



14th July, 2023

The Secretary
BSE Ltd.
Corporate Relationship Dept.,
14th floor, P. J. Tower,
Dalal Street, Fort
Mumbai - 400 001
Stock Code – 500331

The Secretary
National Stock Exchange of India Ltd.
Exchange Plaza, Plot no. C/1, G Block,
Bandra-Kurla Complex,
Bandra (E),
Mumbai - 400 051
Stock Code - PIDILITIND

Dear Sir,

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report which forms an integral part of the Annual Report for the financial year 2022-23.

This is for your information and records.

Thanking You,

Yours faithfully,
For Pidilite Industries Limited

Manisha Shetty
Company Secretary

Encl as above

Regd. Office
Regent Chambers, 7th Floor
Jamnalal Bajaj Marg
208 Nariman Point
Mumbai 400 021

Pidilite Industries Limited
Corporate Office
Ramkrishna Mandir Road
Andheri - E, Mumbai 400059, India

T + 91 22 2835 7000
2835 7952 / 2835 7365
F +91 22 2830 4482
www.pidilite.com
CIN:L24100MH1969PLC014336

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Introduction

Given the heightened significance of global climate change, sustainability has emerged as a key priority. Pidilite Industries Limited ("Company") is committed to comprehensive organizational development, clearly focusing on embedding Environmental, Social and Governance (ESG) considerations throughout its value chain. The environmental performance of the Company was primarily driven by the focus on reduction in consumption of fresh water & energy, reduction in Greenhouse Gas Emissions, increasing the usage of renewable energy and reduction and recycling of waste with focus on plastic packaging. The Corporate Social Responsibility (CSR) initiatives were directed towards the wellbeing of the vulnerable and marginalised communities and focused on issues such as education, women empowerment, skill development, agriculture, water management and sanitation. By incorporating ESG principles into these critical areas, the Company aims to foster a sustainable business model that creates long-term value for its stakeholders.

Over the past few years, the Company has been monitoring its ESG parameters and publishing its Sustainability Report since FY 2018-19. With a strong foundation in place, the transformation is based on the concept of sustainable development at the core of its operations. The leadership sets the tone of the Company's culture and the practices are followed across the organisation. The Company has broadened its perspective and consequently, the strategy is to inculcate more stringent environmental targets along with social and governance aspects with special focus on climate risks.

This report has been developed in accordance with the guidelines set forth by the Securities & Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting (BRSR).

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L24100MH1969PLC014336
2	Name of the Listed Entity	Pidilite Industries Limited
3	Year of incorporation	1969
4	Registered office address	Regent Chambers, 7 th Floor, 208, Nariman Point, Mumbai, Maharashtra, 400 021
5	Corporate address	Ramkrishna Mandir Road, Off Mathuradas VasANJI Road, Andheri (E), Mumbai – 400 059
6	E-mail	investor.relations@pidilite.co.in
7	Telephone	+91 22 6883 7000
8	Website	www.pidilite.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	The BSE Limited, The National Stock Exchange of India Limited
11	Paid-up Capital	₹ 50,83,14,240
12	Contact Person	
	Name and contact detail (telephone email address) of the person who may be contacted in case any queries on the BRSR report	Name: Joseph Varghese, Director - Operations Tel: +91 22 6883 7124 Email: joseph.varghese@pidilite.com
13	Reporting Boundary	
	Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements taken together)	Standalone Basis

II. Product/Services					
14	Details of business activities (accounting for 90% of the turnover):	S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Consumer & Bazaar Products Segment	The Branded Consumer & Bazaar segment encompasses various products, including Adhesives, Sealants, Art & Craft Materials and others, as well as Construction and Paint Chemicals. These products are widely used by carpenters, painters, plumbers, mechanics, households, students, offices etc.	81%
		2	Business to Business Products Segment	The Business to Business segment includes a range of products like Industrial Adhesives, Industrial Resins, Construction Chemicals (Projects), Organic Pigments, Pigment Preparations and more. This segment serves different industries such as packaging, joineries, textiles, paints, printing inks, paper, leather and others.	18%

15	Products/ Services sold by the entity (accounting for 90% of the entity's Turnover):	S. No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Manufacture of adhesives and sealants including rubber-based glues, industrial adhesives, consumer adhesives.	20295	61.5%
		2	Manufacture of Pigments and preparations, paint chemicals, industrial resins etc.	20297	31.5%

III. Operations						
16	Number of locations where plants and/or operations/ offices of the entity are situated:	Location (State/UT)		Number of plants	Number of offices	Total
		National (Manufacturing Operations in 10 States / UTs)		33	7	40
		International*		0	6	6

* Our international plants are under Subsidiaries / JV's and not captured in this report.

17	Market served by the entity	Locations	Numbers
	a. No. of Locations	National (No. of States/UTs)	Pan India
		International (No. of Countries)	69
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	8.3%	
c. A brief on types of customers	<ul style="list-style-type: none"> The Company operates under two major business segments i.e., Branded Consumer & Bazaar and Business to Business. The Branded Consumer & Bazaar segment encompasses various products, including Adhesives, Sealants, Art & Craft Materials, and others, as well as Construction and Paint Chemicals. These products are widely used by carpenters, painters, plumbers, mechanics, households, students, offices, etc. The Business to Business segment includes a range of products like Industrial Adhesives, Industrial Resins, Construction Chemicals (Projects), Organic Pigments, Pigment Preparations, and more. This segment serves different industries such as packaging, joineries, textiles, paints, printing inks, paper, leather and others. 		

IV. Employees*

18. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female		
			No. (B)	% (B/A)	No. (C)	% (C/A)	
a.	Employees and workers (including differently abled)						
Employees							
1	Permanent Employees (D)	7,134	6,738	94%	396	6%	
2	Other than Permanent Employees (E)	2,230	2,072	93%	158	7%	
3	Total Employees (D+E)	9,364	8,810	94%	554	6%	
Workers							
4	Permanent (F)	176	167	95%	9	5%	
5	Other than Permanent (G)	3,585	3,403	95%	182	5%	
6	Total Workers (F+G)	3,761	3,570	95%	191	5%	
b.	Differently abled employees and workers						
Employees							
7	Permanent Employees (D)	143	140	98%	3	2%	
8	Other than Permanent Employees (E)	10	10	100%	-	0%	
9	Total differently abled employees (D+E)	153	150	98%	3	2%	
Workers							
10	Permanent (F)	3	3	100%	-	0%	
11	Other than Permanent (G)	6	4	67%	2	33%	
12	Total differently abled workers (F+G)	9	7	78%	2	22%	

*Pertains to the Company and as on 31st March, 2023.

19. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors*	16	2	12.5
2	Key Management Personnel	1	1	100

* Board of Directors includes KMP's

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)*

Category	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14%	19%	14%	11%	10%	11%	7%	8%	7%
Permanent Workers	7%	11%	9%	9%	22%	10%	5%	20%	5%

* Turnover rate is calculated as: Number of employees exited during the F.Y. / Total Number of Employees on the last working day of the F.Y.

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)					
21	S. No	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures	Indicate whether it is a Holding / Subsidiary / Associate or 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)
Names of holding / subsidiary / associate companies / joint ventures	1.	Fevicol Company Ltd.	Subsidiary	100	No
	2.	Pagel Concrete Technologies Pvt. Ltd.	Subsidiary	80	
	3.	Bhimad Commercial Company Pvt. Ltd.	Subsidiary	100	
	4.	Pidilite Ventures Pvt. Ltd. (Formerly known as Madhumala Ventures Pvt. Ltd.)	Subsidiary	100	
	5.	Building Envelope Systems India Ltd.	Subsidiary	60	
	6.	Pidilite Litokol Pvt. Ltd.	Subsidiary	60	
	7.	Pidilite Grupo Puma Manufacturing Ltd.	Subsidiary	50	
	8.	Pidilite C-Techos Walling Ltd.	Subsidiary	60	
	9.	Tenax Pidilite India Pvt. Ltd.	Subsidiary	70	
	10.	Nina Percept Pvt. Ltd.	Subsidiary	74.58	
	11.	ICA Pidilite Pvt. Ltd.	Subsidiary	50	
	12.	Pidilite International Pte Ltd.	Subsidiary	100	
	13.	Pidilite Middle East Ltd.	Subsidiary	100	
	14.	Pidilite MEA Chemicals LLC	Subsidiary	49	
	15.	Pidilite USA Inc.	Subsidiary	100	
	16.	Pidilite Speciality Chemicals Bangladesh Pvt. Ltd.	Subsidiary	100	
	17.	Pidilite Bamco Ltd.	Subsidiary	100	
	18.	PT Pidilite Indonesia	Subsidiary	100	
	19.	Pidilite Innovation Centre Pte Ltd.	Subsidiary	100	
	20.	Pidilite Industries Egypt SAE	Subsidiary	100	
	21.	Bamco Supply and Services Ltd.	Subsidiary	49	
	22.	Pulvitec do Brasil Industria e Comercio de Colas e Adesivos Ltda	Subsidiary	100	
	23.	PIL Trading (Egypt) LLC	Subsidiary	100	
	24.	Pidilite Industries Trading (Shanghai) Co Ltd.	Subsidiary	100	
	25.	Pidilite Chemical PLC	Subsidiary	100	
	26.	Pidilite Lanka (Pvt.) Ltd.	Subsidiary	76	
	27.	Nebula East Africa Pvt. Ltd.	Subsidiary	100	
	28.	Nina Lanka Construction Technologies (Pvt.) Ltd.	Subsidiary	72.70	
	29.	Pidilite Ventures LLC	Subsidiary	100	
	30.	Pidilite East Africa Ltd.	Subsidiary	55	
	31.	Nina Percept (Bangladesh) Pvt. Ltd.	Subsidiary	71.81	
	32.	Vinyl Chemicals (India) Ltd.	Associate	40.64	
	33.	Aapkapainter Solutions Pvt. Ltd.	Associate	47.67	
	34.	Karwaan Eduventures Pvt. Ltd.	Associate	28.88	
	35.	Climacrew Pvt. Ltd.	Associate	33.33	
	36.	Buildnext Construction Solutions Pvt. Ltd.	Associate	24.13	
	37.	Finemake Technologies Pvt. Ltd.	Associate	32.20	

VI. CSR Details		
22	i. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	ii. Turnover (in ₹)	₹ 10,597 Crores
	iii. Net worth (in ₹)	₹ 7,108 Crores

VII. Transparency and Disclosures Compliances								
23	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2022-23			FY 2021-22		
			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
Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Communities	Yes csr@pidilite.co.in	-	-	-	-	-	-
	Investors (other than shareholders)	Yes https://pidilite.com/contact/	-	-	-	-	-	-
	Shareholders	Yes https://pidilite.com/investors/investor-center/	8	-	-	14	-	-
	Employees and workers	Yes report@integritymatters.in	1	-	-	1	-	-
	Customers	Yes 1. https://pidilite.com/contact/ 2. Customer Care Cell Email address - csc@pidilite.com and Toll Free number – 1800-266-6066	2,612	3	-	1,580	11	-
	Value Chain Partners	Yes https://pidilite.com/contact/	-	-	-	-	-	-

24. Overview of the entity's material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications.

S. No.	Material Issue Identified	Indicate whether risk or opportunity	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	Corporate governance and risk management	Opportunity	To enhance corporate governance practices by establishing board-level priorities. The Company's directors oversee management activities to actively contribute to the enhancement of shareholder value.	-	Positive
2	Management of hazardous chemicals	Risk	Proper handling of hazardous chemicals is essential to reduce health and safety risks and lower environmental impacts.	<ul style="list-style-type: none"> • The Company has Environment Health & Safety (EHS) policy which is communicated to all the employees. • The Company conducts regular risk assessments and closely monitors the implementation of action plans derived from these assessments until their completion. • Training and awareness programs are conducted to educate employees about hazards, associated risks, emergency preparedness & response, and safe handling practices of hazardous chemicals. • Procedures are in place for the adoption of inherently safe design based on various applicable standards for all new infrastructures and implementing the same for existing infrastructures in a phased manner. 	Negative
3	Environment	Risk	<ul style="list-style-type: none"> • Climate change due to Green House Gases (GHG) emissions leading to global warming and impact to business operations. • Changes in existing regulations / emerging sourcing of materials, emissions, waste generation, storage and use of material or quality of finished goods. 	<ul style="list-style-type: none"> • The Company has taken several initiatives to reduce the impact of GHG emissions by adopting measures on renewable energy sources, water reduction/conservation and waste reduction. • The Company has established systems and processes to monitor emerging regulations, incidents, and developments, and to assess their applicability for compliance purposes. 	Negative

S. No.	Material Issue Identified	Indicate whether risk or opportunity	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)
4	Plastic Packaging	Risk	<p>The regulatory changes in Plastic Waste Management Rules requires-</p> <ul style="list-style-type: none"> • Reduce virgin plastic consumption by including recycled plastic in plastic packaging. • Recycle & Reuse the plastic packaging that is put into market. 	<p>The Company is taking several initiatives including -</p> <ul style="list-style-type: none"> • To optimize the packaging and reduce virgin plastic usage. • To utilize Post Consumer Recycled (PCR) plastics in packaging to promote circularity. • To reuse rigid plastic packaging. 	Negative
5	Occupational health and safety	Risk	<p>The Company's operation has inherent health and safety hazards. Proper process safety management and controls are required to eliminate / minimise any potential health and safety hazards/ risks.</p>	<ul style="list-style-type: none"> • The Company is committed to the Occupational Health & Safety of all across its value chain with a goal of 'Zero Harm'. • The Company has adopted ISO 45001:2018 for the management of Health & Safety across its operations. • The Company continues to drive improvements in process safety management and people safety. • Additionally, during the reporting period the Company has also rolled out Pidilite Life Saving Rules (PLSR). • Regular reviews of EHS systems and processes are conducted through internal as well as independent external audits. 	Negative
6	Economic performance	Opportunity	<p>Strong economic performance is key to the stakeholders of an organization. The Company's efforts have been to ensure sustainable growth for its value chain and the economy.</p>	-	Positive
7	Community development	Opportunity	<p>The Company is a firm believer in the inclusion of the community in which it operates, thereby providing direct economic and social growth for all its stakeholders.</p>	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	Certain Policies are uploaded on the website of the Company at https://pidilite.com/investors/corporate-governance/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	The value chain partners are expected to follow the Company policies as applicable to their business.								
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.	Principle of Corporate Governance, Corporate Governance Voluntary Guidelines, 2009	ISO 14001 : 2015, GRI standards	ISO 45001 : 2018, GRI standards	ISO 14001 : 2015, GRI standards	Universal Declaration on Human Rights of the United Nations,	ISO 14001 : 2015, GRI standards	Universal declaration on Human Rights of the United Nations, GRI Standards	CSR disclosures pursuant to Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended	ISO 14001 : 2015, GRI standards
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The details of Company's Sustainability strategy, commitments, goals, targets and progress against targets are available in the Sustainability Report, which is available in public domain at https://pidilite.com/sustainability/								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.									

Governance, Leadership and Oversight

7	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements</p> <p>The Company has a comprehensive Sustainability strategy that seamlessly incorporates material ESG related challenges into its decision-making processes. The environmental focus is on reduction in consumption of fresh water & energy, reduction in Greenhouse Gas (GHG) emissions, increasing the usage of renewable energy and reduction and recycling of waste with focus on plastic packaging. On the social front, the focus is to cultivate a thriving work environment by building a diverse workforce, investing in enhancing the workforce's skills, career development pathways, and ensuring the workforce's overall well-being. The Corporate Social Responsibility (CSR) initiatives are directed towards sustainable development through focused initiatives to improve the quality of life and the wellbeing of local communities.</p> <p>The Company has established long term targets for reducing freshwater consumption, optimizing energy consumption, increasing usage of renewable energy, recycle / reduce / reuse of plastic packaging and reducing waste disposed to landfill. Robust systems are in place to monitor the performance of environmental targets. Various initiatives are regularly carried out across the manufacturing locations to improve environmental performance.</p> <p>The Company continues to elevate occupational safety conditions and overall health and safety culture across the business. Safety performance improvement focuses more on leading indicators like near miss/unsafe act/condition reporting, audits, surveys etc. The Company has deployed several key initiatives to improve overall health and safety performance like safe handling of hazardous chemicals, machine guarding, contractor safety management, etc. During the reporting period, the Company has implemented Pidilite Life Saving Rules (PLSR's) which comprise of 6 rules focusing on travel safety, permit to work system, working at height, Lifting Safety, Machine guarding & Energy isolation and Adherence to the safety control system.</p> <p>The Company has always believed in contributing to the betterment of the society where it operates. With the objective to enhance the quality of life and wellness of the surrounding communities, over the past several years, the Company has been involved in several social and community service initiatives that are related to agriculture, animal husbandry, health, education, women's empowerment, water conservation and more.</p> <p>The Company is committed to comply with all applicable laws and regulations including that of applicable environmental laws and regulations.</p>	
8	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Name: Shri Sudhanshu Vats Designation: Deputy Managing Director DIN : 05234702</p>
9	<p>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.</p>	<p>Name: Shri Joseph Varghese Designation: Director – Operations DIN : 09770335</p> <p>The Sustainability Management Council – a cross functional Senior Management team chaired by Deputy Managing Director of the Company is constituted to ensure effective formulation of sustainability policies and implementation of strategy.</p>

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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									Quarterly	Monthly	Monthly	Quarterly	Quarterly	Monthly	Ongoing	Quarterly	Quarterly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with all the statutory requirements of principles to the extent applicable.																	
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										P1	P2	P3	P4	P5	P6	P7	P8	P9
									External firms were engaged to review the systems and procedures related to safety and environment.									

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								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors & Key Managerial Personnel	5 (as part of Board meetings)	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. The topics covered includes: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements 4) Environmental & Safety matters 5) Business Process Improvements	100%
Employees other than BODs and KMPs	89	1) Corporate Induction 2) POSH, Company Policies and Procedures 3) CSR Awareness and field visits 4) Well-being and Safety related sessions 5) Session on Code of Conduct to Regulate, Monitor and Report Trading by Designated Person	80%
All Workers	45	1) Training on Company Policies and Processes 2) EHS Induction and annual refresher training 3) Job Specific Training	82%

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

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	NA	NA
Settlement	Nil	Nil	Nil	NA	NA
Compounding fee	Nil	Nil	Nil	NA	NA

b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	NA	NA
Punishment	Nil	Nil	NA	NA

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
NA	NA

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:

Though the Company does not have a dedicated Anti-corruption or Anti-bribery Policy, its operations are governed as per the Code of Conduct of the Company. The document is applicable to all the employees of the Company who must abide by the values of the Company.

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

Category	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Topic	FY 2022-23	FY 2021-22
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of KMPs	Nil	Nil

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

Not Applicable.

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:

Type	FY 2022-23	FY 2021-22	Details of improvement in social and environmental aspects
Research & Development (R&D)	6%	3%	<ol style="list-style-type: none"> R&D efforts have been to shift from solvent-based adhesives to sustainable alternatives like water-based systems and eco-friendly adhesives. Develop a roof seal coating that meets "Green building" standards and significantly reduces energy consumption for cooling, lowering overall energy costs. Incorporate sustainable raw materials in manufacturing without compromising cost and performance parameters. Invest in technology to reduce the weight of multilayer packaging (MLP), using innovative materials and techniques to minimize quantity of MLP introduced into markets. Exploring possibilities of plastic reduction through selection and use of alternate materials and by redesigning our packs. Utilize Post Consumer Recycled (PCR) plastics in packaging to promote circularity and decrease reliance on virgin plastic materials.

Capital Expenditure (CAPEX)	1.69%	1.18%	<ol style="list-style-type: none"> 1. Implementing a waste heat recovery system to decrease boiler operating time, resulting in reduced fuel consumption and air emissions. 2. Adopting a wash water recovery system to minimize the usage of fresh water. 3. Transitioning to PNG (Piped Natural Gas) as a fuel source to lower air emission intensity. 4. Utilizing energy-efficient heat pumps to generate hot DM water for the manufacturing process, thereby reducing fuel consumption for boilers. 5. Replacement of air operated pumps (AODD) with electrical centrifugal pumps. 6. Replacement of conventional fans with high energy efficient BLDC fans. 7. Reallocation of windmills between units to utilize maximum wind power available. 8. Replacement of compressors with energy efficient compressors. 9. Replacement of existing AC with energy efficient AC. 10. Installation of Variable frequency drives. 11. Installation of motion sensors for lighting applications. 12. Day light savings in ware houses by providing transparent roof sheets.
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2. a. Does the entity have procedures in place for sustainable sourcing?

The Company currently has supplier Code of Conduct and is in the process of formulating sustainable sourcing policy.

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

Not Applicable

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.

Product	Process to safely reclaim the product
a. Plastics (including packaging)	<p>The Company uses a variety of plastics as packing material, including multilayer plastics. Ensuring compliance with the Plastic Waste Management (PWM) Rules 2016, the Company follows the Extended Producer Responsibility (EPR) approach to manage plastic packaging waste in its downstream operations. The Company has engaged Central Pollution Control Board (CPCB) approved contractors for collection and channelizing the collected plastics to CPCB authorized recyclers/end of life processors.</p> <p>The plastic wastes generated in manufacturing facilities are channelized to Pollution Control Board (PCB) authorized plastic waste processors.</p>
b. E-Waste	E-waste from Company's establishments are collected and disposed off through PCB authorized vendors.
c. Hazardous Waste	Hazardous waste from manufacturing units and warehouses is disposed off through PCB authorized hazardous waste recyclers/co-processors/landfill facilities.
d. Other Waste	Other wastes are disposed off through approved waste management agencies.

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

Yes, EPR under Plastic Waste Management (PWM) Rules, 2016 is applicable. The collection done is in line with the EPR plan submitted to Central Pollution Control Board (CPCB). In FY 2022-23, as part of EPR, the Company collected 19,562 MT of Category I, 3,473 MT of Category II and 1,547 MT of Category III of post-consumer plastics. 100% of Category I & II plastics (total 23,035 MT) is recycled through the Pollution Control Board (PCB) authorized recyclers and 100% of Category III plastics (1,547 MT) are sent for end of life processing (co-processing).

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	6,738	6,738	100%	6,738	100%	-	-	6,382	95%	-	-
Female	396	396	100%	396	100%	396	100%	-	-	256	65%
Total	7,134	7,134	100%	7,134	100%	396	6%	6,382	90%	256	4%
Other than Permanent Employees											
Male	2,072	1,953	94%	1,953	94%	-	-	-	-	-	-
Female	158	147	93%	147	93%	158	100%	-	-	-	-
Total	2,230	2,100	94%	2,100	94%	158	7%	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Workers (Unionized Workers)											
Male	167	167	100%	167	100%	-	-	31	19%	-	-
Female	9	9	100%	9	100%	9	100%	-	-	-	-
Total	176	176	100%	176	100%	9	5%	31	18%	-	-
Other than Permanent Workers											
Male	3,403	3,403	100%	3,403	100%	-	-	-	-	-	-
Female	182	182	100%	182	100%	-	-	-	-	-	-
Total	3,585	3,585	100%	3,585	100%	-	-	-	-	-	-

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

Sr. No.	Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	Yes	100%	100%	Yes
3	ESI	3%	100%	Yes	5%	100%	Yes

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

The Company endeavors to become a more inclusive organization wherein there is a planned refurbishment of all its facilities. The Company is committed to creating an inclusive environment for individuals with disabilities. As part of this effort, the Company has implemented wheelchair-accessible ramps and side railings to ensure accessibility and ease of movement for everyone.

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:

The Company does not discriminate against any of its employees and have a comprehensive Code of Conduct. The associated policies cover issues related to fraud, bribery, corruption, human rights, and discrimination and detail the relevant corrective measures. They follow the principles of equal opportunity and are consistently working towards establishing an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	93%	-*	-
Female	100%	80%	-	-
Total	100%	93%	-	-

* No worker has applied for parental leave during FY 2022-23.

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:

Category	Yes/No (If yes, give details of the mechanism in brief)
Permanent Workers	Permanent Employees / workers / other than permanent employees and workers are encouraged to share their concerns with their Reporting Manager or the members of the senior management. Employees can reach out independently to the Human Resource Function if they so choose to. The Company has an open-door approach, wherein any employee irrespective of hierarchy has access to the senior management. In addition, the whistle blower policy allows all our employees to report any kind of suspected or actual misconduct in the organization in an anonymous manner by dialing the toll free no (Ethics hotline 1800-102-6969) or writing e-mail to whistleblower@pidilite.co.in or report@integritymatters.in . Stakeholders other than permanent employees of the Company can also raise their grievances via e-mail to the concerned person/management. Further, the Company has Safety Committees at plants to handle grievances related to health & safety.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees						
Male	6,738	67	1%	6,060	82	1%
Female	396	1	0.3%	368	1	0.3%
Total Permanent Workers						
Male	167	123	74%	152	123	81%
Female	9	8	89%	9	7	78%

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Total Permanent Employees										
Male	6,738	2,798	42%	5,594	83%	6,060	1022	17%	2,588	43%
Female	396	207	52%	357	90%	368	95	26%	187	51%
Total	7,134	3,005	42%	5,951	83%	6,428	1,117	17%	2,775	43%
Total Permanent Workers										
Male	167	167	100%	46	28%	152	152	100%	41	27%
Female	9	8	89%	3	33%	9	9	100%	2	22%
Total	176	175	99%	49	28%	161	161	100%	43	27%

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	6,738	6,108	91%	6,060	5,266	87%
Female	396	349	88%	368	335	91%
Total	7,134	6,457	91%	6,428	5,601	87%
Permanent Workers						
Male	167	164	98%	152	152	100%
Female	9	9	100%	9	9	100%
Total	176	173	98%	161	161	100%

10. Health and safety management system:

<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If yes, the coverage of such system?</p>	<p>Yes, the Occupational Health and Safety Management System has been implemented in all manufacturing facilities and Research & Development Laboratory. The health and safety management system follows ISO 45001 : 2018, which is an internationally recognized standard for ensuring occupational health and safety.</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>I. Job Safety Analysis (“JSA”) is used for both routine and non-routine activities to carefully analyze and identify potential hazards associated with specific tasks. II. Hazard and Operability Study (“HAZOP”) for identifying hazard related to chemical processes. III. Industrial Hygiene monitoring is used for identifying health hazards during employment. IV. Fire Risk assessment is used for identifying fire related risks. V. Periodic EHS audits by internal trained auditors and external auditing agencies.</p>
<p>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)</p>	<p>Yes, the Company has established effective mechanisms for reporting work-related hazards. If any worker identifies a hazard, they can promptly report it to their supervisor. The hazard observation is then recorded in the EHS portal under categories such as Unsafe Acts, Unsafe Conditions, or Near Miss incidents. The reported unsafe acts or conditions are investigated, and the progress of implementing corrective actions is closely monitored until completion. These reports are centrally reviewed during EHS performance review meetings, with attention given to their frequency and closure. Also, during the Safety committee meeting/Gemba walks, workers share any potential risk they have observed on the shop floor and the same is corrected within the time frame. In addition to this, the Company is also having suggestion box system where workers can provide their feedback/suggestion related to workplace hazards elimination/reduction measures.</p>
<p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Yes, all the employees and workers are having access to non-occupational medical and health care services.</p>

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
<p>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</p>	Employees	-	-
	Workers	0.48	0.28
<p>Total recordable work-related injuries</p>	Employees	-	-
	Workers	5	3
<p>No. of fatalities</p>	Employees	-	-
	Workers	1	1
<p>High consequence work-related injury or ill-health (excluding fatalities)</p>	Employees	-	-
	Workers	-	-

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

The health and safety management system are based on ISO 45001:2018, the International Standard for Occupational Health and Safety. The key focus areas remain the safety of our people by investing in technologies and processes that eliminate / minimize the interface of man and machinery. A few of the examples are automation in processes, process safety control, fire protection systems, machine guarding, tamper proof interlocks on packaging machineries etc. The processes on which we are focusing are Permit Management Systems, EHS SOPs & technical specifications implementation, Risk Assessments e.g., HAZOP, JSA, Audits etc.

At the design stage of any process, the focus is on eliminating the hazards or providing engineering controls to control the various hazards during manufacturing. The Company has implemented Project Risk Assessment (PRA) for assessing risks for all new or significant modifications of processes, plants, equipment and buildings. In our new plants automation and process control systems are being embedded as part of the design. Further, the Company has a systematic process for identification of work-related hazards through periodic assessments of workplace activities through various internal and external audits and action planning to mitigate or eliminate the identified hazards.

The Company provides Health & Safety training to all concerned during initial employment and on an annual basis. During the reporting period, the Company has implemented Pidilite Life Saving Rules (PLSR's) which comprise of 6 rules e.g., Travel safety, permit to work system, working at height, Lifting Safety, Machine guarding & Energy isolation and Adherence to safety control system. We have a health protocol in place that includes medical screening and periodic health checks.

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

Topic	FY 2022-2023			FY 2021-2022		
	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	-	NA	-	-	NA	-
Health & Safety	-	NA				

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	<p style="text-align: center;">100%</p> <p>All plants were assessed by Internal Audit (every year), external audit (once in 2 years) and safety inspection by unit heads.</p>
Working Conditions	

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

Examples of a few of the corrective actions which are taken as outcome of Incident Investigations/ Assessments are:

- i. As a part of periodic assessments of workplace activities, the Company have identified six high risk areas for improvement. The six areas identified were Contractor Safety, Permit to Work, working at height, Machine guarding and energy isolation, Lifting Safety and Packaging machinery. Gap assessments have been done against the standard/ guideline requirements and the identified gaps have been closed.
- ii. A targeted initiative named "360-degree guarding" was carried out to evaluate the adequacy of machinery guarding. Through this campaign, specific action plans were taken to rectify any gaps in the machine guarding.
- iii. Audit was carried out by external agency for Static Electricity risk identification & recommendations are implemented for all identified gaps.
- iv. To enhance overall safety culture within the Company, a comprehensive program called Pidilite Life Saving Rules (PLSR's) was rolled out. This program placed special emphasis on critical areas like Travel Safety, Permit to Work, Working at Height, Energy Isolation and Machine guarding, Lifting Safety and Adherence to safety control system.

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 process of stakeholder engagement involves identifying key internal and external stakeholders followed by analyzing the impact of each stakeholder groups on our business and vice versa. Based on the exercise carried out, the Company has prioritized its key stakeholders to understand their expectations and concerns. Through regular interactions with the stakeholders across various channels, the Company has been able to strengthen its relationships and enhance the organizational strategy.

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	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Workforce	No	<ul style="list-style-type: none"> • Trainings • Meetings • Email interaction • Employee satisfaction survey • Employee engagement activities • Open forums • Live chat 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Skill development • Workplace satisfaction • Healthy and safe operations • Employee engagement and involvement • Career progression • Emotional and mental well-being
Customers	No	<ul style="list-style-type: none"> • Telephone • Email • Customer meets • Personal visits • Advertisements • Customer satisfaction reports 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Availability of the product • Pricing of the product • Quality of the product • New product development • Logistics • Efficient service • Grievance redressal and transparency • Information on the safe use of products
Investors and Shareholders	No	<ul style="list-style-type: none"> • Media releases • Annual reports • Investor meets • Analyst meets • Contact through investor service centers • Annual general meeting • Company website 	<ul style="list-style-type: none"> • Ongoing/ Quarterly 	<ul style="list-style-type: none"> • Financial performance • Business growth • Business strategy • Future investments • Transparency • Good governance practices • Social responsibility • Sustainability
Dealers	No	<ul style="list-style-type: none"> • Helpdesk • E-business portal • Personal interaction • E-communication/ telephonic conversations • Dealer visits/meets 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Product availability • Product portfolio • New product development • Market trend
Suppliers	No	<ul style="list-style-type: none"> • Personal interaction • Telephonic conversations • Email communication 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Long-term association • Innovation opportunities

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Local communities	No	<ul style="list-style-type: none"> • Visits • Meetings • Medical camps • Need assessment 	• Ongoing	<ul style="list-style-type: none"> • Health • Education • Indirect economic impact • Sanitation
Non-governmental organizations (NGOs)	No	<ul style="list-style-type: none"> • CSR initiatives • Telephonic discussions 	• Ongoing	<ul style="list-style-type: none"> • Support on implementation of program in Company's focus areas • Support for community-based organizations
Regulatory authorities	No	<ul style="list-style-type: none"> • Industry bodies and forums 	• Need based	<ul style="list-style-type: none"> • Regulatory compliance • Community initiatives

PRINCIPLE 5: Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	%(D/C)
Employees						
Permanent	7,134	4,346	61%	6,428	4,781	74%
Other than permanent	-	-	-	-	-	-
Total Employees	7,134	4,346	61%	6,428	4,781	74%
Workers						
Permanent	176	176	100%	161	161	100%
Other than permanent	-	-	-	-	-	-
Total Workers	176	176	100%	161	161	100%

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

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	6,738	-	-	6,738	100%	6,060	-	-	6,060	100%
Female	396	-	-	396	100%	368	-	-	368	100%
Other than permanent										
Male	2,072	-	-	2,072	100%	1,379	-	-	1,379	100%
Female	158	-	-	158	100%	32	-	-	32	100%

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	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)
Workers										
Permanent										
Male	167	-	-	167	100%	152	-	-	152	100%
Female	9	-	-	9	100%	9	-	-	9	100%
Other than permanent										
Male	3,403	-	-	3,403	100%	-	-	-	-	-
Female	182	-	-	182	100%	-	-	-	-	-

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in lacs)	Number	Median remuneration/ salary/ wages of respective category (₹ in lacs)
Board of Directors (BoD)	15	112.45#	02	33.9*
Key Managerial Personnel	0 [⊙]	-	01	63.7*
Employees other than BoD and KMP	6,730	6.6 [^]	395	14.1 [^]
Workers	167	5.7 [^]	9	5.5 [^]

Represents median remuneration of Directors including those resigned/joined during the year.

* Represent total remuneration of the Independent Directors/KMP.

⊙ Excludes Key Managerial Personnel who are already covered under Board of Directors

[^] Represents median CTC

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. Any human rights issues are addressed to the HR function for resolution.

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

The Company has a framework that focuses on good governance, our commitment to abide by law, ensuring timely payment of employee salaries, and providing equal opportunities for all. The Company has provided various platforms to facilitate employees to express their concerns e.g. Ethics helpline, Sampark, Mypidilite etc. Any grievances are routed to the Human Resource function and in certain cases to the Ethics Committee. Necessary action is taken in line with underlying policies and regulations applicable to the workplace and the closure is intimated to the aggrieved person. Further, at the factory locations, system of open house forum called 'Khulla Manch' is organized periodically for grievance resolution. In addition, the Code of Conduct for Employees and the Whistle Blower Policy allows all our employees to report any kind of suspected or actual misconduct in the organization in an anonymous manner including grievances.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	-	The complaint has been investigated and necessary action taken.	1	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company has a well-defined Whistle Blower Policy and Grievance Redressal Procedure for employees. Any employee can raise the grievance and the same is resolved within the prescribed timelines. Further, an Internal Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is also in place.

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

Yes.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of Company's plants are assessed by internal team.
Forced/involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

There were no significant risks/concern arising from the above assessments.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**ESSENTIAL INDICATORS****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (GJ)	1,91,746	1,82,225
Total fuel consumption (B) (GJ)	4,29,873	4,80,682
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption (A+B+C) (GJ)	6,21,619	6,22,907
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0000059	0.0000075
Energy intensity (GJ/MT)	1.61	2.03

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

No

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

Not Applicable, as the Company does not fall in the category of industries mandated under the PAT scheme.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kiloliters)		
(i) Surface water	44,483	27,266
(ii) Groundwater	1,36,125	1,71,119
(iii) Third party water	5,89,100	6,16,027
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	7,69,708	8,14,412
Total volume of water consumption (in kiloliters)	4,33,625	4,36,173
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000041	0.0000049
Water intensity Ratio (KL/MT) (based on water withdrawal)	1.99	2.49

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

No

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

Yes, currently we have 22 of total 33 manufacturing facilities considered as zero liquid discharge. We are continuing with our efforts to reduce fresh water consumption by applying the principles of reduce, reuse, recycle and looking for newer technologies in the field.

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

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	Kg/Yr	17,528	16,754
SOx	Kg/Yr	18,481	14,433
Particulate matter (PM)	Kg/Yr	26,191	29,565

Note: Persistent Organic Pollutants (POP), Volatile Organic Compounds (VOC) and Hazardous Air Pollutants (HAP), are not being monitored currently.

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, Stack emissions are monitored by authorized external agency.

Name of external agencies: Padmaja Aerobiological Pvt Ltd., Navi Mumbai, Kadam Environment, Vadodara and Vimta Lab Ltd., Hyderabad.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions	tCO2e	9,881	12,100
Total Scope 2 emissions	tCO2e	33,286	32,874
Total Scope 1 and Scope 2 emissions per crore rupee of turnover	tCO2e / Rupee turnover	0.00000041	0.00000051
Total Scope 1 and Scope 2 emission intensity	tCO2e/MT	0.11	0.14

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

No

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

Yes. With the goals of minimizing carbon footprint and mitigating climate change risks, the Company has undertaken several initiatives to shift to less carbon intensive / renewable fuels. Some of the initiatives include conversion of coal fired boiler into briquette boiler, change of boiler fuel from Furnace oil to PNG. Also new solar panels have been installed in our units and windmills have been maintained to generate electricity in order to reduce the GHG emissions.

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

Category of Waste	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A) MT	1,120	825
E-waste (B) MT	4.0	14.7
Bio-medical waste (C)MT	2.7	1.6
Construction and demolition waste (D) MT	422	188
Battery waste (E) MT	10.7	3.7
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify if any (G) MT	5,463	6,492
Other Non-hazardous waste generated (H). Please specify, if any MT	1,601	1,901
Total Waste Disposed (A+B + C + D + E + F + G + H) MT	8,623	9,426

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

Category of Waste: Plastic Waste (in Metric Tonnes)		
i. Recycled	1,120	825
ii. Reused	-	-
iii. Other recovery operations	-	-
Category of Waste: E-Waste (in Metric Tonnes)		
i. Recycled	4.0	14.7
ii. Reused	-	-
iii. Other recovery operations	-	-
Category of Waste: Biomedical Waste (in Metric Tonnes)		
i. Recycled	-	-
ii. Reused	-	-
iii. Other recovery operations	-	-
Category of Waste: Construction and Demolition Waste (in Metric Tonnes)		
i. Recycled	-	-
ii. Reused	422	188
iii. Other recovery operations	-	-
Category of Waste: Battery Waste (in Metric Tonnes)		
i. Recycled	10.7	3.7
ii. Reused	-	-

Category of Waste	FY 2022-23	FY 2021-22
iii. Other recovery operations	-	-
Category of Waste: Hazardous Waste (in Metric Tonnes)		
i. Recycled	953	1,190
ii. Reused	-	-
iii. Other recovery operations	-	-
Category of Waste: Non-Hazardous Waste (in Metric Tonnes)		
i. Recycled	368	793
ii. Reused	-	-
iii. Other recovery operations	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste: Plastic Waste (in Metric Tonnes)		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations – Co-processing	-	-
Category of Waste: E-Waste (in Metric Tonnes)		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations – Co-processing	-	-
Category of Waste: Biomedical Waste (in Metric Tonnes)		
i. Incineration	2.7	1.6
ii. Landfilling	-	-
iii. Other disposal operations – Co-processing	-	-
Category of Waste: Construction and demolition waste (in Metric Tonnes)		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations – Co-processing	-	-
Category of Waste: Battery Waste (in Metric Tonnes)		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations – Co-processing	-	-
Category of Waste: Non Hazardous Waste (in Metric Tonnes)		
i. Incineration	-	-
ii. Landfilling	1,233	1,108
iii. Other disposal operations – Co-processing	-	-
Category of Waste: Hazardous Waste (in Metric Tonnes)		
i. Incineration	637	489
ii. Landfilling	3,873	4,813
iii. Other disposal operations – Co-processing	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		

No

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

The Company is committed to minimizing its waste disposal intensity, adopting practices of waste reduction, reuse and recycling. Some of the initiatives undertaken are shifting to bulk raw material storage from drum packs, reuse / recycling of packing materials, recycling of equipment wash water, etc. The Company keeps track of its waste disposal intensity and has set KPI for year-on-year reduction. Details of the initiatives are further disclosed in annual sustainability reports available in the public domain at <https://pidilite.com/sustainability/>.

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

None of the manufacturing facilities or offices of the Company falls in or around ecologically sensitive areas.

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

During the financial year 2022-23, no environmental impact assessments of projects were undertaken.

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

Yes, the Company is in compliance with the applicable environmental legislation.

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

We are part of 5 leading industry bodies amongst many other associations.

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	Federation of Indian Chambers of Commerce and Industry	National
2	Indian Chemical Council	National
3	Confederation of Indian Industry	National
4	National Chemical Laboratory	National
5	The Advertising Standards Council of India	National

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

No cases were reported related to anti-competitive conduct.

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.

Not Applicable

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

Not Applicable

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

The Company has always believed in contributing to the betterment of the society where it operates. With this objective, the Company is proactively supporting various social and community initiatives for the past several years, even before the concept of Corporate Social Responsibility and statutory requirements thereof came into existence. The Company engages with different stakeholders of the community like farmers, women self-help groups, children through different programs in the areas of agriculture and horticulture, Farmer Producer Organizations, Animal husbandry, initiatives for women, sanitation, water conservation, education, health care and different social and community initiatives. The Company has different engagement programs with stakeholders such as monthly farmers meeting, self-help group women meeting as well as open house programs.

Details of some of such initiatives are given below:

S. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Agriculture	18,000 farmers	100% of the projects serve the intended beneficiaries. Please refer to the Social & Community Initiatives section in the Annual Report.
2	Farmer Producer Organization	1,171 farmers	
3	Animal Husbandry	821 farmers	
4	Water Harvesting and Conservation	Development of 56 check dams, 13 ponds deepening and 36 farm ponds for the year 2022-23.	
5	Women Initiative	7,853 women	
6	Education	Covered 155 Government Primary Schools through WaGaLe, Digitization and other initiatives.	
7	Skill	More than 18,600 students	
8	Health (Treatment, vaccination, and others)	More than 45,500 patients	

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ Small producers	13%	10%
Sourced directly from within the district and neighboring districts	66%	46%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner.

ESSENTIAL INDICATORS

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

The Company has an online complaint management system where all customer complaints are recorded. Upon receipt of the complaints, these are investigated and based on the root cause analysis the corrective and preventive actions are taken. The feedback of the actions are communicated back to the complaint initiator.

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:

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	Nil	-	-	Nil	-	-
Advertising	2	-	-	Nil	-	-
Cyber-security	Nil	-	-	Nil	-	-
Delivery of essential services	NA	-	-	NA	-	-
Restrictive Trade Practices	Nil	-	-	Nil	-	-
Unfair Trade Practices	Nil	-	-	Nil	-	-
Others (Product related complaints)	2,612	3	-	1,580	11	-

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

	Number	Reason for recall
Voluntary recalls	-	NA
Forced recalls	-	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:

Yes. The Company has an Information Security Policy to guide on the controls to be incorporated under security domains for appropriate use of Information and Information Technology within the business. The policy is applicable to all employees, vendors, contractors, consultants and other temporary workers of the Company and its subsidiaries. The policy is available on the Company's intranet.

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 are no product complaints, which have attracted penal action by regulatory authorities during the reporting period.