



## IOL CHEMICALS AND PHARMACEUTICALS LIMITED

31<sup>st</sup> July 2025  
IOLCP/CGC/2025

**National Stock Exchange of India Ltd.**  
Exchange Plaza, Plot no. C/1, G Block,  
Bandra-Kurla Complex, Bandra (E)  
Mumbai - 400 051  
Security Symbol: **IOLCP**

**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street  
Mumbai- 400 001  
Security Code: **524164**

### **Sub.: Business Responsibility and Sustainability Report for FY 2024-25**

Pursuant to the provisions of Regulation 34 and other application provisions of the Securities & Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the **Business Responsibility and Sustainability Report ('BRSR')** of the Company for FY 2024-25. The BRSR forms part of the Company's Integrated Annual Report for the FY 2024-25.

The Integrated Annual Report containing the BRSR is available on the website of the Company at the following link:

[https://www.iolcp.com/uploads/IOL-Annual-Report\\_2024-25.pdf](https://www.iolcp.com/uploads/IOL-Annual-Report_2024-25.pdf)

This is for your information and record please.

Thanking You,

Yours faithfully,  
For IOL Chemicals and Pharmaceuticals Limited

Abhay Raj Singh  
Sr Vice President & Company Secretary

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24116PB1986PLC007030
2	Name of the Listed Entity	IOL Chemicals and Pharmaceuticals Limited
3	Year of incorporation	1986
4	Registered office address	Village Fatehgarh Channa, Mansa Road, District Barnala-148101, Punjab, India
5	Corporate address	85, Industrial Area 'A' Ludhiana - 141003, Punjab, India.
6	E-mail	<a href="mailto:investor@iolcp.com">investor@iolcp.com</a>
7	Telephone	+(91)-(161)-2225531/35
8	Website	<a href="http://www.iolcp.com">www.iolcp.com</a>
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	1. The National Stock Exchange of India Limited (NSE) 2. BSE Limited (BSE)
11	Paid-up Capital	Rs 58,70,55,020
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr Abhay Raj Singh +(91)-(161)-2225531/35 <a href="mailto:abhayrajsingh@iolcp.com">abhayrajsingh@iolcp.com</a>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Name of assurance provider	Intertek India Private Limited
15	Type of assurance obtained	Limited Assurance

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Pharma Segment	58%
2.	Manufacturing	Chemical Segment	42%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Ibuprofen	21002	34.82%
2	Non Ibuprofen API's	21002	19.24%
3	Ethyl Acetate	20119	36.67%
4	Acetic Anhydride	20119	4.32%
5	Other	20119 / 21002	4.95%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	3	4
International	-	-	-

#### 19. Markets served by the entity:

##### a. Number of locations

Location	Number
National (No. of States)	24
International (No. of Countries)	84

## Business Responsibility &amp; Sustainability Report (Contd..)

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

27%

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

1. Specialty Chemicals/Products Manufacturing Companies
2. Pharmaceuticals Finished Dosage Manufacturing Companies

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	2891	2801	96.89%	90	3.11%
2.	Other than Permanent (E)	476	455	95.58%	21	4.41%
3.	<b>Total employees (D + E)</b>	<b>3367</b>	<b>3256</b>	<b>96.70%</b>	<b>111</b>	<b>3.30%</b>
<b>WORKERS</b>						
4.	Permanent (F)					
5.	Other than Permanent (G)			NIL		
6.	<b>Total workers (F + G)</b>					

**b. Differently abled Employees and workers:**

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

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	2	0	0.00%

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

(Disclose trends for the past 3 years)

	FY 2024-2025 (Turnover rate in current FY)			FY 2023-2024 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	14.9%	15.8%	14.9%	19.0%	33.8%	19.4%	16.5%	41.5%
Permanent Workers	0	0	0	0	0	0	0	0	0

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**

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

S. No.	Name of the holding/ subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	IOL Life Sciences Limited	Wholly owned Subsidiary	100%	No
2	IOL Specialty Chemicals Limited	Wholly owned Subsidiary	100%	No
3	IOL-Foundation	Wholly owned Subsidiary	100%	No

**VI. CSR Details**

- 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): **Yes**
- (ii) Turnover (in Rs.) **2079 Crore**
- (iii) Net worth (in Rs.) **1687 Crore**

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil		Nil	NIL	
Investors (other than shareholders)	<a href="https://www.iolcp.com/investors/services">https://www.iolcp.com/investors/services</a>	Nil	Nil		Nil	NIL	
Shareholders	Yes <a href="https://www.iolcp.com/investors/services">https://www.iolcp.com/investors/services</a>	5	Nil		4	Nil	
Employees and workers	Yes	Nil	Nil		Nil	Nil	
Customers	<a href="https://www.iolcp.com/about-us/policies">https://www.iolcp.com/about-us/policies</a>	Nil	Nil		Nil	Nil	
Value Chain Partners	<a href="https://www.iolcp.com/about-us/policies">about-us/policies</a>	Nil	Nil		Nil	Nil	
Other (please specify)		Nil	Nil		Nil	Nil	

**26. Overview of the entity’s material responsible business conduct issues**

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

As a pharmaceuticals and Specialty Chemical firm, we have identified, evaluated, and reported on certain key issues. In FY 2024-25, we completed a materiality evaluation based on peer review across environmental, social and governance dimensions as per GRI Requirement. The evaluation process has provided us with great insights into topics that are important to us, our operations, as well as how they might impact our future.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Manufacturing of API and specialty chemicals- Effluent generation from process having potential of water pollution and soil pollution	O	Zero liquid Discharge process is implemented to treat, recycle and reuse the good quality water in cooling towers hence conserve fresh water	NA	Positive

## Business Responsibility &amp; Sustainability Report (Contd..)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Reduction in Carbon Footprint	O	Mitigation of impacts of Climate change and ensure long term sustainable business	NA	Positive
3.	Health & Safety	R	In chemical and API industry, Health & Safety can directly impact people and community and disrupt the operations	Environment, Health & Safety Management Plan, Onsite/Off site Emergency Management Plan, Risk Assessment and Mitigation	Negative
4.	Employee Development	O	Learning and development opportunities for various level of employees	NA	Positive
5.	Diversity, equity, and inclusion	O	IOL believe that driving equity, diversity, and inclusion strengthens our business. A diverse and inclusive workforce can boost performance, reputation, innovation, and motivation. This will help build a fairer world and strengthen the business.	We continue to progress on our Diversity, Equity and Inclusion journey. Diversity, Equity and Inclusion have been core elements of our culture and values.	Positive
6.	Energy Efficiency	O	Minimize the greenhouse gas (GHG) emissions, improve resource efficiency, cost saving, cleaner environment etc.	NA	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
<b>Policy and management processes</b>										
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.iolcp.com/investors/corporate-policies">https://www.iolcp.com/investors/corporate-policies</a>									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	SA 8000:2014, ISO 14001:2015, ISO 50001:2018 ISO 45001:2018, ISO 9001:2015, ISO 20400:2017 ISO 14064-1, ISCC, GMP Certificate EUGMP Certificate by OGYÉI, EP Certificates from EDQM, DUNS Number Certificate, Kosher Certificate, Drug Manufacturing License 1689-OSP, Free Sale Certificate, Responsible care logo certified Company								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Provided in the Integrated Annual Report 2024-25								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
<b>Governance, leadership, and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	We are steadfast in our commitment to integrating sustainability across our value chain, even as we broaden our social impact and enter new markets. Our mission is to offer high-quality, affordable products that enhance lives while sustaining strong business growth. We remain focused on advancing our objectives and delivering meaningful solutions for our stakeholders. We welcome the continued support and encouragement of all our stakeholders in building a more sustainable future.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr Varinder Gupta, Managing Director DIN: 00044068								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Corporate Social Responsibility Committee (CSR Committee). The composition of the CSR Committee is as follows: Mr Varinder Gupta, Chairman DIN 00044068 Mr Vikas Gupta, Member DIN 07198109 Mr Harpal Singh DIN 06658043								

**10. Details of Review of NGRBCs by the Company:**

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No	No	No	No	No	Yes*	No	No	No

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

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

Business Responsibility & Sustainability Report (Contd..)

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

**Essential Indicators**

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

There are regular training sessions for new inductees.

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	Directors are regularly provided with information regarding the Company's operations, strategic direction, and governance. During Board and Committee meetings, they receive frequent presentations on a wide range of subjects, including the Company's long-term strategy, business model, operational performance, market trends, organizational structure, product and service offerings, quarterly and annual financial results, enterprise risk management framework, human resources, corporate social responsibility (CSR) initiatives, and environmental, social, and governance (ESG) commitments.	100%
Key Managerial Personnel	4	<p><b>Leadership:</b> Boosts team collaboration, strategic decision-making, and change management.</p> <p><b>Functional:</b> Enhances system proficiency, process efficiency, and compliance.</p> <p><b>Productivity &amp; Efficiency:</b> Improves communication, teamwork, and workflow optimization.</p>	100%
Employees other than BoD and KMPs	1265	<ul style="list-style-type: none"> <li>Advance Excel Training, Anti bribery / Information security code, Awareness Session on Basic Life Support, Awareness session on Mediclaim insurance, Awareness session on SA 8000 (Social accountability), Behaviour Based Safety/ Use and Importance of PPE's/ EHS &amp; S Policy &amp; Gen. Safety Awareness, Business communication training, Chemical Safety/ MSDS/ Gas Cylinder Safety/ Safe Handling of Chemicals, Communication &amp; Presentation Skills, Cyber Security Awareness Session, Data Integrity/ Key Documentation Requirements/ Good Documentation Practices, Design Analysis of Shell &amp; Tube Heat Exchanger, Electrical Safety, Machine Guarding, Scaffolding Safety, Lock Out Tag Out and Try Out, External Training on GC Session, External Training on Mechanical Seals, External training on Operation &amp; maintenance of GLR, Fire and its preventions/ Oper. of Fire Extinguishers &amp; Hydrant/ OSEP/ Mock Drill/ Use of SCBA Set, Healthy Lifestyle, House Keeping Sanitation and Hygiene, ICHQ7 Guidelines for Good Manufacturing Practices, Incident Reporting and Investigation/ Work Permit System/ Electrical Safety/ Machine guarding, Internal Auditor Training on QMS/ EMS/ ISO 45001, Investigation Techniques (ATC Module 09), Occupational Safety &amp; Health Program, POSH Training, Responsible Care Policy and Codes, Environ, Health, Safety &amp; Sustainability Awareness, Policies, Certifications &amp; Endorsements, Risk Assessment (HIRA/HAZOP/JSA/PSSR/What If)/ Process Safety Mgt. Awareness, Team Building and Conflict Management, Time &amp; Stress Management, Train the Trainer, Training on Accident Investigation, Training on Chilling System by kiloskar, Training on First Aid, Training on SAP PMGM-RCM, Training on SAP-EC, Training on Scaffolding Inspection, Training on Shipping of Dangerous Goods, Validation and Qualification</li> </ul>	100%

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

Monetary					
	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in Rs)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/fine	1	NSE and BSE	4.69 lakh each	Fine imposed by NSE and BSE under Regulation 17(1) and 19 of SEBI Listing Regulations due to delays in appointing a woman independent director and non-compliance with the composition of the Nomination and Remuneration Committee	No
Settlement				Nil	
Compounding fee					

Non-Monetary					
	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in Rs)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment				Nil	
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	N/A

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

Yes, Organization has implemented anti-corruption and anti-bribery policy, for policy detail refer. <https://www.iolcp.com/investors/corporate-policies>

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	N/A	N/A

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N/A	Nil	N/A
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N/A	Nil	N/A

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

Not applicable

## Business Responsibility &amp; Sustainability Report (Contd..)

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

	FY 2024-25	FY 2023-24
Number of days of accounts payable	96	86

Trade payable excluding accrued expenses

**9. Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25(%)	FY 2023-24 (%)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	56.80%	23.44%
	b. Number of trading houses where purchases are made from	99	24
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	85.99%	95.63%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	29.87%	31.05%
	b. Number of dealers / distributors to whom sales are made	269	273
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	37.30%	39.09%
Share of RPTs in	a. Purchases (Purchases with related parties as % with Total Purchases)	5.54%	6.50%
	b. Sales (Sales to related parties as % of Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties as % of Total loans & advances)	0	0
	d. Investments (Investments in related parties as % of Total Investments made)	1.43%	1.46%

**Leadership Indicators**
**a. Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
14	- Code of Conduct - SA8000 awareness - Transportation Safety guidelines, Sustainable Procurement Policy. - NDMA Impurity Declaration, EHS&S Awareness	80% (100% of Key Material Supplier)

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

Yes, The Company ensures robust governance by requiring each Director to annually disclose their interests and concerns, including any holdings, in the Company, its subsidiaries, associated bodies corporate, firms, or other entities. These disclosures, which are updated as changes occur, are submitted to the Finance Department. The department records these entities in its system to monitor and track any transactions between the Company and related parties, ensuring transparency and compliance.

Additionally, Directors provide an annual declaration under the Company's Code of Conduct, affirming their commitment to act in the Company's best interests. This declaration confirms that their business or personal associations do not present any conflict of interest with the Company's operations or their roles therein. Similarly, Senior Management annually attests that they have not engaged in any material financial or commercial transactions that could potentially conflict with the Company's interests.

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

**Essential Indicators**

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

	Financial Year 2024-25 (%)	Financial Year 2023-24 (%)	Details of improvements in environmental and social impacts
R&D	100%	100%	All R&D Investments are focused on improving the environmental and social impacts of our products and processes, sustainable technologies, Backward Integration, enhancing process efficiency and product quality
Capex	17.11%	38.94%	Includes projects relating to improving environment, conserving energy, reducing effluent load, treatment of wastewater, increasing the use of renewable energy and conversion of byproducts into sellable products.

**2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No): Yes**  
**b. If yes, what percentage of inputs were sourced sustainably?** 100% for Key Raw Material Suppliers which are contributing to 80% Spend.

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

IOL Chemicals and Pharmaceuticals Limited has established comprehensive processes to safely reclaim and manage its products at the end of life across various waste categories. For plastics, including packaging, the company disposes of plastic waste through authorized recyclers in compliance with Plastic Waste Management Rules 2016. E-waste generated is handed over to authorized vendors approved by Pollution Control Boards, ensuring environmentally sound disposal in line with E-waste Rules. Hazardous waste is stored in a designated hazardous waste room within the facility and managed through agreements with certified agencies such as GGEPIIL, Nimbua Ramky, and Re Sustainability for safe disposal and treatment.

Authorization Number of IOLCP : HWM/PBIP/Sangrur/2024/2402607873

Categories of Hazardous Waste of IOL Chemicals and Pharmaceuticals Limited:

1. (5.1) Mobile Oil
2. (5.2) Waste Residue containing oil
3. (20.3) Distillation Residue

4. (28.1) Process Residue and wastes
5. (28.2) Spent Catalyst
6. (28.3) Spent Carbon
7. (28.4) Off Specification Products
8. (28.5) Date expired Products
9. (28.6) Spent Solvents
10. (33.1) Empty Barrels
11. (33.2) Contaminated cotton Rags
12. (35.3) ETP Sludge
13. (36.2) Spent Carbon
14. (37.1) sludge from Wet Scrubber
15. (37.2) Ash from incinerator
16. (37.3) Concentration & evaporation Residue

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

Yes

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

Yes

**If not, provide steps taken to address the same.**

N.A.

## Business Responsibility &amp; Sustainability Report (Contd..)

**Leadership Indicators**

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
21102	Ibuprofen	36%	Cradle to gate emissions	Yes	No
21102	Metformin	8%	Cradle to gate emissions	Yes	No

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

Name of Product / Service	Description of the risk / concern	Action Taken
Manufacturing of API and specialty chemicals	Environmental risks include effluent generation with potential for water and soil pollution; social risks involve health and safety impacts on employees and local communities.	Implemented Zero Liquid Discharge (ZLD) process to treat, recycle, and reuse water, minimizing pollution and conserving resources. Health & Safety Management Plan and Onsite/ Offsite Emergency Management Plans are in place, along with continuous risk assessment and mitigation. Use of biofuels in captive power plant and installation of Continuous Air Quality Monitoring System (CAQMS) further reduce environmental footprint. Regular training ensures safe working conditions. Additionally, the company actively engages in plantation drives and community upliftment programs to address social concerns. Waste management complies with environmental regulations through authorized disposal and recycling channels. These measures collectively mitigate environmental and social risks while promoting sustainability.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
HDPE Drums	10%	10%

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	53.22	-	-	37.4MT	-
E-waste	-	-	0.38	-	1.05MT	-
Hazardous waste	-	-	2484.83	-	-	2417.71
Other waste	-	-	-	-	-	-

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

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

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

**Essential Indicators**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	2801	2801	100%	2801	100%	0	0	2801	100%	0	0
Female	90	90	100%	90	100%	90	100%	0	0	90	100%
<b>Total</b>	<b>2891</b>	<b>2891</b>	<b>100%</b>	<b>2891</b>	<b>100%</b>	<b>90</b>	<b>3.11%</b>	<b>2801</b>	<b>96.89%</b>	<b>90</b>	<b>3.11%</b>
<b>Other than Permanent employees</b>											
Male	455	455	100%	455	100%	0	0	455	100%	0	0
Female	21	21	100%	21	100%	21	100%	0	0	21	100%
<b>Total</b>	<b>476</b>	<b>476</b>	<b>100%</b>	<b>476</b>	<b>100%</b>	<b>21</b>	<b>4.41%</b>	<b>455</b>	<b>95.59%</b>	<b>21</b>	<b>4.41%</b>

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male											
Female						Nil					
<b>Total</b>											
<b>Other than Permanent employees</b>											
Male											
Female						Nil					
<b>Total</b>											

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

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the Company	0.30%	0.57%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	0%	Y	100%	0%	Y
Gratuity	100%	0%	Y	100%	0%	Y
ESI	100%	0%	Y	100%	0%	Y
Others – please specify Pension, Leave incashment Due Bonus, Other benefits as per policy	100%	0%	Y	100%	0%	Y
Momento, Cash reward as per policy, 10-15 year service 1 month fix CTC, 15 above 2 month fixed CTC, farewell Party	100%	0%	Y	100%	0%	Y

## Business Responsibility &amp; Sustainability Report (Contd..)

**3. Accessibility of workplaces**

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

Yes, the premises are assessable to all as per their roles and responsibilities

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

Yes

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	100%	95.27%
Female	100%	100%
<b>Total</b>	<b>100%</b>	<b>95.27%</b>

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes (Grievance Redressal System Implemented at Site)
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

**Stage-I**

Whenever any employee wants a response to his views, he shall first represent in writing or orally to the concerned Section In-charge or Immediate Superior. The Section In charge / Immediate Superior shall investigate the matter to shall attempt to resolve it within seven days up to the satisfaction of the aggrieved employee.

**Stage-II**

If the aggrieved employee is not satisfied with the decision given or fails to receive an answer within the stipulated time, may represent his views in writing substantiated by relevant facts to the concerned Head of the Department through the Sectional In charge or Immediate Superior, with a copy to the Human Resources Department. The Section In charge or Immediate Superior concerned should record his views before forwarding it to the Head of the Department. The Head of the Department shall give a personal hearing to the employee, investigate the problem, gather all relevant facts and opinions and make his decision within seven days of presentation to him, up to the entire satisfaction of the aggrieved employee.

**Stage-III**

If the aggrieved employee is not satisfied with the decision communicated to him by the Head of the Department or fails to receive an answer with the stipulated period, he may request reconsideration of his case giving reason for his dissatisfaction arid forward a copy to the Grievance Coordinator who shall be Head of the Human Resources Department. The Grievance Handling Committee shall be comprising of Head of the Human Resources Department, concerned Head of the Department and Unit Head or Head Operations, if need be. The matter shall be coordinated with the Grievance Handling Committee by the Grievance Handling Coordinator. The Committee shall give his decision within 15 days and then the decision will be final, and the matter shall stand as resolved.

**Stage IV**

The decision is to be communicated to the person concerned by the Grievance Handling Coordinator and the recommendations of the Grievance Handling Committee shall be duly complied.

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>2891</b>	<b>0</b>	<b>2891</b>	<b>2777</b>	<b>0</b>	<b>0</b>
- Male	2801	0	2801	2703	0	0
- Female	90	0	90	74	0	0

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	No. (F)	No. (F)	% (F / D)
<b>Employees</b>										
Male	2801	2637	94.14%	2725	97.29%	2703	2145	79.36%	2321	85.87%
Female	90	78	86.66%	90	100%	74	52	70.27%	59	79.73%
<b>Total</b>	<b>2891</b>	<b>2715</b>	<b>93.91%</b>	<b>2815</b>	<b>97.37%</b>	<b>2777</b>	<b>2197</b>	<b>79.11%</b>	<b>2380</b>	<b>85.70%</b>
<b>Workers</b>										
Male	N/A									
Female	N/A									
<b>Total</b>	N/A									

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2801	2801	100%	100%	2703	100%
Female	90	90	100%	100%	74	100%
<b>Total</b>	<b>2891</b>	<b>2891</b>	<b>100%</b>	<b>100%</b>	<b>2777</b>	<b>100%</b>
<b>Workers</b>						
Male	N/A					
Female	N/A					
<b>Total</b>	N/A					

**10. Health and safety management system:**

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

Yes, IOL Chemicals and Pharmaceuticals Limited (IOLCP) has implemented an occupational health and safety management system. The company is certified under ISO 45001:2018, reflecting a well-established and comprehensive safety management system covering 100% of its product wise plants and offices. The system includes well-defined processes for identifying work-related hazards and assessing risks through methodologies such as HIRA, AIA, HAZOP, JSA, and PSSR. Employees are encouraged to proactively report hazards via an online IPO incident prevention opportunity system. Extensive training and awareness sessions on EHS policies, ergonomics, industrial hygiene, fire safety, electrical safety, and emergency response are conducted regularly

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

IOL Chemicals and Pharmaceuticals Limited (IOLCP) employs a systematic approach to identify work-related hazards and assess risks on both routine and non-routine bases. The company uses established methodologies such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), Hazard and Operability Study (HAZOP), and Activity Impact Assessment (AIA) to analyze operational processes and detect potential hazards. For routine activities, regular workplace inspections, risk assessments, and employee hazard reporting through an online system are conducted to ensure continuous monitoring. For non-routine activities like startups, shutdowns, and maintenance, IOLCP applies integrated risk assessment methods combining JSA and HAZOP to break down processes into steps, analyze deviations, and evaluate risks systematically.

## Business Responsibility &amp; Sustainability Report (Contd..)

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

IOL Chemicals and Pharmaceuticals Limited (IOLCP) has implemented an innovative Incident Prevention Opportunity (IPO) online portal as part of its occupational health and safety management system. This digital platform enables employees and stakeholders to proactively report potential hazards, near misses, and unsafe conditions in real-time, facilitating early identification and mitigation of risks before incidents occur. The IPO portal supports a culture of safety by encouraging transparent communication and prompt corrective actions, thereby reducing workplace accidents and enhancing operational safety.

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

Yes

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

IOL Chemicals and Pharmaceuticals Limited (IOLCP) ensures a safe and healthy workplace through a robust Occupational Health and Safety Management System certified to ISO 45001:2018, covering 100% of its plants and offices. The company implements well-defined standard operating procedures for hazard identification and risk assessment, including HIRA, AIA, HAZOP, JSA, and PSSR, addressing both routine and non-routine activities. Employees are encouraged to proactively report work-related hazards via an online Incident Prevention Opportunity (IPO) portal, enabling timely risk mitigation.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

**14. Assessments for the year:**

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

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

N.A.

**Leadership Indicators**
**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees (Y/N) Yes

(B) Workers (Y/N) Yes

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

The company periodically audits and inspects the records of the value chain partners at their site as well as online periodically, to ensure that the statutory Compliance are duly complied. In case of any non-compliance or delayed compliance, the Company ensures that the statutory compliances are compiled at the earliest by the value chain partner and releases the payments upon submission of documentary evidence.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0			

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

Yes

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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

No pending action arising from assessments of health and safety practices and working conditions of value chain partners.

All safety related accidents are being investigated and learnings from investigation reports are shared across organization for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits/ internal audits Loss control tours.

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

**Essential Indicators**

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

The Company has identified Shareholders, Value Chain partners, Employees and workers, Government and Communities as its key stakeholders on internal and external basis.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meetings, other shareholder meetings, email communications, Stock Exchange (SE) intimations, investor /analysts meet /conference calls, Annual Reports, quarterly results, media releases, Company’s website	Ongoing	Financial results, dividends, financial stability, induction of board members, changes in shareholdings, growth prospects
Employees and workers	No	Regular Emails, Website, Tool Box Talk, Notice Boards, Town Hall,	Ongoing	Performance analysis and career path setting, Training and awareness, health, safety and engagement initiatives
Value Chain Partners	No	Vendor Meet	Ongoing	Quality, timely delivery fair and competitive pricings. Product quality and availability, responsiveness to needs,

## Business Responsibility &amp; Sustainability Report (Contd..)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government	No	Meetings with local administration/ state government authorities through seminars on need basis	Ongoing	Statutory compliance, transparency in disclosures, tax revenues, sound corporate governance mechanisms
Communities	Yes	Community visits and projects, partnership with local charities, CSR initiatives	Ongoing	Assess local community's needs, strengthen livelihood opportunities, education, health care and humanitarian relief.

**Leadership Indicators**

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

The Company's management regularly interacts with its key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company also has Corporate Social Responsibility Committee and Audit Committee which updates the progress on the actions taken to the Board and takes inputs and guidance from the Board on a quarterly basis.

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

Yes, the Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics.

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

NA and no instances if engagement till date

**PRINCIPLE 5 Businesses should respect and promote human rights**
**Essential Indicators**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2891	1975	68.31%	2777	2227	80.19%
Other than permanent	476	263	55.25%	148	0	0%
<b>Total Employees</b>	<b>3367</b>	<b>2238</b>	<b>66.47%</b>	<b>2925</b>	<b>2227</b>	<b>76.14%</b>
<b>Workers</b>						
Permanent						
Other than permanent						
<b>Total Workers</b>						N/A

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	2891	-	-	2891	2891	2777	-	-	2777	100%
Male	2801	-	-	2801	2801	2703	-	-	2703	100%
Female	90	-	-	90	90	74	-	-	74	100%
<b>Other than Permanent</b>										
Male						Nil				
Female										
<b>Workers</b>										
<b>Permanent</b>										
Male						N/A				
Female										
<b>Other than Permanent</b>										
Male						N/A				
Female										

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	25185270	0	-
Key Managerial Personnel (excluding MD and ED)	2	13003110	0	-
Employees other than BoD and KMP	1211	638400	83	464400
Workers	1584	298800	7	262800

b) Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to female as % of total wages	2.7%	3%

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

Yes

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

IOLCP is SA 8000:2014 certified establishment and has various committees to address issues; Grievance Redressal Committee, POSH Policy Implementation and works committee.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

## Business Responsibility &amp; Sustainability Report (Contd..)

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

Grievance Redressal Committee, Works committee acts as per defined Mechanism, Certified Standing Orders

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

Yes

**10. Assessments for the year:**

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

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

No such instance. IOLCP is SA 8000:2014 Social Accountability Standard compliant and its requirements are implemented in latter and spirits.

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

No such grievances/complaints on Human Rights violations.

**2. Details of the scope and coverage of any Human rights due-diligence conducted. N/A**
**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes

**4. Details on assessment of value chain partners:**

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

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

No Significant Risk. All requirements of SA 8000:2014 being complied.

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

**Essential Indicators**

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

Whether total energy consumption and energy intensity is applicable to Company: Yes

Revenue from operations (in Rs): 2079 crore

Parameter	Units	FY 2024-25	FY 2023-24
<b>From renewable sources</b>			
Total electricity consumption (A)	Tera Joules	1974.5	1775.30
Total fuel consumption (B)	Tera Joules	-	-
Energy consumption through other sources (C)	Tera Joules	0.37	0.169
<b>Total energy consumption from renewable sources (A+B+C)</b>	Tera Joules	<b>1974.9</b>	<b>1775.4</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	Tera Joules	495.7	626.0
Total fuel consumption (E)	Tera Joules	-	-
Energy consumption through other sources (F)	Tera Joules	2.58	3.77
<b>Total energy consumption from non-renewable sources (D+E+F)</b>	Tera Joules	<b>498.2</b>	<b>629.77</b>
<b>Total energy consumption (A+B+C+D+E+F)</b>	Tera Joules	<b>2473.1</b>	<b>2405.17</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	Tera Joules	0.000000118	0.000000112
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)		2.45	2.32
<b>Energy intensity in terms of physical output</b> Energy intensity per permanent employee		63.37 0.85	61.99 0.86

**Note :** When we compared the statistics for FY 2022–2023 with FY 2023–2024, we discovered that the energy usage didn't adhere to the usual pattern. As a result, we did not include the energy consumption of newly introduced plants or the expansion of already-existing plants in our comparison, as indicated in the last column of the table.

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

Yes, ISO 50001 :2018 Energy management system implemented and site was audited by BSI

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

No

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	232273	226879
(ii) Groundwater	16008	18256
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>248281</b>	<b>245135</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>248281</b>	<b>245135</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.0000119	0.00001149
<b>Water intensity Per Rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption (KL) / Revenue from operations adjusted for PPP)	246.75	237.46
<b>Water intensity in terms of physical output</b> (Water Consumed in KL/FTE)	0.63	0.60
<b>Water intensity per permanent employee</b>	85.88	88.27

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

YYes, Intertek India Private Limited 4.

## Business Responsibility &amp; Sustainability Report (Contd..)

**Provide the following details related to water discharged**

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment [in kilolitres (KL)]</b>	0	0
(i) To Surface Water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – Please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – Please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – Please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – Please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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

Yes, British Standard Institution (BSI)

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

Yes, Waste Effluent from all the plants comes to the ZLD facility established within the industry and the treated water is reused in Cooling towers. 2) ZLD SOP is in place to avoid any deviations in the process for smooth functioning. 3) Separate Lab is established for regular testing of the incoming streams.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/NM3	104	148
SOx	mg/NM3	8.8	15
Particulate matter (PM)	mg/NM3	61.5	70
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	PPM	345	320
Hazardous air pollutants (HAP)	mg/NM3		16.70
Others– please specify	NA	NA	NA

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

YES, Precitech Laboratories, State Pollution Control Board, Envirotech Laboratories

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	45920	49521
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6019.88	6179
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> Equivalent / Rs	0.00000249	0.000002611

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 Equivalent / Rs	51.61	53.95
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Metric tonnes of CO2 Equivalent / Rs	3.01	2.67
<b>Total Scope 1 and Scope 2 emission intensity per permanent employee</b>	Metric tonnes of CO2 equivalent per permanent employee	17.96	20.05

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

Yes, GHG Emissions are verified by External Third party and are as per GRI guidelines and ISO 14064-1.

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

IOL Chemicals and Pharmaceuticals Limited (IOLCP) has undertaken several projects aimed at reducing Greenhouse Gas (GHG) emissions, including :

- Hazardous waste reduction, recycling, and reuse work processes under waste to wealth initiative
- Steps to reuse byproducts of the process (Pharma & API)
- Replacement of Forklifts (Diesel Operated to Electrical)
- Solar Panel Installation 62.1 KW & 510 KW
- Improving the system for recovering waste heat.
- Energy consumption reduction via equipment modernization
- Lowering greenhouse gas emissions by optimizing processes
- Talent Capability Building – 26 member CII certified Professional on Resource efficiency and Environmental Sustainability, Green Supply Chain and Carbon Foot print
- 17% Scope 3 Downstream Emission reduction by clubbing of vehicle Initiatives
- Carbon Sink verification of one model site implemented at site
- Plastic Waste reduction by drum size conversion under product sold category contributing in Scope 3 emission reduction.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	53.22	60.18
E-waste (B)	0.38	1.05
Bio-medical waste (C)	0.0107	0.02344
Construction and demolition waste (D)	0	0
Battery waste (E)	2.03	2.69
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2705.21	2458.775
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1634.13	1898.86
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>4394.98</b>	<b>4421.57</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated (MT) / Revenue from operations)	0.00000021	0.0000002073
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated (MT) / Revenue from operations adjusted for PPP)	4.36	4.28
<b>Waste intensity in terms of physical output</b>	35.66	33.72

## Business Responsibility &amp; Sustainability Report (Contd..)

Parameter	FY 2024-25	FY 2023-24
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	226.88	62.94
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
<b>Total</b>	<b>226.88</b>	<b>62.94</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	417.59	342.37
(ii) Landfilling	2067.24	2075.34
(iii) Other disposal operations	NA	NA
<b>Total</b>	<b>2484.83</b>	<b>2417.71</b>

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

Yes, ISO 14001 :2015 Environment management system implementation and was audited by BSI

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

IOL Chemicals and Pharmaceuticals Limited (IOLCP) adopts a comprehensive and environmentally responsible approach to waste management and the reduction of hazardous and toxic chemicals in its products and processes. The company ensures hazardous waste is stored separately in dedicated facilities and disposed of through authorized recyclers or incineration, complying with all regulatory requirements and holding valid authorizations.

- Different dustbins are defined in every plant, office, OHC, Canteen for collection of waste depending on the type and segregating from the source itself.
- Hazard Waste collection area is defined within the industry for storage.
- Awareness campaigns are been conducted in the premises for sustainable life and workplace management to reduce the waste.
- Condensate water is collected and reused in Cooling towers.
- Effluent treatment and reused in Cooling towers

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: No**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
No			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Expansion of Chemicals and APIs production unit at Village & Post Fatehgarh Channa, Mansa Road, District Barnala	Notified under EIA Notification	NA	Yes	Yes	Environmental clearance document available on Ministry of Environment, Forest and Climate Change portal

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

Yes

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

**Leadership Indicators**

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>0</b>	<b>0</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>0</b>	<b>0</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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

Yes, Intertek

## Business Responsibility &amp; Sustainability Report (Contd..)

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	93042	108357.15
<b>Total Scope 3 emissions per rupee of turnover</b>		0.0000044	0.0000050

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

Yes GHG emissions are verified by external third party BSI . Limited Assurance statement was also issued by BSI

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

In our operations areas, conservation of biodiversity is our top priority. We follow rules, carry out in-depth environmental impact evaluations for projects, and make sure there are no adjacent endangered species or environmentally sensitive areas. Sustainability and the preservation of the environment are guaranteed by our dedication to ethical environmental practices.

We ensure the preservation of ecological diversity with our strong, effective, and environmentally conscious management system. Given our geographic location, there are no eco-sensitive areas or endangered animals in the immediate neighborhood.

Company has developed and maintained two no. of Biodiversity parks at Barnala City.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	To get approx 3 MW of power increase (without bleeds open & with bleeds open of approx 2.3 MW by changing old 13MW turbine with new efficient turbine on same foot prints	Energy saving by replacement of Old 12.1 MW Turbine with new designed efficient 12.4 MW Turbine with same input parameters of steam	18534.54 tCO <sub>2</sub> e	Monthly Monitoring & Inspection
2	Sludge Dryer installation to Reduce Moisture Content	Achieve reduction in Sludge Moisture content by 75-80% Sludge Volume reduction	20.65 tCO <sub>2</sub> e	Monthly Monitoring & Inspection
3	Solar Panel Installation	0.0621 MW (62.1 KW) Solar Panel Installation for Carbon Neutral Scope 2	61.32996 tCO <sub>2</sub> e	Monthly Monitoring & Inspection
4	Optimization in one of the pharma product	Process Optimization Initiatives Waste to Wealth Considering 150MT Saleable product	936 MT product sold	Monthly Monitoring & Inspection
5	Replacement of Forklifts	Procurement of 7 Electric Forklift for replacement of Diesel operated forklift	128 tCO <sub>2</sub> e	Monthly Monitoring & Inspection
6	Downstream Transportation	Vehicle Clubbing for road transportation emission reduction	647 tCO <sub>2</sub> e	Monthly Monitoring & Inspection
7	Upstream Transportation	Local Sources Development for RM Reduction in Plastic Purchase by Modification initiatives with supplier	24196.1 tCO <sub>2</sub> e	Monthly Monitoring & Inspection
8	Solar Panel	1.5 MW Solar Panel Installation for Carbon Neutral Scope 2 - 6134 MTCO <sub>2</sub> e	1481.4 tCO <sub>2</sub> e	Monthly Monitoring & Inspection

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

IOL Chemicals & Pharmaceuticals Ltd. is a fully backward integrated, Indian pharmaceutical company with a strong thrust on exports. We are the largest manufacture of different APIs and different Specialty Chemicals which we produce right from the basic stage. APIs/ Chemicals are produced at world-class manufacturing facilities. These facilities have been approved by leading drug regulatory authorities - US FDA, Russia. WHO Geneva. HPFB Canada, KFDA Korea, EDOM.

With operations in over 80 countries across the globe, exports and domestic business account for approximate equal contribution of the company's income.

Continuity of any business with all interested parties concern & targeted growth considering the risk involve is an essential part of the any business organization. Business Continuity is generally ensured by alternate arrangement of raw material, services & utilities required for smooth operations. Business critical functions have been analyzed for any failure and backup arrangement to uninterrupted supply of goods to the customers. All identified critical functions have been assessed for risk & its criticality to the business to set the priority for the next action to be taken to reduce the impact.

A documented guiding document has been established by IOLCP which can be referred in case of major fire, data loss, flooding, raw material supply interruption which may occur during performing any business operation.

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

NA

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

100% key Raw material suppliers on the basis on internal Assessment on ESG

**8. How many Green Credits have been generated or procured:**

- (i) By the listed entity: Nil
- (ii) By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not available

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

**Essential Indicators**

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

Twelve

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Phd chamber of commerce and industry	National - India
2	Apex chamber of commerce and Industry	National - India
3	Indian Chemical Council	National - India
4	Confederation of Indian Industry	National - India
5	Pharmexcil	National - India
6	Chemexcil	National - India
7	Chamber of industrial & commercial undertakings	National - India
8	Entrepreneures' organisation	International US &National (Personal Mr. Abhiraj Gupta)
9	Ludhiana Management Association	National - India
10	Young Presidents' Organization	International US &National (Personal Mr. Vikas Gupta)
11	National Safety Council (NSC)	National - India
12	<a href="http://Naukri.com">Naukri.com</a>	National - India

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

Name of authority	Brief of the case	Corrective action taken
	NIL	

## Business Responsibility &amp; Sustainability Report (Contd..)

**Leadership Indicators**
**1. Details of public policy positions advocated by the entity:** No

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

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**
**Essential Indicators**
**1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

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

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

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

**3. Describe the mechanisms to receive and redress grievances of the community.**
**1. Formal Grievance Redress Mechanisms**

Grievance redressal mechanisms allow communities to lodge complaints related to company policies, operations, or behavior. This is often independent of the parties involved in grievance to ensure impartiality.

**2. Designated Responsible Personnel**

IOLCP has designated authorized personnel to represent Management and are responsible for receiving, documenting, and following up on grievances.

**3. Multiple Accessible Communication Channels**

IOLCP has provided diverse channels for communities to submit complaints or suggestions, including:

Written complaints, Dedicated phone numbers, Face-to-face meetings or community liaison Suggestion boxes.

**4. Clear Procedures for Complaint Handling**

Upon receipt of a complaint, the person responsible acknowledges it promptly.

Complaints are documented using standardized forms capturing key details such as the nature of the grievance, complainant information, and investigation status.

The complaint is assessed for admissibility, and if accepted, an investigation is conducted to identify root causes.

A work plan for resolution is developed, and progress is regularly monitored and reported to senior management.

**5. Community Engagement and Awareness**

IOLCP engage community representatives in designing and improving grievance mechanisms to ensure they meet local needs and cultural contexts.

CSR Awareness campaigns, printed materials, and meetings in schools, panchayats, markets, and places of worship are used to inform the community about the grievance process and contact points.

**6. Transparency and Reporting**

Regular reporting on grievances, including the number, nature, and status of complaints, is provided internally and shared with communities as well for a cordial industrial and harmonious relationship.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	7.67%	4.91%
Sourced directly from within the district and neighbouring districts	10%	15%

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

Location	FY 2024-25 (%)	FY 2023-24 (%)
Rural	77.97%	76.05%
Semi-Urban	-	-
Urban	22.80%	23.86%
Metropolitan	0.08%	0.08%

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
	NA

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

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

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

No. However, We have as a standard policy in general terms of condition of PO that the Company promotes diversification of vendors and does not discriminate the vendor on the basis of their name, religion, a small, minority own, women owned, disadvantage/disabled, veteran owned and LGBTQA business enterprises.

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

NA

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

NA

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

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

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

Name of authority	Brief of the case	Corrective action taken
	N/A	

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Preventive health care & sanitation, Eradicating hunger	The CSR projects of the Company are being carried in the nearby area of the Company's to benefit most of the persons from marginalized group	
2	Community Development		
3	Environmental sustainability and Disaster Relief		
4	Promoting education among children		
5	Animal welfare		

Business Responsibility & Sustainability Report (Contd..)

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

**Essential Indicators**

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

Yes, the SOP for the complaint handling and feedback is in place and integral part of quality management system. SOP no. is Number-BNL-API/CHEM-QA-SOP-000008 titled as "Handling of Product complaints"

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

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

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	42	1	NA	48	4	NA

Note: The pending resolutions are now closed.

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

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

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

No. However, we are adhering the best practices to overcome the cyber threats.

However regular reviews are being conducted to improve cyber security, the measure to safeguard data privacy are taken and needs are evaluated with reference to best practices and effective measures are adopted in the company.

**Provide the following information relating to data breaches:**

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

There have been no issue related to advertising and delivery of essential services, cyber security, and data privacy of customers.

Also, there was no action by any regulatory authority, and no issue on safety of the product.

- a. Number of instances of data breaches  
0
- b. Percentage of data breaches involving personally identifiable information of customers  
0%
- c. Impact, if any, of the data breaches  
NA

### Leadership Indicators

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

Information relating to all products of the Company are available on the website at <https://www.iolcp.com/business/business-overview>

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

IOLCP provides Material Safety Data Sheet (MSDS) while dispatching products to its customer which contains information pertaining to safe handling and product storage. Risks/hazards related to product and steps to mitigate risks are incorporated in MSDS.

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

The Company provide information to its customers through e-mails and phone calls.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

Yes, our product labels are in compliance with prevailing regulatory guidelines and mandatory information is displayed on product labels. As per customer requirement additional information is also provided, if any, like TREM card required during material transportation.

**Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes