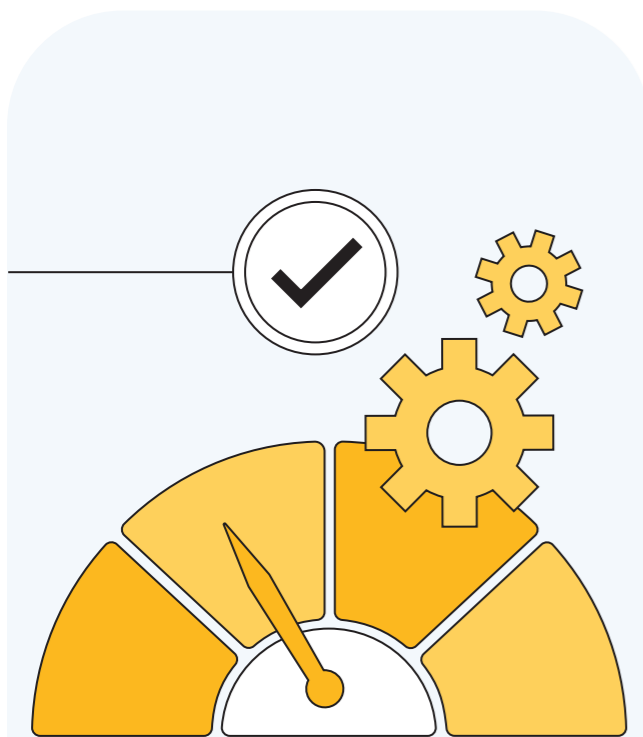
Effective risk management is a fundamental aspect of our operations at IOL Chemicals and Pharmaceuticals. It helps us safeguard our business, maintain our competitive edge, ensure operational efficiency, and protect the interests of our stakeholders. Through our comprehensive risk management framework, we proactively navigate uncertainties and seize opportunities in the ever-evolving business landscape.

Risk Management Framework

Our risk management framework intends to assess and mitigate risks across various facets of our business, including finance, operations, and compliance. A dedicated Risk Management Committee oversees these efforts, ensuring that we comprehensively address potential threats and enhance our risk management strategies.

Risk Management Committee

The Risk Management Committee is pivotal in identifying, analyzing, and mitigating risks. This committee evaluates diverse risks to understand their potential impact and aligns our risk management strategies with the overall objectives and risk appetite. The regular reporting to the Board ensures effective communication and informed decision-making, safeguarding our business, fostering sustainable growth, and maintaining stakeholder confidence.



Key Risks and Mitigation Measures


Risks	Definition	Mitigation Measures
Regulatory Compliance Risk	Risk of non-compliance with industry regulations, which can adversely impact operations.	Conduct regular internal and external inspections, audits, and adhere to regulations from Indian and international regulatory agencies.
Operational Risk	Risk stemming from challenges in raw material supply, which could impact overall performance.	Secure long-term agreements with suppliers, optimize resource utilization, implement alternate sourcing, and maintain in-house production capabilities.
Debt Default Risk	Risk associated with the possibility of defaulting on financial obligations due to funding unavailability.	Maintain a debt-free status, assess cash flow for financing availability, and take appropriate measures.
Geographic Concentration Risk	Risk due to significant concentration in a specific market, leading to vulnerabilities during regional downturns.	Diversify the customer base across multiple regions to minimize geographical risk.
Technological Obsolescence Risk	Risk associated with potential obsolescence of assets, necessitating costly replacements.	Employ cutting-edge technology, focus on research and development, and continuously innovate business processes.
Environmental and Safety Compliance Risk	Risk of non-compliance with environmental and safety regulations, which can disrupt operations.	Conduct regular inspections, maintain necessary environmental permits, and uphold ISO 14001:2015 EMS Standard certification.
Competition Risk	Risk arising from competition, both domestic and foreign, which may affect market positioning.	Continuously enhance product quality, foster long-term client relationships, and implement quality assurance measures.
Foreign Exchange Risk	Risk associated with fluctuations in foreign exchange rates, particularly with USD-denominated revenues and expenses.	Regularly analyze foreign exchange exposure and implement hedging measures when needed.
Human Capital Risk	Risk related to talent acquisition and retention, critical for maintaining operational standards.	Recruit and train human capital effectively, provide a favorable work environment, and promote personal growth and development.

This holistic approach to risk management ensures that IOL Chemicals and Pharmaceuticals is well-prepared to navigate challenges and capitalize on opportunities in the dynamic business landscape.

Board of Directors

Visionary Minds Shaping our Progress

Our Board of Directors comprises a team of experienced individuals who provide valuable guidance and expertise. They ensure that we make informed decisions and uphold high standards of governance and transparency in our operations.



MR. RAJENDER MOHAN MALLA
Chairman and Independent Director

M

Expertise: Finance and banking
Experience: 40 years



MR. VARINDER GUPTA
Managing Director

C C M

Expertise: Chemical and pharmaceutical industry
Experience: 36 years



MR. KUSHAL KUMAR RANA
Director (Works)

M

Expertise: Pharmaceutical industry
Experience: 31 years



MR. HARPAL SINGH
Independent Director

C C M

Expertise: Banking and financial services sector
Experience: 35 years



MR. VIKAS GUPTA
Joint Managing Director

M M M M M

Expertise: Chemical and pharmaceutical business
Experience: 8 years



MR. ABHIRAJ GUPTA
Executive Director

Expertise: Pharmaceutical and chemical business
Experience: 6 years



DR. SANDHYA MEHTA
Independent Director

M C C M M M

Expertise: Academia and industry
Experience: 25 years



MR. SHARAD TYAGI
Independent Director

M M

Expertise: Pharmaceuticals, OTC, automotive catalysts, and specialty chemicals
Experience: 36 years

Board Committees

To enhance our corporate governance and ensure focused attention to key areas of our business, we have established several Board committees. These committees play a pivotal role in shaping our policies, overseeing critical functions, and upholding our commitment to transparency, accountability, and responsible business practices.

Committee Details

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholders Relationship Committee
- Corporate Social Responsibility Committee
- Risk Management Committee
- Banking and Finance Committee

C Chairperson M Member

Certifications and Accreditations

Being Acknowledged for Excellence



US FDA-approved facility since 2015, recertified in 2019



EUGMP certification in 2013, 2017 and recertification in 2020



State Food and Drug Administration Manufacturing License, GMP



GMP certificate by the Ministry of Industry and Trade of the Russian Federation



Certified Halal in accordance with Sharia Board guidelines



Ministry of Public Safety and Security

Certificate of DMF Registration from the MFDS (Ministry of Food and Drug Safety) of the Republic of Korea



Certified WHO GMP (COPP)



Written confirmation from the Central Drugs Standard Control Organisation (CDSCO)



Certificate of Suitability from the European Directorate for the Quality of Medicines & HealthCare (EDQM)



Certified Kosher issued by certification agencies and the Chief Rabbinate of Israel



ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001 and ISO 14064-1



Recognition for our commitment to quality and compliance, exemplified by the REACH Certificate for ethyl acetate, enabling exports to 40+ countries worldwide.



Social Accountability Standard



Ecovadis Bronze Medal for FY 2023-24



Independent Limited Assurance Statement to IOL Chemicals and Pharmaceuticals Limited on their Sustainability Report FY2022-23

To the Management of IOLCP Limited, Punjab, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by IOL Chemicals and Pharmaceuticals Limited ("IOLCP") to provide an independent limited assurance on its Sustainability Report for FY2022-23 ("the Report"). The Report is prepared by IOLCP based on a Global Reporting Initiative (GRI) Standards 'in-accordance' option for sustainability reporting. The assurance was performed in accordance with the requirements of International Federation of Accountants' (IFAC) International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent, and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of the IOLCP's Sustainability Report for FY2022-23.

Responsibilities

The management of IOLCP is solely responsible for development of the Report and its presentation. Management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with the management of IOLCP, is to provide assurance and express an opinion on the Assurance Statement based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within the report.

Assurance Scope

The Assurance has been provided for selected sustainability performance disclosures presented by IOLCP in the Report. The reporting boundary included data and information for the period 1st April 2022 to 31st March 2023 for the operations in Barnala, Punjab, India (which includes Ibuprofen units: IBU 01 & 02, Unit-3, Unit-4, Unit 5, Unit 6, Unit 7, Unit 8, Unit 9, Unit 10, Iso Butyl Benzene Unit, IPCA, Ethyl Acetate Unit in accordance with GRI Standards.

Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:

Materiality Assessment	Topic Specific Disclosures
	<i>Environmental disclosures</i>
<ul style="list-style-type: none"> 3-1 Process to determine material topics. 3-2 List of material topics 	<ul style="list-style-type: none"> Energy 2016: 302-1, 302-2, 302-3 Water and Effluents 2018: 303-3, 303-4, 303-5 Emissions 2016: 305-1, 305-2, 305-3, 305-4



- Waste 2020: 306-1, 306-2, 306-3, 306-4, 306-5

Topic Specific Disclosures

Social disclosures

- 401 Employment: 401-1
- 404 Training and Education: 401-1, 402-2
- 403 Occupational Health and Safety: 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7
- 405 Diversity and Equal Opportunity: 405-1, 405-2

Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standards:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Methodology

Intertek performed assurance work using a risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review with regard to the reporting and supporting records for FY 2022-23. Data and information supporting the Statement were historical in nature and proven by evidence. Our assurance task was planned and carried out during September-October 2023. The assessment included the following:

- Assessment of the Report that it was prepared in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data, and other information made available digitally.
- Conducted virtual interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations, and thresholds used by IOLCP for data analysis.
- Review of sustainability disclosures on sample basis for the duration from 1st April 2022 to 31st March 2023 was carried out remotely through virtual interactions and screen sharing tools.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed.

Conclusions

Intertek reviewed selected sustainability disclosures provided by IOLCP in the Report for the reporting period from 1st April 2022 to 31st March 2023. Based on the data and information provided by IOLCP, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not accurate, complete, consistent, transparent, materially correct, and thus is a fair representation of sustainability disclosures in line with the identified material topics and is in accordance with the sustainability reporting standards of the GRI Standards to the best of our knowledge.

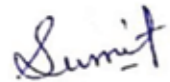


Assurance Statement

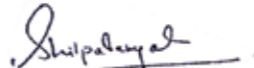
Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data except for this assurance opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.



Sumit Chowdhury
Senior Manager-Sustainability
Intertek India



Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP

SANDEEP VIG
Sandeep Vig
Director-Business Assurance
Intertek India & MENAP



23rd October 2023

No member of the verification team (stated above) has a business relationship with IOLCP Ltd. stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.



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EHS&S Policy



IOL Chemicals And Pharmaceuticals Limited

ENVIRONMENT HEALTH, SAFETY AND SUSTAINABILITY POLICY

IOL Chemicals and Pharmaceuticals Limited is wholly committed for protection of the Environment, Health and Safety of its employees and integrate the commitment into our routine practices. To realize the commitment, we shall implement the following EHS&S Policy:

We are committed to:

- Provide a safe workplace and a healthy work environment to employees, contractors and all the stakeholders.
- Establish systems, policies, procedures and compliance monitoring mechanism to fulfill applicable statutory compliance obligations and commitments on Environment, Health, Safety and Sustainability.
- Strive to minimize the adverse impact on Environment, Health, Safety and Sustainability by upgrading technology, consultation and participation of our employees, stakeholders and ensure optimum utilization of resources to promote environment protection and prevention of pollution.
- Integrate Environment, Health, Safety and Sustainability as an integral part of business for continual improvement of EHS&S management to enhance EHS&S performance.
- Cultivate a culture of health and safety by consultation and participation, so that our employees and contractors are aware of the relevant EHS&S issues, are trained and provided with the knowledge to perform their respective jobs safely.
- Review EHS&S Performance on a periodic basis, including setting and review of EHS&S objectives and targets for promoting continual improvement.
- Initiate measures to prevent injury, occupational illness, ill health through implementation of robust EHS&S programs and efficient management of risks.
- Integrate Sustainability considerations into all business decisions, functions, and work processes, with the aim of creating value and contributing to sustainable development and greener future.

This policy shall be implemented across the organization and communicated to all stakeholders.



Varinder Gupta
(Managing Director)

Date:
25/11/2022

GRI Content Index

Statement of Use	IOL has reported in accordance with the GRI Standards for the period between 1 st April 2022 - 31 st March 2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standard No.	Disclosure	LOCATION		Omissions
		Section	Page No.	
GRI 2: General Disclosures 2021				
The organization and its reporting practices	2-1 Organizational details	IOL at a Glance	4	
	2-2 Entities included in the organization's sustainability reporting	About the Report	3	
	2-3 Reporting period, frequency and contact point	About the Report	3	
	2-4 Restatements of information		NA ¹	
	2-5 External assurance	Assurance Statement	54-56	
Activities and workers	2-6 Activities, value chain and other business relationships	Business Segments	6-7	
	2-7 Employees	Social Responsibility	32	
	2-8 Workers who are not employees		NA ¹	
Governance	2-9 Governance structure and composition	Governance	46, 50-51	2-13, 2-14, 2-18, 2-19, 2-20, 2-21
	2-10 Nomination and selection of the highest governance body	Board of Directors	50-51	
	2-11 Chair of the highest governance body	Board of Directors	50-51	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance	46-47	
	2-15 Conflicts of interest	Governance	45, 46	
	2-16 Communication of critical concerns	Governance	45, 46	
	2-17 Collective knowledge of the highest governance body	Board of Directors	50-51	
	2-22 Statement on sustainable development strategy	Approach to Sustainability	10-11	2-25, 2-26
Strategy, policies and practices	2-23 Policy commitments	Approach to Sustainability	10-11	
	2-24 Embedding policy commitments	Approach to Sustainability	10-11	
	2-27 Compliance with laws and regulations	Approach to Sustainability	10-11	
	2-28 Membership associations	IOL at a Glance	4	
Stakeholder engagement	2-29 Approach to stakeholder engagement	Stakeholder Engagement	12-13	
	2-30 Collective bargaining agreements		NA	Not applicable to IOL as there is no union.
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	14-15	
	3-2 List of material topics	Materiality Assessment	14-15	
Economic Performance				
GRI 201: Economic Performance 2016	3-3 Management of material topics	Materiality Assessment	14-15	203-1, 203-2
	201-1 Direct economic value generated and distributed	Economic Performance	17	
GRI 204: Procurement Practices 2016	3-3 Management of material topics	Materiality Assessment	14-15	
	204-1 Proportion of spending on local suppliers	Social Responsibility	43	
Environmental Performance				
GRI 302: Energy 2016	3-3 Management of material topics	Materiality Assessment	14-15	302-2
	302-1 Energy consumption within the organization	Environmental Responsibility	29	
	302-2 Energy consumption outside of the organization		-	
	302-3 Energy intensity	Environmental Responsibility	29	
	302-4 Reduction of energy consumption	Environmental Responsibility	27-29	

¹ Reliable information is not available.

GRI Standard No.	Disclosure	LOCATION		Omissions
		Section	Page No.	
GRI 303: Water and Effluents 2018	3-3 Management of material topics	Materiality Assessment	14-15	
	303-1 Interaction with water as a shared resource	Environmental Responsibility	22	
	303-2 Management of water discharge-related impacts	Environmental Responsibility	22	
	303-3 Water withdrawal	Environmental Responsibility	22	
	303-4 Water discharge	Environmental Responsibility	22	
GRI 305: Emissions 2016	3-3 Management of material topics	Materiality Assessment	14-15	305-4, 305-5
	305-1 Direct (Scope 1) GHG emissions	Environmental Responsibility	27	
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Responsibility	27	
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Responsibility	27	
	305-6 Emissions of ozone-depleting substances (ODS)	Environmental Responsibility	28	
GRI 306: Waste 2020	3-3 Management of material topics	Materiality Assessment	14-15	306-3
	306-1 Waste generation and significant waste-related impacts	Environmental Responsibility	23-25	
	306-2 Management of significant waste-related impacts	Environmental Responsibility	23-25	
	306-4 Waste diverted from disposal	Environmental Responsibility	23	
	306-5 Waste directed to disposal	Environmental Responsibility	23	
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	Materiality Assessment	14-15	
	308-1 New suppliers that were screened using environmental criteria	Social Responsibility	43	
	308-2 Negative environmental impacts in the supply chain and actions taken	Social Responsibility	43	
Social Performance				
GRI 401: Employment 2016	3-3 Management of material topics	Materiality Assessment	14-15	401-2
	401-1 New employee hires and employee turnover	Social Responsibility	38	
	401-3 Parental leave	Social Responsibility	39	
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Materiality Assessment	14-15	403-10
	403-1 Occupational health and safety management system	Social Responsibility	33	
	403-2 Hazard identification, risk assessment, and incident investigation	Social Responsibility	33	
	403-3 Occupational health services	Social Responsibility	34-35	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Social Responsibility	33-35	
	403-5 Worker training on occupational health and safety	Social Responsibility	33-35	
	403-6 Promotion of worker health	Social Responsibility	33-35	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social Responsibility	33-35	
	403-8 Workers covered by an occupational health and safety management system	Social Responsibility	33-35	
403-9 Work-related injuries	Social Responsibility	34		

GRI Content Index

GRI Standard No.	Disclosure	LOCATION		Omissions
		Section	Page No.	
GRI 404: Training and Education 2016	3-3 Management of material topics	Materiality Assessment	14-15	
	404-1 Average hours of training per year per employee	Social Responsibility	37	
	404-2 Programs for upgrading employee skills and transition assistance programs	Social Responsibility	36-37	
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Responsibility	31	
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Materiality Assessment	14-15	
	405-1 Diversity of governance bodies and employees	Social Responsibility	32	
GRI 406: Non-discrimination 2016	3-3 Management of material topics	Materiality Assessment	14-15	
	406-1 Incidents of discrimination and corrective actions taken	Social Responsibility	32, 42	
GRI 408: Child Labor 2016	3-3 Management of material topics	Materiality Assessment	14-15	
	408-1 Operations and suppliers at significant risk for incidents of child labor	Social Responsibility	42	
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	Materiality Assessment	14-15	
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social Responsibility	42	
GRI 413: Local Communities 2016	3-3 Management of material topics	Materiality Assessment	14-15	
	413-1 Operations with local community engagement, impact assessments, and development programs	Social Responsibility	40-41	
GRI 417: Marketing and Labeling 2016	3-3 Management of material topics	Materiality Assessment	14-15	
	414-1 New suppliers that were screened using social criteria	Social Responsibility	43	
	414-2 Negative social impacts in the supply chain and actions taken	Social Responsibility	43	



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