



Ref: Secy/NSE

1st September 2025

The Manager,
Listing Department,
National Stock Exchange of India Ltd.,
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E), Mumbai - 400 051

Symbol: SPIC

Dear Sir,

Sub: Business Responsibility & Sustainability Report pursuant to
Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure
Requirements) Regulation, 2015 - Submission

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2024-25, which forms part of the Annual Report 2024-25, being circulated today to the shareholders of the Company.

We request you kindly to take note of the disclosure.

Thanking you,

Yours faithfully,

For Southern Petrochemical
Industries Corporation Ltd.

R Swaminathan
Company Secretary

Encl: as above

Southern Petrochemical Industries Corporation Limited

(CIN: L11101TN1969PLC005778)

REGISTERED & CORPORATE OFFICE : "SPIC HOUSE", No. 88, Mount Road, Guindy, Chennai - 600 032 India.

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY:

No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L11101TN1969PLC005778
2.	Name of the Listed Entity	Southern Petrochemical Industries Corporation Limited
3.	Date of incorporation	18 th December 1969
4.	Registered office address	SPIC House, No.88, Mount Road, Guindy, Chennai - 600032
5.	Corporate address	SPIC House, No.88, Mount Road, Guindy, Chennai - 600032
6.	E-mail	spiccorp@spic.co.in
7.	Telephone	044-22301245
8.	Website	www.spic.in
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd.
11.	Paid-up Capital	Rs. 2,03,64,03,360/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Whole-time Director Tel: +91 44 2235 0426 / 365 Email: shares.dep@spic.co.in
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)	Disclosures made in this report are on a standalone basis and pertain only to Southern Petrochemical Industries Corporation Limited.
14.	Whether the Company has undertaken reasonable Assurance of the BRSR Core	Not Applicable
15.	Name of Assurance Provider	Not Applicable
16.	Type of the Assurance obtained:	Not Applicable

II. PRODUCTS/ SERVICES:

17. 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	Manufacture of Neem coated Urea & Other organic fertilizers	97.05%

18. 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	Neem coated Urea	20121	97.05%



III. OPERATIONS:

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

Location	Number of plants	Number of offices	Total
National	1	7	8
International	0	0	0

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	6 States/ 1 Union Territory - Tamil Nadu, Kerala, Andhra Pradesh, Telangana, Karnataka, Maharashtra and Pondicherry.
International (No. of Countries)	0

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

The Company is not engaged in export activity.

c. A brief on types of customers -

Dealers and Distributors of Fertilizers who are having Licenses for Storage, Wholesale and Retail as per Fertilizer Control Order.

IV. Employees

21. 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)
EMPLOYEES						
1.	Permanent (D)	616	572	92.86%	44	7.14%
2.	Other than Permanent (E)	33	33	100%	-	-
3.	Total employees (D + E)	649	605	93.22%	44	6.78%
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	592	571	96.45%	21	3.55%
6.	Total workers (F + G)	592	571	96.45%	21	3.55%

B. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	1	1	100%	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

22. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	4	36.36%
Key Management Personnel	2	-	-

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (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	6.67%	0.67%	7.34%	9.59%	1.52%	11.11%	12.80%	0.71%	13.51%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

24. (a) Names of holding / subsidiary / associate companies / joint ventures:

S.No.	Name of the holding / subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Tuticorin Alkali Chemicals and Fertilizers Limited	Associate	23.46%	No
2	Greenam Energy Private Limited	Associate	20.00%	Yes. (For Water conservation and production of green energy)
3	National Aromatics and Petrochemicals Corporation Limited	Joint Venture	50.00%	No
4	Tamilnadu Petroproducts Limited	Joint Venture	16.93%	No

VI. CSR Details

25. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: No, CSR is not applicable for the Company as per Section 135 of Companies Act, 2013. However, the Company makes voluntary contributions towards CSR activities.
- (ii) Turnover (in Rs.): Rs. 30,863,314,341/-
- (iii) Net worth (in Rs.): Rs. 10,370,076,998/-



VII. Transparency and Disclosures Compliances

26. 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/NA) (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	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	5	0	-	14	0	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	-	-	-	-	-	-	-

* Weblink : <https://www.spic.in/investors/policies/>

27. 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:

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	Working Capital, Project funding, Waste Management, Environment, Prevention of Fire Accidents and unexpected floods	Risk	To ensure safety of all employees at the plant and the society at large.	Risk Management Committee formulates risk mitigation plans in respect of various risks identified.	Positive – in view of mitigation plans adopted. Going forward the Company is adopting unexpected flood management systems.

NGRBC Principles

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

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
Policy and management processes									
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
b. Has the policy been approved by the Board? (Yes/No)	Yes	No (Refer Note 1)	No (Refer Note 1)	Yes	No (Refer Note 1)	No (Refer Note 1)	Yes	Yes	No (Refer Note 1)
c. Web Link of the Policies, if available	https://www.spic.in/investors/policies/ (in respect of Board approved plans)								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
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.	ISO 9001:2015 for Quality Management Systems, ISO 14001:2015 for Environmental Management and ISO 45001:2018 for Occupational Health and Safety Standard								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
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. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	Have adopted policies which specifies the actions to meet the challenges and ensure strict compliance relating to all the regulations relevant to quality and environment.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Whole-time Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/NA). If yes, provide details.	Yes, the Board is responsible for sustainability related issues.								



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	By BoD	Note 1	Note 1	By BoD	Note 1	Note 1	By BoD	By BoD	Note 1	As per the Policy	Note 2	Note 2	As per the Policy	Note 2	Note 2	As per the Policy	As per the Policy	Note 2
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes									Yes								

Note 1: WTD in consultation with other departmental Heads .

Note 2: As and when need arises

BoD: Board of Directors

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
	The Company has not carried out any independent assessment with an external agency.								

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

Not Applicable

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

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:

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Familiarisation Programme for Directors.	100%
Key Managerial Personnel	align="center">17	1. Process Control Instrumentation and Process Optimization in Fertilizer Industry by FAI.	align="center">100%
		2. “Group Discussion on “Operation and Maintenance Problems of Ammonia Plants by FAI”	
		3. Multiphysics Simulation for Oil & Gas Processing by World of chemicals	
		4. Action-Centered Leadership (Batch 2) by Oscar Murphy Life Strategists	
		5. Fertilizer Business Management by FAI	
		6. Workshop on Development of RPO Compliance Monitoring Mechanism and Other Associated Activities by Bureau of Energy Efficiency	
		7. Transforming Thoothukudi – Shipping, Logistics & Industrial Hotspot of South India by Confederation of Indian Industry	
		8. FAI Annual Seminar 2024 by FAI	
		9. Fertiliser Policy in India – Way Forward by FAI	
		10. Action Centered Leadership by Oscar Murphy Life Strategists	
		11. Fertilizer Management Development by FAI	
		12. Leveraging Digital and Technology in the Safety Excellence Journey by CII	
		13. Associate Fellow of Industrial Health by Regional Labour Institute	
		14. Need for Paradigm Shift in Fertiliser Policy by FAI	
		15. Effective English communication and presentation skills	
		16. Negotiation Skills	
		17. Webinar on Technological Advancements in Process Industries by National Safety Council	



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
Employees other than BoD and KMPs	43	<ol style="list-style-type: none"> 1. Flow by Palms 2. “Young Manager Programme -VI by Xavier institute of management and entrepreneurship “ 3. Fire Safety Awareness Meeting by Training Centre 4. Improving Professional and Personal Effectiveness by FAI 5. The Golden Triangle by Palms 6. One-day workshop on “Collective Bargaining – The Anatomy and the Metamorphosis of” by The Employers’ Federation of Southern India 7. Workshop on “Process Plant Reliability through Utilities and Associated Equipment Management (Process Boilers, Steam Turbines & Cooling Towers)” by ICW 8. Life Coping Skills by Palms 9. Corrosion Mitigation in Chemical Industry by Confederation of Indian Industry 10. CII Two Days Training program on Design Against Corrosion by Confederation of Indian Industry 11. Mergers, Acquisitions, and Reconstruction Workshop by Xavier Institute of Management & Entrepreneurship 12. Online Emission, Effluent and Ambient-Air Monitoring [CEMS, CEQMS, CAAQMS AND Manual Monitoring] by Glens Innovations Labs 13. “Cyber Safety” by Palms 14. Customer Training Program on Thermax Absorption Chillers by Thermax 15. Reinventing You by Palms 16. Emotional Master by Palms 17. YMP -VII (Young Managers’ Development Program) by Xavier Institute of Management & Entrepreneurship (XIME) 18. Customer Training Program on Control valves by KSB MIL Controls Limited 19. Online workshop (webinar) on Legal aspects of Purchase / Contracts and Safety clauses by Chennai Management Academy 20. On-Line Monitoring of Shaft run on fluid film bearing by COMMONSER. 	100%

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
		21. Vibration Analysis CAT II by IRD Mechanalysis Limited 22. The Human Error Element of Electrical Safety & Safety Audit by Reliability Inc 23. Customer Education Programme by Instrumentation Limited 24. Chemical and Petrochemical Industrial Safety by CIPET 25. Technical Seminar on Condition Monitoring Products, Services & Oil Analysis by Aimil LTD 26. Fertilizer Orientation Programme for Industry Personnel by FAI 27. Slot For Fuji Electric Product Presentation 28. Technical Seminar for Continuous and Switching Level Measurement by officials from M/s Vega India Ltd. 29. A technical session on Installation, Maintenance and Calibration of Instruments Like Rotameters, Magnetic Flow Meters and Analyzers 30. Career Women Program - Batch IV 31. CDP BATCH - XIX 32. CDP-XVIII (Career Development Program) 33. Effective Communication & Presentation Skills 34. First Aid Training Program 35. Microsoft Excel Program - Batch 1 by Mr. Sathish Kumar S 36. Microsoft Excel Program - Batch 2 by Mr. Sathish Kumar S 37. Millennial to Gen Z (Managing Tomorrow's Leaders) 38. NDT & welding Performance 39. Safety Refresher Training 40. Siemens Electrical Program 41. Vibration Analysis, Control and Bearing Condition Monitoring on Rotating M/CS in Process Industries. 42. Walk towards excellency in professional life 43. KSS programmes in various topics from internal & external	



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
Workers	7	1. On-Line Monitoring of Shaft run on fluid film bearing 2. Vibration Analysis, Control and Bearing Condition Monitoring on Rotating M/CS in Process Industries handled by our in-house team (E & I Dept.) 3. Safety Refresher Training 4. Siemens Electrical Program 5. First-Aid 6. NDT & welding Performance 7. KSS programmes in various topics from internal & external	

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 entity's website)

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement Agencies/ Judicial Institutions	Amount (In INR)	Brief of the Case	Has an appeal been Preferred? (Yes/No)
Penalty/ Fine	NIL				
Settlement					
Compounding fee					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement Agencies/ Judicial Institutions	Brief of the Case	Has an appeal been Preferred? (Yes/No)
Imprisonment	NIL			
Punishment				

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
Not Applicable	

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. The same is covered under the Code of Conduct and is available on the company's website at: https://www.spic.in/wp-content/uploads/2021/02/SPIC_Code-of-Conduct.pdf

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Not Applicable	
KMPs		
Employees		
Workers		

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NIL	0	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL	0	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

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Accounts payable x 365 days	86300.60	22221.2
Cost of Goods / Services procured	2304.55	1585.17
Number of days of Accounts payable	37	14

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: (Rs. in Crores)

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of purchases	a. i. Purchase from Trading House	-	-
	ii. Total Purchases	1814.6	1585.17
	iii. Purchase from Trading Houses as a % of total purchases	-	-
	b. Number of trading houses where purchases are made	-	-
	c. i. Purchase from top 10 trading houses	-	-
	ii. Total purchase from Trading houses	-	-
	iii. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. i. Sales to dealer/distributors	364.86	282.62
	ii. Total Sales	3071.65	1933.43
	iii. Sales to dealers / distributors as % of total sales	11.88	14.62
	b. Number of dealers/ distributors to whom sales are made	2619	2276



Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
	c. i. Sales to Top 10 dealers / distributors	99.30	73.19
	ii. Total sales to dealer / distributors	364.86	282.62
	iii. Sales to top 10 dealers/ distributors as a % of total sales to dealers/distributors	27.21	25.90
Share of RPTs in	a. i. Purchases (Purchases with related parties)	26.35	15.76
	ii. Total Purchases	1814.6	1585.17
	iii. Purchases (Purchases with related parties/ Total Purchases) (%)	1.45	0.99
	b. i. Sales (Sales to related parties)	71.82	139.9
	ii. Total sales	3071.65	1933.43
	iii. Sales (Sales to related parties/ Total Sales) (%)	2.34	7.24
	c. i. Loans & Advances given to related parties	0	0
	ii. Total loans & advances	0	0
	iii. Loans & Advances (Loans & advances given to related parties/Total loans & advances) (%)	0	0
	d. i. Investments in related parties	68.37	68.22
	ii. Total investments made	101.74	100.68
	iii. Investments (Investments in related parties/Total Investments made) (%)	67.20	67.76

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
External Programs 58 (Held outside the factory premises)	1. Flow by Palms	22%
	2. Fertilizer Orientation Programme for Industry Personnel by FAI	
	3. "Cyber Safety" by Palms	
	4. Action Centered Leadership by Oscar Murphy Life Strategists	
	5. Improving Professional and Personal Effectiveness by FAI	
	6. Integrated Safety Training Program for Safety Circle by QCFL Madurai Chapter	
	7. Life Coping Skills by Palms	
	8. On-Line Monitoring of Shaft run on fluid film bearing by Conmonser	
	9. Regional Conference of CS in Employment by ICSI	
	10. Reinventing You by Palms	

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
	<ol style="list-style-type: none"> 11. Seminar on Role of EPR in Advancing Sustainable Practices in Manufacturing Industries: Plastics & E-waste by Industrial Waste Management Association (IWMA)” 12. The Human Error Element of Electrical Safety & Safety Audit by Reliability Inc 13. “Dealing with Difficult People.” by Mr. R. R. Ganesan by Palms 14. ACTION-CENTERED LEADERSHIP (Batch 2) by Oscar Murphy Life Strategists 15. Art of making memories by PALMS 16. Associate Fellow of Industrial Health by Regional Labour Institute 17. Calibration of Pressure & temperature Instruments by Government college of Engineering Tirunelveli & FLUKE Technologies 18. Chemical and Petrochemical Industrial Safety by CIPET 19. CII Two Days Training program on Design Against Corrosion by Confederation of Indian Industry 20. Corrosion by CII 21. Corrosion Mitigation in Chemical Industry by Confederation of Indian Industry 22. Customer Education Programme by Instrumentation Limited 23. Customer Training Program on Control valves by KSB MIL Controls Limited 24. Customer Training Program on Thermax Absorption Chillers by Thermax 25. Emotional Master by Palms 26. FAI Annual Seminar 2024 by FAI 27. Fertiliser Policy in India – Way Forward by FAI 28. Fertilizer Business Management by FAI 29. Fire Safety Awareness Meeting by Training Centre 30. “Group Discussion on “”Operation and Maintenance problems of Ammonia Plants by FAI” 31. “Group Discussion on “”Operation and Maintenance Problems of Urea Plants”” by FAI” 32. Labour Welfare Acts applicable to Factories by The Director Tamil Nadu Institute of Labour Studies Chennai 	



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
	33. Leveraging Digital and Technology in the Safety Excellence Journey by CII 34. Marketing program - Batch 7 (Northern region) by S S Technology 35. Marketing program - Batch 8 by S S Technology 36. Marketing program - Batch 9 by S S Technology 37. Mergers, Acquisitions, and Reconstruction Workshop by Xavier Institute of Management & Entrepreneurship 38. Mind your Mind by Palms 39. Multiphysics Simulation for Oil & Gas Processing by World of chemicals 40. National Talent Acquisition Conclave 2024 by S I C C I 41. Need for Paradigm Shift in Fertiliser Policy by FAI 42. One-day workshop on “Collective Bargaining – The Anatomy and the Metamorphosis of” by The Employers’ Federation of Southern India 43. “Online Emission, Effluent and Ambient Air Monitoring [CEMS, CEQMS, CAAQMS AND Manual Monitoring] by Glens Innovations Labs” 44. “Online workshop (webinar) on Legal aspects of Purchase / Contracts and Safety clauses Chennai Management Academy” 45. Process Control Instrumentation and Process Optimization in Fertilizer Industry by FAI 46. Process Safety Management & Industrial Safety by Chemical Industries Association 47. Programme for Senior Maintenance Engineers in Fertilizer Industry by FAI 48. Safety & Health for Supervisors by Regional Labour Institute 49. Seminar on PPE by Sarvam Safety Equipment (P) Ltd., 50. “Technical Seminar on Condition Monitoring Products, Services & Oil Analysis by Aimil LTD” 51. The Golden Triangle by Palms 52. Transforming Thoothukudi – Shipping, Logistics & Industrial Hotspot of South India by Confederation of Indian Industry 53. Vibration Analysis CAT II by IRD Mechanalysis Limited 54. Workshop on Electrical Safety and LOTO System by Sri Mother Safety Chennai	

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
	55. "Workshop on ""Process Plant Reliability through Utilities and Associated Equipment Management (Process Boilers, Steam Turbines & Cooling Towers)"" by ICW" 56. Workshop on Development of RPO Compliance Monitoring Mechanism and Other Associated Activities by Bureau of Energy Efficiency 57. YMP -VII (Young Managers' Development Program) by Xavier Institute of Management & Entrepreneurship (XIME) 58. "Young Manager Programme -VI by Xavier institute of management and entrepreneurship"	
Internal Programs 28 (Held inside the factory premises)	1. BBS Training 2. Fisher Control Valve Workshop 3. Hazard Identification and Risk Assessment (HIRA) 4. Slot For Fuji Electric Product Presentation 5. Special Session - Physical Well-being of Girl Children/ Women 6. "A special session on eye awareness"- Dr. G. Anitha DO, DNB, Senior Medical Officer, Aravind Eye Hospital Tuticorin 7. Technical Seminar for Continuous and Switching Level Measurement by officials from M/s Vega India Ltd. 8. A technical session on Installation, Maintenance, and Calibration of Instruments Like Rotameters, Magnetic Flow Meters, and Analyzers Belts & Pulleys by PIX Transmissions Limited 9. Career Women Program - Batch IV 10. CDP BATCH - XIX (Career Development Program) 11. CDP-XVIII (Career Development Program) 12. Effective Communication & Presentation Skills" 13. Effective English communication and presentation skills 14. Emergency preparedness 15. First Aid Training Program 16. Material Handling	72%



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
	17. "Microsoft Excel Program - Batch 1 by Mr. Sathish Kumar S" 18. "Microsoft Excel Program - Batch 2 by Mr. Sathish Kumar S" 19. NDT & welding Performance 20. Negotiation Skills 21. "PoSH Awareness Session" 22. "PoSH Awareness Session - School + Ladies Club " 23. Siemens Electrical Program 24. Snake Safety Awareness Training - Mr. Sahadevan 25. "Vibration Analysis, Control and Bearing Condition Monitoring on Rotating M/CS in Process Industries handled by our in-house team (E & I Dept.)" 26. "Vibration Analysis, Control and Bearing Condition Monitoring on Rotating M/CS in Process Industries on 21.05.2024 " 27. Walk towards excellency in professional life 28. Webinar on Technological Advancements in Process Industries by National Safety Council	
Awareness sessions 39 (Knowledge Sharing Sessions held on a weekly basis)	1. Knowledge-sharing session on "Modification in Post office Schemes" by Officials from head post office 2. Knowledge-sharing session on "Latest Trends in Power Distribution & Motor Control by ABB (Smart Power & Smart Building Division) 3. Knowledge-sharing session on "Understanding Workplace Psychology" by Ms. Divya Arumugasamy 4. Knowledge-sharing session on "உணர்ச்சியற்ற சைகலிடுடல்" by Mr. Murali, Associate Professor, Kamaraj College 5. Knowledge sharing session - Technical seminar from Emerson unit - fisher (control valves, positioner & Level trolls) by S. Krishna Moorthy - Manager - Sales, G. Subramanian - Regional sales manager (south), Mr. Agnel Paul - Industry manager 6. Knowledge-sharing session on "Finance for Non-Financial Professionals" by Mr. Rajadurai R	100%

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
	<p>7. Knowledge-sharing session on Gypsum Pond Guidelines and Construction by Mr. S. Ravichandran, AGM – Safety and Environment</p> <p>8. “Knowledge-sharing session on “”Reliability of Ammonia / Urea Plant & Advancements in Process control and instrumentation”” by Mr. Santhosh S – Assistant Manager- Production, Ammonia, Mr. Dhanish Lass A- Joint Manager- Instruments, Urea”</p> <p>9. Knowledge-sharing session on “Industrial Ergonomics” by Dr. John Benny, a consultant in arthroscopy and Sport Medicine, Department of Orthopaedic, by Apollo Speciality Hospitals</p> <p>10. Knowledge-sharing session on “Humidity Control During the Time of Surface Preparation for Blasting & Rubber Lining of Storage Tanks” by Mr. Rajesh Marwaha & Mr. A. D. Veera Raghavan, Technical Drying Services (Asia) Pvt. Ltd</p> <p>11. Knowledge sharing session on “Reliability Engineering (In ANSI-SMRP Standards) by Mr. Siva Reddy Thadi, Senior Manager - Electrical</p> <p>12. Knowledge-sharing session on “Process Plant Reliability Through Utilities & Associated Equipment Management” by Mr. Kanagaraj A, Assistant Manager - Production, Acids</p> <p>13. Knowledge-sharing session on “Financial Awareness Session” by Ms. Jayshree Mehta, the Founder and Lead Trainer of Future Ready Learning Solutions</p> <p>14. Knowledge-sharing session on “Technical Seminar on Industrial Pneumatic System” by Mr. Jesuraj & Mr. Subramanian. P from Janatics global solutions Pvt Ltd</p> <p>15. Knowledge-sharing session on “Safety in Process Technology” by Mr. E Balu, WTD-SPIC Limited,</p> <p>16. Knowledge-sharing session on “Merits, DOs and Don’ts of PNG” by Mr. Ranjith Kumar N, GA Head, Senior Manager CGD, IOCL, Thoothukudi</p> <p>17. Knowledge-sharing session on “Concrete Quality and Site Related Issues” by Mr Dr K Balasubramanian, Managing Director, Hitech Concrete Solutions Chennai Pvt Ltd.</p> <p>18. Knowledge-sharing session on “Cursory glance on functioning of the “SPIC Employees Cooperative Thrift & Credit Society Ltd” by Mr. S R Sekar, Advisor,.</p>	



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
	<p>19. Knowledge-sharing session on "Design Against Corrosion" by Mr. A Jenio Regish, Assist. Manager – Mechanical.</p> <p>20. Knowledge-sharing session on "Technical Seminar on Bearing and its service practices" by Mr. Sethuraman, Manager, Premier (India) Bearings Ltd,</p> <p>21. Knowledge-sharing session on CMD Learning" Customer Training Program on Thermax Absorption Chillers by Mr. Loganathan B, Assistant Manager – Production, Ammonia</p> <p>22. Knowledge-sharing session on "Banking - Advance functions - Digital Banking, Cyber Security, Investment options" by Mr. Raja, Manager - SBI,</p> <p>23. Knowledge-sharing session on "Vibration Analysis CAT II" (Learning from CMD Program) by Mr. Prajith S - Engineer, Mr. Karthick P</p> <p>24. Knowledge-sharing session on "Technical Seminar on Industrial Products" (Service & Safety) by PSG Ind Tech</p> <p>25. Knowledge-sharing session on learnings from FAI training program "Senior Maintenance Engineers in Fertilizer Industry by Mr. Jayaprakash S, Assistant Manager - Mechanical, Urea.</p> <p>26. Knowledge-sharing session on insights from the CMD program titled as "Training Program on Control Valves by KSB MIL Controls Limited" by Mr. Sabarinathan S, Assistant Manager – Instruments, Mr. Yuvaraj K, Senior Engineer – Instruments</p> <p>27. Knowledge-sharing session on "Snake Safety Awareness" by Mr. Sahadevan</p> <p>28. Knowledge-sharing session on learnings from Customer training program organized by Instrumentation Limited by Mr. Sathappan R M, Senior Engineer - Instruments & Mr. Muruganatham V, Senior Engineer - Instruments</p> <p>29. Knowledge-sharing session on "Process Safety Fundamentals" by Mr. K. Rammohan, Senior Manager, Ammonia</p> <p>30. Knowledge-sharing session on "Additional Ammonia Tank Erection and Commissioning" by Mr. T.S. Prem Sundar, DGM - Phosphatics Production</p> <p>31. Knowledge-sharing session on "Technical Seminar on Bearings in Fertilizer Industries" by SKF-SAGANNA</p>	

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
	32. Knowledge-sharing session on “Power BI - An Introduction...”by Mr. Ramesh Kumar R, Joint Manager, IT	
	33. Knowledge-sharing session on “Introduction to Process safety Trends & Safety Circle...”by Mr Arunpandiyam I & Mr. Anishkumaran S, Assistant Manager, S & E.	
	34. Knowledge-sharing session on “Technical Seminar on Valves “by M/s R3S Flow Technologies	
	35. “A special session titled “Awareness on the Physical Wellbeing of Girl Children/Women”” by Mrs A. Rajalakshmi Railway Employee & Thenral Home Care, Thoothukudi.”	
	36. Knowledge-sharing session on “Moral Stories for Work/Life” by Mr. Balu E, Whole Time Director-SPIC	
	37. Knowledge-sharing session on “Technical Seminar on DCS, PLC automation & Instrumentation solution for Process Industries” by SUPCON India	
	38. Knowledge-sharing session on “Cyber Security” by Mr Ramesh Kumar, Joint Manager - IT	
	39. Knowledge-sharing session on “Preparedness Saves Lives – A Guide to Workplace Emergencies” by Dr. Nadhan Ganesh – Medical Director, Porunai Hospital, Tirunelveli	

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

Yes

Every Director shall at the first meeting of the Board in which he participates as a Director and thereafter at the first meeting of the Board in every financial year or whenever there is any change in the disclosures already made, then at the first Board meeting held after such change, disclose his concern or interest in any company or companies or bodies corporate, firms, or other association of individuals which shall include the shareholding in form MBP-1.

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.

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	NA	NA	NA
Capex	7.7%	NA	1) Greenbelt Development across premises. 2) Procurement of new spares for Continuous Emission Monitoring systems. 3) Replacement of conventional bulbs by LED leads to energy saving. 4) Improvement in rainwater management & infrastructure. 5) Initiation of Zero Liquid Discharge (ZLD) scheme



The improvements made in the Ammonia plant includes: -

- Switching fuel from mixed feed to complete Natural gas eliminated naphtha-based vaporizers and naphtha refining section. This led to 19000 Tons of equivalent CO2 reduction.
- Natural Gas has been lined up as fuel in stand by boilers as well. This modification completely stopped usage of furnace oil.
- Treated effluent is reused in other entities nearby the plant and for gardening purpose extensively.
- Establishment of New Liquid Nitrogen system led to stoppage of inert gas plant using cracked ammonia which results in Energy savings of about 315 kWh

Benefits of Natural Gas conversion:

- Switched to 100% natural gas from naphtha and fuel oil as fuel and feed. Natural gas is a cleaner fuel led to SO2 & NOx emission reduction.

Sustainable initiatives of SPIC:

- About 30% of the total power requirement is met through Solar power generated from floating solar power plant in the water storage reservoirs
- 1061 Conventional Bulbs were replaced with LED bulbs across factory premises at the cost of Rs. 8.84 Lakhs as a part of energy reduction.
- Awareness created among school children and employees requesting to adopt "Mission LIFE" action points in their day-to-day life.

Green belt development in SPIC Premises:

- During the year 2024-25 about 721 number of trees were planted in the event of World Water day, World Environment day, World Earth day and other occasions.
- Plastic waste management
- As per the extended producer responsibility under plastic waste management rules SPIC Limited has registered with Central Pollution control board and collected about 1804 MT for the year 2024-25.

Environmental Expenses for the year 2024-25

Capex

- About 9.11 lakhs expenses incurred towards AAQMs BAM analysers spares in Continuous Ambient air quality monitoring system and CEMS connected to TNPCB & CPCB.
- Rs. 428.74 Lakhs expenses incurred towards operation and maintenance of Effluent Treatment plant and meeting statutory expenses.

CSR Expenses 2024-25

The Company is not covered under the mandatory obligation to spend on CSR as per Section 135 of the Companies Act, 2013. However, the Company has been spending voluntarily on CSR activities. During the year, the Company has spent a sum of Rs. 23.48 Lacs towards the following CSR activities on a voluntary basis:

Contribution to School Uniform, Education contribution to School Students, Contribution to school students for education material – note book, Contribution to school uniform, Preventive Health care – Digital Alcohol Breath Analyzers Aid, Making available of Safe Drinking water – Water provided to Soosai Nagar (continuous), Water provided to residents of Thangammalpuram (continuous) Maintenance of RO water purifier in Railway Station and Government Hospital and 2000 LPH R.O Plant/Vodalife Trading Company.

2. a. Does the entity have procedures in place for sustainable sourcing? Yes
b. If yes, what percentage of inputs were sourced sustainably? 100%

The Company follows procedures for registration of Vendors. The Company follows Continuous Assessment of the supplier for both material and service providers. For the spares and consumables, the Company has established vendors who supply with standard and proven mechanism.



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.

The unit has valid Hazardous Waste Authorization obtained from TNPCB and unit is stringently following the management of hazardous wastes as per Hazardous Waste Management Rules. The spent catalysts have been properly disposed to Re-sustainability Industrial Waste management system and M/s. Rajkob industries. Used oils are disposed to authorized recycler approved by Tamilnadu Pollution Control Board.

E waste generated during the manufacturing of fertilizer is collected and handled separately. Generated E waste is sent to PCB authorised recyclers.

As a Brand Owner, the company recycles Pre and Post Consumer Plastic Waste generated during the business process, as per the guidelines stipulated by Central Pollution Control Board (CPCB) the Company has engaged a Plastic Waste Processor authorized by CPCB to carry out the recycling/end of life process.

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. We have been registered as "Brand owner" as per Plastic waste management rules for fulfilling the EPR obligation having Regn.No.BO-29-000-04-AAACS4668K-22 dated 06.05.2022 from central pollution control Board.

Target for the financial year 2024-25 is 1804 MT calculated based on the CPCB-PWM EPR guidelines. Out of which 30% has to be recycled.

Unit has engaged Re-sustainability Solutions Ltd for complying EPR Target. In this financial year, 541MT of Category II plastic has been recycled and 1263 MT of plastic waste has been processed under end-of-life category.

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?

No

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.
Not Applicable					

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
Nil	Nil	Nil

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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Nil	Nil	Nil



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 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	541 MT	End of life: 1263 MT	Nil	1920 MT	Nil
E-waste	Nil	Nil	Nil	Nil	2.054 MT	Nil
Hazardous waste	ETP Sludge. 51.58MT	Empty Barrels: 5.347 MT Nickel Catalyst: 32.323 MT	Spent Catalyst: 70.28 MT	Nil	Nil	Used Oil /Spent Oil – 27 MT Spent Catalyst – 21.360 MT
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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
NA	NA

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	572	572	100	572	100	0	0	0	0	572	100
Female	44	44	100	44	100	44	100	0	0	44	100
Total	616	616	100	616	100	44	100	0	0	616	100
Other than Permanent employees											
Male	33	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	33	-	-	-	-	-	-	-	-	-	-

- 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)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	571	-	-	571	100	-	-	-	-	-	-
Female	21	-	-	21	100	-	-	-	-	-	-
Total	592	-	-	592	100	-	-	-	-	-	-

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on wellbeing measures (Well-being measures means well-being of employees and workers including male, female, permanent and other than permanent employees and workers)	1110.98	1038.45
Total Revenue of the Company	310025.26	196216.51
Cost incurred on wellbeing measures as a % of total revenue of the company	0.36%	0.53%

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	—	100%	Y	—	100%	Y
Others	—	—	—	—	—	—

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

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 – No.
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	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil

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

	Yes/ No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Union, Management consultative and other Committees-
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	



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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)*	No. of employees/workers in respective category, who are part of association(s) or Union(D)	% (D/C)
Total Permanent Employees	616	115	18.67%	649	114	17.56%
- Male	572	111	19.41%	614	113	18.40%
- Female	44	4	9.09%	35	1	2.85%
Total Permanent Workers	0	0	0	0	0	0
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

*Aligned with current year categorisation

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	572	361	63.11%	249	43.53%	614	484	78.82%	198	32.24%
Female	44	38	86.36%	29	65.91%	35	24	68.57%	18	51.43%
Total	616	305	64.77%	278	45.13%	649	508	78.27%	216	33.28%
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	572	553	96.68%	614	429	69.84%
Female	44	40	90.91%	35	35	100%
Total	616	593	96.27%	649	464	71.49%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

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 of such system?

Yes.

The Company has ISO 45001:2018 certified standard on Occupational Health and Safety Management system

Salient Features of the ISO 45001: 2018 – Occupational Health and Safety Management system:

- OH&S policies, which are compatible with the overall strategic objectives and direction of the organization;
- OH&S objectives that align with the OH&S policy and take into account the organization’s hazards, OH&S risks and OH&S opportunities;
- Effective process(es) for identifying hazards, controlling OH&S risks and taking advantage of OH&S opportunities;
- Continual performance evaluation and monitoring of the OH&S management system to improve OH&S performance by means of Internal and external auditing
- Leadership commitment, responsibilities and accountability on OH&S;
- Top management developing, leading and promoting a culture in the organization that supports the intended outcomes of the OH&S management system;
- Consultation and participation of workers, and, where they exist, workers’ representatives; allocation of the necessary resources to maintain it;
- Compliance with its legal requirements and other requirements.

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

- Hazard Identification and Risk assessment (HIRA) is prepared for all routine and non-routine activities as per ISO 45001: 2018 standard.
- Operational control procedure is being implemented as per the hierarchy of Hazard control philosophy for the identified risk.
- Whenever new activities are identified and taken into process, the HIRA is carried out and the recommendations being followed
- Job Safety Analysis is being done for all critical activities before execution in the field.
- The control measures of JSA are ensured while issuing work permit in the field
- HAZOP study is also carried out for the new processes to identify the inherent process hazards and to implement safety control systems

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

Yes.

- The workers are encouraged to report work related hazards in the form of vigilances, unsafe conditions and Near miss reporting
- Workers are the members of the respective plant safety committee wherein they are reporting the work related hazards and is followed up for eliminating the hazards
- Incident investigation is being carried out by engaging cross functional team and ensure the implementation of corrective actions in the field
- Identified vigilances and unsafe conditions were rectified then and there to remove such risks from the workplaces

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

Yes.

- A dedicated Occupational Health centre is available and 2 dedicated doctors available round the clock. This medical centre facility is also being used by employees/workers and their family members for non-occupational related medical and healthcare services.
- Our medical centre is a fully functional factory hospital having following infrastructure and facilities. This 22 bedded hospital complex has male, female, isolation, maternity ward and two special rooms. Facilities in the medical centre includes Full-fledged OT, Labour room, USG unit, X- ray unit, ECG unit, Laboratory unit, Vision examination room, Occupational health unit comprising audiometric & computerized spirometry unit. Specialists including Medical, Orthopedician, Skin, Eye, ENT, Child, Dental surgeon were engaged throughout the year to ensure good health of the employees/workers.



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

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

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

- A detailed Annual plan was prepared and executed the activities as per plan to ensure health and safety of employees and workers at workplace.
- Safety walk around in the plant, safety survey and internal/external audits were conducted and the outcome of these practices were circulated and suitable corrective actions were implemented.
- Work permit system was implemented effectively and ensured the compliances at workplaces.
- Regular plant visits were done and identified the vigilances (unsafe conditions) and suitable corrective actions are being taken.

OH&S management practices

- Incident reporting and robust investigation system (risk-based investigation)
- Work equipment- welding machines, power tools and gas cutting set inspection and certification.
- Management of change and Hazop study
- Built in safety systems - Alarms, trips, interlock and its performance monitoring.
- Lock out and tag out system.
- PPE selection, Issue and ensuring compliance through monitoring.
- Job safety analysis and risk assessment for non-routine activities along with permit to work.
- Work permit systems

Safety inspection and audits

- Monthly safety inspection like machine guard survey, belt conveyors, storage tank survey., etc
- Safety vigilance reporting and compliance
- Housekeeping survey and audits
- Internal and External auditing as per standards and regulations
- Testing and examination of statutory equipment such as conveyors, lifting tackles, tools, lifting machines and safety belt by competent person.
- Condition monitoring of critical equipment and piping.
- Fire and safety equipment inspection and maintenance.
- Monthly work place monitoring for assessment of physical hazards such as noise, illumination and chemical hazards such as toxic and Flammable atmosphere
- Safety Walk around in the plant on monthly basis.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Health, safety practices and working conditions of the Plants and offices were assessed by ISO Auditors (DNV) and the Joint Director of Industrial Safety and Health, Government of Tamilnadu. 100%
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.

All incidents are investigated as per the ISO 45001: 2018 standard and corrective actions are implemented then and there.

Leadership Indicators

- 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
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. – The Company has in place a mechanism to track the same.
- 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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? – No.

5. Details on assessment of value chain partners:

	% 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 Significant risk identified



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

Essential Indicators

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

We identify the stakeholders based on our business priorities and requirements. Therefore, we say Promoters, Bank/Institutions, Value Chain partners, Shareholders, Employees are our stakeholders.

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)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Promoters, Bank/Institutions, Value Chain partners, Shareholders, Employees	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Notice Board, Website	Event based	Event based

Leadership Indicators

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

Board consists of experts from different fields. There is also an active interaction between the shareholders and the Company. These are deliberated in the Board and the Board's directions are translated into policies and action plans.

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

During every Board meeting, a business presentation is made which has contributions from technical, finance, marketing, compliance and strategy development departments.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups – Not Applicable.

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 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)*	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	616	468	75.97%	649	390	60.09%
Other than permanent	33	-	-	-	-	-
Total Employees	649	468	72.11%	649	390	60.09%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

* Aligned with current year categorisation

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

Category	Total (A)	FY 2024-25 (Current Financial Year)				Total (D)	FY 2023-24 (Previous Financial Year)			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Permanent										
Male	—	—	—	—	—	—	—	—	—	—
Female	—	—	—	—	—	—	—	—	—	—
Other than permanent										
Male	—	—	—	—	—	—	—	—	—	—
Female	—	—	—	—	—	—	—	—	—	—
Contract Workers										
Permanent										
Male	—	—	—	—	—	—	—	—	—	—
Female	—	—	—	—	—	—	—	—	—	—
Other than permanent										
Male	571	-	-	571	100%	498	—	—	498	100%
Female	21	-	-	21	100%	15	—	—	15	100%



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

a. Median remuneration /wages: (Rs. in Crores)

	Male		Female	
	Number*	Median remuneration/ salary/ wages of respective category (Annual CTC)	Number*	Median remuneration/ salary/ wages of respective category(Annual CTC)
Board of Directors (BoD)	7	1.10**	4	0
Key Managerial Personnel	2	1	0	0
Employees other than BoD and KMP	569	0.07	44	0.05
Workers	-	-	-	-

* Note: 89 Trainees not included. 33 non-permanent employees are also not included

** Relates payment of remuneration only to Executive Director.

b. Gross wages paid to females: (Rs. in Crores)

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females	2.41	1.61
Total wages	85.16	68.07
Gross wages paid to females as a % to total wages	2.83%	2.37%

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) - No

5. Describe the internal mechanisms in place to redress grievances related to human rights issues - Internal Compliance Committee for Women, Management Consultative Committee, SPIC Employees Union, Works Committee and other various Committees.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil					
Discrimination at workplace	Nil					
Child Labour	Not Engaged					
Forced Labour/ Involuntary Labour	Not Applicable					
Wages	Nil					
Other human rights related issues	Nil					

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Average number of female employees/workers at the beginning of the year and as at end of the year	50	35
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases – The Company has a policy titled “Prevention of Sexual Harassment (PoSH) policy”.
9. Do human rights requirements form part of your business agreements and contracts? - No
10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above – No corrective action was required to be taken.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints – Nil.
2. Details of the scope and coverage of any Human rights due-diligence conducted – No.
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? – No.
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%

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above – Corrective actions are undertaken if required.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	192000	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	192000	-
From non-renewable sources		
Total electricity consumption (D)	1303000	1050000
Total fuel consumption (E)	8173000	7610000



Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	9476000	8660000
Total energy consumed (A+B+C+D+E+F)	9668000	8660000
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	3132.52	4455.05
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	63903.47	90081.18
Energy intensity in terms of physical output	13.41	16.57
Energy intensity (optional) – the relevant metric may be selected by the entity	GJ/ Crores	GJ/ Crores

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

- 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) – No.

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.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	5529926	2790800
(ii) Groundwater	Nil	-
(iii) Third party water	Nil	-
(iv) Seawater / desalinated water	255799	-
(v) Others	Nil	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5785725	2790800
Total volume of water consumption (in kilolitres)	3807099.44	2790800
Water intensity per rupee of turnover (Water consumed / turnover)	1233.54	1435.70
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	24942.10	48948.17
Water intensity in terms of physical output	5.28	9.01
Water intensity (optional) – the relevant metric may be selected by the entity	MT/Rs. Crores	MT/Rs. Crores

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. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NIL	NIL
- No treatment	NIL	NIL
- With treatment-please specify level of treatment	NIL	NIL
(ii) To Groundwater	NIL	NIL
- No treatment	NIL	NIL
- With treatment-please specify level of treatment	NIL	NIL
(iii) To Seawater	NIL	NIL
- No treatment	NIL	NIL
- With treatment-please specify level of treatment	13130	2194
(iv) Sent to third- parties	NIL	NIL
- No treatment	NIL	NIL
- With treatment-please specify level of treatment	NIL	NIL
(v) Others		
- No treatment	NIL	NIL
- With treatment-please specify level of treatment	38325	NIL
Total water discharged (in kilolitres)	51455	2194

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

- The Company has Integrated Effluent management system which treats the effluent from SPIC Plants. About 81.7% the treated effluent is being recycled to other entities located near the plant in the financial year 2024-25.
- The Company has proposed to implement Zero Liquid Discharge mechanism along with upcoming modernization. Approval for the Project and Zero Liquid Discharge (ZLD) has been obtained from Tamilnadu Pollution Control Board dated 10.03.2025.

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

Reformer Stack:

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Mg/nm3	15	31
SOx	Mg/nm3	07	09
Particulate matter (PM)	-	NA	NA
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others	-	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**. Tamilnadu Pollution control Board and M/s.Glens Innovation labs has carried out Stack emission monitoring through their lab.

HRSG Stack:

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Mg/nm3	60.8	NA
SOx	Mg/nm3	11.1	NA
Particulate matter (PM)	-	NA	NA
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others - please specify	-	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**. Tamilnadu Pollution control Board and M/s. Glens Innovation Labs has carried out Stack emission monitoring through their lab

Urea Prilling Tower

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	-	NA	NA
SOx	-	NA	NA
Particulate matter (PM)	Mg/nm3	43.5	40.7
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others- please specify	-	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**. Tamilnadu Pollution control Board and M/s. Glens Innovation Labs has carried out Stack emission monitoring through their lab

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	-	NA	NA
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
Total Scope 1 and Scope 2 emission intensity. (optional) - the relevant metric may be selected by the entity	-	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 - No

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

SPIC has proposed to setup 1200 MT/day Capacity CO₂ Recovery plant from flue gases at a cost of 100 Crores. This plant is expected to completely decarbonize direct Scope 1 emissions of the entity. Recovered CO₂ will be used as raw material for fertilizer production and other beneficial use.

Also, we have already revamped the plant for Lower energy Process with 100% natural Gas as Raw material. With Lower energy Process, SPIC has stopped two numbers of Boilers which were operated with Furnace Oil. Fuel for reformer & fired heaters were also switched to Natural Gas.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Generated: 1934 MT	Generated: 1662 MT
E-waste (B)	Generated: 0.685 MT	0.4486 MT
Bio-medical waste (C)	Yellow category: 0.066 MT Red category: 0.123 MT White & Blue :0.065 MT	Yellow: 0.0731 MT Red: 0.1373 MT White & Blue: 0.07681 MT
Construction and demolition waste (D)	NA	NA
Battery waste (E)	0.28 MT	8.180 MT
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	Spent catalysts – 10.682 MT Used Oil- 12.825 MT Empty Barrels : 12.192 MT ETP Sludge : 51.58 MT	Generated catalyst – 113.41 MT Oil- 22.941 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H) (Excluding Recycle)	2022.498 MT	1807.261 MT
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.655	0.930
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	12.91	18.80
Waste intensity in terms of physical output	0.0027	0.0035
Waste intensity (optional) -the relevant metric may be selected by the entity	MT/Rs Crores	MT/Rs Crores



Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste (i) Recycled	Plastic Waste : 541 MT BMW Red category : 0.123 MT BMW White & Blue : 0.065 MT Spent Catalyst : 33.232 MT Empty Barrels : 5.347 MT E waste : 0.685 MT Battery Waste : 0.28 MT	Used oil - 27 MT Catalyst - 21.360 MT
(ii) Re-used	NIL	-
(iii) Other recovery operations	NIL	-
Total	580.732 MT	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste (i) Incineration	Plastic Waste-EOL :1263 MT BMW Yellow: 0.066 MT	-
(ii) Landfilling	70.88 MT	-
(iii) Other disposal operations	ETP Sludge: 51.58 MT	-
Total	1385.526 MT	-

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

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.
- Company's focus is on achieving sustainability by improving the production processes through introduction of new technologies for cleaner environment.
 - Have detailed standard operating procedure for management and Handling of waste as per the requirement of ISO:14001:2015 standards as described below:
 - Procedure for Hazardous waste and E waste
 - Hazardous Wastes were sent to TNPCB authorized recyclers or Industrial waste management authority – disposal site through stores and records to be maintained as per the procedure
 - E-Waste from the plant were sent to authorized recyclers through stores and records to be maintained as per the procedure.
 - Battery wastes were sent to the authorized dealers through stores and records to be maintained.
 - Plastic wastes were sent to authorized recyclers and records to be maintained.
 - Bio medical wastes were sent to the authorized agency for disposal as per the procedure.
 - Procedure for management and Handling of other wastes

- Canteen wastes were disposed by bio composting in nursery.
- Metal Scraps were returned to stores through Scrap Return Note and record to be maintained.
- Waste which shall be disposed as scrap for sale, was sent only to stores.
- Waste or used chemicals from laboratory were sent to IETP plant for disposal after neutralization.
- Empty chemical bottles and other glass items used in laboratory were sent to stores for safe disposal
- Wastes other than the above was only disposed in the dust bins in the respective plants. Stores department identified the authorized party/scrap vendor for safe disposal of the other waste.

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:

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.
Not Applicable			

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
Urea Modernization- No Increase In Pollution Load	7 (ii) b of S.O.980 (E)	2nd March 2021	Yes	Yes, In PARIVESH Portal	https://parivesh.nic.in

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, and 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
Not Applicable				

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:
- Name of the area - Urea Production
 - Nature of operations - Cooling Tower Operations – Annual Consumption of water
 - Water withdrawal, consumption and discharge in the following format:



Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	5529926	2790800
(ii) Groundwater	NIL	
(iii) Third party water	NIL	
(iv) Seawater / desalinated water	255799	
(v) Others	NIL	
Total volume of water withdrawal (in kilolitres)	5785725	2790800
Total volume of water consumption (in kilolitres)	3807099.44	2790800
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity	5.27 M ³ /MT of Urea	
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NIL	NIL
- No treatment	NIL	NIL
- With treatment-please specify level of treatment	NIL	NIL
(ii) Into Groundwater	NIL	NIL
- No treatment	NIL	NIL
- With treatment -please specify level of treatment	NIL	NIL
(iii) Into Seawater	NIL	NIL
- No treatment	NIL	NIL
- With treatment -please specify level of treatment	13130	2194
(iv) Sent to third-parties	NIL	NIL
- No treatment	NIL	NIL
- With treatment -please specify level of treatment	NIL	NIL
(v) Others		
- No treatment	NIL	NIL
- With treatment -please specify level of treatment	38325	-
Total water discharged (in kilolitres)	51,455	2194

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	193345
Total Scope 3 emissions per rupee of turnover		NA	0.00001
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		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 - No

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities – Not Applicable.
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
1	Replacement to Fuel	SPIC has switched over to complete Natural Gas for Fuel and Feed.	This initiative has reduced Scope1,2,3 emissions related to Naphtha handling/import/transfer and refining. Unit is using high purity natural gas as a fuel and eliminated SO ₂ emissions completely. This initiative also eliminated usage of Furnace Oil. Hazardous waste sludge generated in storing furnace oil is also eliminated completely.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
The Company has a detailed Business continuity and Disaster management plant which comes under the Risk management committee. The Risk Management plan specified the Risk, Mitigation, Emergency preparedness and the Long term measures to mitigate the risks. The emergency across the site and the related risk assessment has been done and regularly reviewed. Major risks include Financial, Pandemics, Calamities, Draught, Socio-Environmental issues, Resource unavailability etc. The Mock Drills to face the Emergency situations are carried out periodically and validated.



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-
Product is packed in HDPE bags and stored as per the guidelines laid under FCO for storage of fertilizers.
Unit has engaged Re-Sustainability solutions Ltd, who recycles similar category of plastic waste generated every financial year from Municipal Solid Waste. Unit is complying Extended Producer Responsibility as per CPCB guidelines.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts – Necessary statutory compliances has been met.
8. How many Green Credits have been generated or procured:
 - a. By the Listed entity - Not Applicable
 - b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Not Applicable

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 – Six
- 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	South India Chamber of Commerce and Industry, Chennai	State
2	Indian Chamber of Commerce & Industry, Tuticorin	State
3	All India Chamber of Commerce & Industry, Tuticorin	State
4	Tuticorin Chamber of Commerce & Industry	State
5	Tamilnadu Chamber of Commerce & Industry	State
6	Fertiliser Association of India, New Delhi	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.

Name of authority	Brief of the case	Corrective action taken
SPIC is into a highly regulated business. In case of any deviations, corrective actions are taken immediately.		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes /No)	Frequency of Review by Board (Annually / Half yearly/ Quarterly/Others – please specify)	Web link, if available
Nil (Refer Note 1)					

Note 1: The Company actively participate in the activities of the Associations in which we are Members. These associations work with the governments, both central, state and suggest policy improvements, help to remove impediments to conduct of business, assist during budget exercise, render assistance to society wherever required, etc.

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
Not Applicable					

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

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

3. Describe the mechanisms to receive and redress grievances of the community –
Through email: spiccorp@spic.co.in ; Customer care Numbers and personal visit and Inspection by Field Staff of the particular locality.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	9.30%	9.32%
Sourced directly from within the district and neighbouring districts (Tuticorin + Tirunelveli)	8.91%	8.92%

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* (Current Financial Year)	FY 2023-24* (Previous Financial Year)
Rural		
i). Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	3.01	2.32
ii). Total Wage Cost	85.16	68.07
iii). % of Job creation in Urban areas	3.53%	3.40%
Semi-urban		
i). Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0	0
ii). Total Wage Cost	0	0
iii). % of Job creation in Urban areas	0	0
Urban		
i). Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	69.06	54.83
ii). Total Wage Cost	85.16	68.07
iii). % of Job creation in Urban areas	81.10%	80.54%
Metropolitan		
i). Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	13.10	10.92
ii). Total Wage Cost	85.16	68.07
iii). % of Job creation in Urban areas	15.38%	16.04%

Amount mentioned in Rs. Crores



Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Tamilnadu	Tuticorin	Rs. 18,98,795/-
2	Andhra Pradesh	Nellore	Rs. 4,50,000/-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No
 (b) From which marginalized /vulnerable groups do you procure? Not Applicable
 (c) What percentage of total procurement (by value) does it constitute? Not Applicable
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

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	Education support and contribution	260 students	70%
2	Preventive Health care - Digital Alcohol Breathalyzers Aid	9,000 approx.	80%
3	Making available of Safe Drinking water	69,000 approx.	75%
4	2000 LPH R.O. Plant/ Vodalife Trading Company	15,000 approx.	75%

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 –
 Through email: spiccorp@spic.co.in; Customer care Number and personal visit and Inspection by Field Staff of the particular locality.
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	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

Note: In the context of Urea, this has no relevance. As a Brand Owner, we take the responsibility to recycle the packing material, in line with the Government's directives.

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

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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 <https://www.spic.in/investors/policies/>.
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 – Not Applicable.
7. Provide the following information relating to data breaches:
- Number of instances of data breaches along-with impact - NIL
 - Percentage of data breaches involving personally identifiable information of customers - NIL
 - 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).
 Website: www.spic.in;
 SPIC Farm Journal: SPIC Pannai Cheithi Malar;
 Social Media Handles: Facebook & LinkedIn



2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Educating Consumers through Farm Journal, Facebook, LinkedIn, Farmer Meetings, Demonstrations, etc.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Communication through network of Dealers and field staff of the company and through Customer care facility.
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 – No
5. 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) – No.