



Ref: Secy/NSE

4<sup>th</sup> September 2023

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

Dear Sir,

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

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We hereby attach the Business Responsibility & Sustainability Report for the financial  
year 2022-23.

We request you kindly to take note of the disclosure.

Thanking you,

Yours faithfully,

For Southern Petrochemical  
Industries Corporation Ltd.

M B Ganesh  
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.  
Phone : +91 (44) 2235 0245 | E: spiccorp@spic.co.in | Web : www.spic.in

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### 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.	Year of incorporation	18-12-1969
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	044-22301670
8.	Website	www.spic.in
9.	Financial year for which reporting is being done	2022-23
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 0245 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)	Standalone Basis

#### II. PRODUCTS/ SERVICES:

14. 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 urea and other organic fertilizers	94.82

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

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1	Neem Coated Urea	20121	94.82

#### III. OPERATIONS:

16. 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

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16. 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

17. 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

18. 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)	434	399	92%	35	8%
2.	Other than Permanent (E)	2	2	2%	0	0%
3.	Total employees (D + E)	436	401	92%	35	8%
WORKERS						
4.	Permanent (F)	144	140	98%	4	2%
5.	Other than Permanent (G)	--	--	--	--	--
6.	Total workers (F + G)	144	140	98%	4	2%

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)	--	--	--	--	--
2.	Other than Permanent (E)	--	--	--	--	--
3.	Total differently abled employees (D + E)	--	--	--	--	--
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	--	--
5.	Other than Permanent (G)	--	--	--	--	--
6.	Total differently abled workers (F + G)	1	1	100%	--	--

## 19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	4	40%
Key Management Personnel	3	0	0

## 20. Turnover Rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	399	35	434	409	26	435	395	21	416
<b>Permanent Workers</b>	140	4	144	147	3	150	163	4	167

### NOTE:

The figures represent the number of employees and workers and shall not be treated as in terms of percentage

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

### 21. (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

### 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: No

(ii) Turnover (in Rs.): 28494473000

(iii) Net worth (in Rs.): 8793560000

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web link for Grievance Redress Policy)	FY Current Financial Year			FY 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	-	-	-	-	-	-	-
Investors (other than share-holders)	No	-	-	-	-	-	-
Share-holders	Yes	4	0	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	2	0	-	0	-	-
Value Chain Partners	-	-	-	-	-	-	-
Others (please specify)	-	-	-	-	-	-	-

24. 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	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.

## 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	<a href="https://www.spic.in/investors/policies/">https://www.spic.in/investors/policies/</a> (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, Trustea) 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.	-	-	-	-	-	-	-	-	-
<b>Governance, leadership and oversight</b>									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	We have written and published policies which specifies the actions to meet the challenges. We also 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). If yes, provide details.	No								

Note 1: The Company adheres to a formal Policy in this regard. However, the same need not be placed before the Board for its approval.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency(Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	By the Board	Note 1	Note 1	By the Board	Note 1	Note 1	By the Board	By the Board	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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Note 1: WTD in consultation with HR Head/ other plant heads.

Note 2: As and when need arises

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	No	No	No	No	No	No	No	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-



## 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	2	FAI Annual Seminar 2022	100%
Key Managerial Personnel	30 (RM/HOD/JM & above)	<ol style="list-style-type: none"> <li>Advance course on Electrical Safety, Electrical Safety Audit &amp; Risk Management”</li> <li>Production and Use of Green Hydrogen and Green Ammonia in Process Industry</li> <li>Fertilizer Logistics Port Handling Operation and Coastal Shipping</li> <li>Improving Professional and Personal Effectiveness</li> <li>Journey towards \$5TN Economy: Indian Capital Markets@ 75</li> <li>Maritime Public Private Partnership Conclave, 2022</li> <li>Webinar Program on “Customer Ecstasy”</li> <li>NSCI Internal Occupational Safety &amp; Health Auditor’s Course</li> <li>Fertiliser Policy in India –Challenges and Opportunities</li> <li>Fertilizer Business Management</li> <li>Advance course on Electrical Safety, Electrical Safety Audit &amp; Risk Management</li> <li>FAI Annual Seminar 2022</li> <li>Fertiliser Policy Need for Reforms</li> <li>POSH (Prevention of Sexual Harassment)</li> <li>ProSimulator demo</li> <li>Integrated Internal Auditor Course on QMS, EMS and ISO 45001:2018</li> <li>Need for Paradigm Shift in Fertilizer policy</li> </ol>	32%

Employees other than BoD and KMPs	(73+196+71) 340 Nos	1. Dispute Resolution Mechanisms in Commercial Contracts - A Managerial Approach	42%
		2. E-Masterclass on Customs Issues	
		3. FAI Webinar on "Key Facets of Fertilizer Sector	
		4. Fertilizer Logistics Port Handling Operation and Coastal Shipping – Residential Program	
		5. Get the Monkey off your Back	
		6. Hazardous Chemical-Excellence in Handling & Transportation Oct -2022	
		7. Operation and Maintenance Problems of Ammonia Plants	
		8. Pumps, Valves & their Selection for Optimum System Performance	
		9. Smart phone for Smart work	
		10. Webinar Program on "Customer Ecstasy"	
		11. Webinar Session on "Energy Efficiency & Automation using VFDs"	
		12. Nanum celebrity dhan	
		13. 5S to Enhance Productivity	
		14. Set Shift Success	
		15. Improving Professional and Personal Effectiveness	
		16. The Heart of Decision Making	
		17. Fertiliser Policy in India –Challenges and Opportunities	
		18. Career Women Program - III	
		19. COMMONSER - "Vibration Analysis, control on rotating m/cs in process industries"	
		20. DAKSH EXPERT TRAINING from LOCTITE	
		21. First Aid Training Program	
		22. Integrated Internal Auditor Course on QMS, EMS and ISO 45001:2018	
		23. Need For Paradigm Shift in Fertiliser Policy	
		24. POSH (Prevention of Sexual Harassment)	
		25. ProSimulator demo	
		26. Safety Refresher Training	
		27. Scaffolding Operations for Inspection / Supervision	

		28. SWAGELOK - Tube Fitting Installation, Tube Fitting Inspection, Tube Fitting Bending	
		29. Basic Training (Technical & Soft skill development Programs)	
Workers	42	1. IMO level-1 pollution response training for stakeholders	33%
		2. Safety Refresher Training	
		3. First Aid Training Program	

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format-

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on 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
NIL	

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](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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23 (Current Financial Year)		FY 2022-23 (Current 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.

### 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
15	FAI- Fertilizer policy changes, key facets of Fertilizer sector, Business management, fertilizer logistics and port handling, Production and use of green ammonia, Operation and maintenance of Ammonia plant and Urea plant, Annual seminar, workshop in SSP industry the way forward, Fertilizers and food security, International supply demand, Fertilizer control order	9.62 % (101 employees)
34	Soft skill development programs towards Professional and Personal effectiveness.	71.30 % (748 employees)
8	Prevention of Sexual harassment, New labour codes, 5s enhance productivity, Journey towards Indian Capital market, Promoting climate Resilient industries, Dispute resolution mechanism in commercial, Customs issues, 3S for Life ( transformation strategist)	8.29 % (87 employees)

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0%	0%	NIL
Capex	0%	0%	NIL

### • Sustainable initiatives of SPIC

- o About 13 % of the total power requirement to operate the plant has been met through Solar power generated from Floating Solar Power Plant in the water storage reservoirs. This amounts to a saving of about 12,000 tCO2 equivalent.

### • Green belt development in SPIC Premises

- o 1181 trees have been planted in and around SPIC as part of Green Development

### • Greenbelt development in Society

- o Under TN Kurunkadugal Scheme about 500 number of Trees planted near "Uppathuodai" in coordination with Tuticorin Municipal Corporation

### • Plastic waste management

- o As per the extended producer responsibility under plastic waste management Rules, SPIC has got registered with Central Pollution Control Board and collected about 1281 MT of Plastic Waste from Urban Local Bodies and recycled it for value addition at a cost of about Rs 18 Lakh.

## Environmental Expenses for the year 2022-23

### Capex

- Online continuous emission monitoring was installed in Ammonia plant at the stack of Gas Turbine to analyse SO<sub>2</sub> and NO<sub>x</sub> with an investment of about Rs. 80 lakhs and connected to TNPCB
- Ammoniacal nitrogen analyser was installed at a cost of Rs.16 lakhs and the values are communicated through Online Continuous Effluent Monitoring system connected to TNPCB and CPCB.
- About 3 lakhs expenses incurred towards replacement of Glens remote HUB in Continuous Ambient air quality monitoring system.
- Rs 4.3 lakhs expenses incurred towards procurement of alignment kit for Prilling tower online analyser.

### Recurring cost

- Rs. 384 Lakhs expenses incurred towards operation and maintenance of Effluent treatment plant and meeting statutory expenses.
- Rs.3 lakhs expenses incurred for Green belt development for the year 2022-23.

## CSR expenses 2022-23

- 3 ply face masks worth Rs.28680 was donated to frontline sanitary and health workers of covid-19 with the help of Tuticorin Corporation.
- Safe drinking water availability was ensured by repairing and maintaining of RO water purifier systems in railway station and other public places by an Expenditure of Rs 36400.
- Thangammalpuram village was provided with drinking water unit at a cost of 1.2 lakhs.
- As part of the disaster management measures desilting and cleaning of canals was carried out to ensure smooth water flow at the time of heavy rain and floods by spending Rs.42500.
- Supported educational institutions by contributing the following
  - Donated uniform to school students – Rs.35000
  - Donated Rs.5 lakhs to facilitate construction of school in Veeranayakanthattu.
  - Donated Rs. 25000 to Special children's school in Thoothukudi for sports day event.
  - Donated oil to Transgender association for the benefit of the underprivileged people.
  - Provided drinking water facility to residents of Soosai Nagar at a cost of Rs.13 lakhs.
  - Provided drinking water facility to residents of Thangammalpuram at a cost of 7.4 lakhs.

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

b. If yes, what percentage of inputs were sourced sustainably? 90% (Approx.)

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 Company has been stringently following the management of hazardous wastes. The spent catalysts have been properly disposed to Tamilnadu Waste Management Limited. Used oils are disposed to Authorized recycler approved by Tamilnadu Pollution Control Board. Process condensates are recycled back to the after treatment.

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 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 rule for fulfilling the EPR obligation with Regn.No.BO-29-000-04-AAACS4668K-22 dated 06.05.2022 from Central Pollution Control Board, with collection target of 1280.73 MT for the year 2022-23. We have engaged CPCB authorised recycler for fulfilment of our obligation and is being complied.

## 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.

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 Products (for manufacturing industry) or providing services (for service industry).

Recycled or re-used input material to total material		
Indicate input material	FY 2022-23 (Current Financial Year)	FY 2021-22 (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 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	1,280.73 MT	-	-	516 MT	-
E-waste	-	-	-	-	-	0 MT
Hazardous waste	-		Used Oil / Spent Oil – 16.810kL Spent Catalyst – 121.22 MT	-	-	Used Oil / Spent Oil – 35.33kL Spent Catalyst – 38.029 MT
Other waste	-	-	-	-	-	-

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

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

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

## Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	403	403	100%	403	100%	-	-	-	-	-	-
Female	30	30	100%	30	100%	30	100%	-	-	-	-
Total	433	433	100%	433	100%	30	100%	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	Number (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Worker											
Male	128	128	100%	128	100%	-	-	-	-	-	-
Female	1	1	100%	1	100%	1	100%	-	-	-	-
Total	129	129	100%	129	100%	1	100%	-	-	-	-
Other than Permanent Worker											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	--	--	--	--	--	--
Others – please specify	--	--	--	--	--	--



### 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 – No.

### 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	No
Other than Permanent Workers	No
Permanent Employees	No
Other than Permanent Employees	No

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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)
<b>Total Permanent Employees</b>						
Male	403	403	100%	261	261	100%
Female	30	30	100%	17	17	100%
<b>Total Permanent Workers</b>						
Male	128	90	70%	147	110	75%
Female	1	1	100%	3	3	100%

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (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	984	478	48.50%	234	23.78%	995	327	32.86%	230	23.11%
Female	65	57	87.69%	28	43.07%	66	33	50.00%	56	84.84%
Total	1049	535		262		1061	360		286	
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	403	355	88%	278	250	90%
Female	30	24	80%	17	14	82%
<b>Total</b>	<b>433</b>	<b>379</b>	<b>88%</b>	<b>278</b>	<b>264</b>	<b>95%</b>
<b>Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

10. Health and safety management system:

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

SPIC is certified for ISO 45001:2018 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.

- a) 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
  - Quantitative risk analysis (QRA) is also carried out whenever new process/equipment is introduced. Based on the QRA, risk control measures are implemented and emergency preparedness plan is updated
  - HAZOP study is also carried out for the new processes to identify the inherent process hazards and to implement safety control systems
- b) Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
 

Yes.

  - The workers were 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
- c) Do the employees/ worker 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 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.

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	0.63
	Workers	0.37	Nil
Total recordable work-related injuries	Employees	Nil	2
	Workers	1	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 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 circulated the same to plants to take suitable corrective actions.

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 2022-23 (Current Financial Year)			FY 2021-22 (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	100%
Working Conditions	100%

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 Tamil Nadu

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.
- As per assessment by DNV auditors Scaffolding inspector training program was arranged for 15 employees by engaging M/s MS CHOLA Safety training Academy and competency certificate obtained.

## Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) - Yes (B) Workers (Y/N) – Yes.
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners - The Company has in place a mechanism to track the same.
3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health /fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL



- 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.
- 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%

- 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 – **Not Applicable**.

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

### Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.  
We identify the shareholders based on our business priorities and requirements. Therefore, we say Promoters, Bank/ Institutions, Value Chain partners, Shareholders, Employees are our stakeholders.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Promoters,Bank/ Institutions,Value Chain partners,Shareholders, Employees	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Notice Board, Website	Event based	Event based

### Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.  
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.
- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.  
Yes, During every Board meeting, a business presentation is made which has contributions from technical, finance, marketing, compliance and strategy development departments.
- 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 2022-23 (Current Financial Year)			FY 2021-22(Previous Financial Year)		
	Total (A)	No. employees workers covered (B)	% (B/A)	Total (C)	No. employees workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	433	372	92.30%	442	341	77.15%
Other than permanent	129	57	44.18%	129	0	0%
<b>Total Employees</b>	<b>562</b>	<b>429</b>	<b>76.33%</b>	<b>571</b>	<b>341</b>	<b>59.72%</b>
<b>Workers</b>						
Permanent	129	42	32.56%	137	60	43.80%
Other than permanent	--	--	--	--	--	--
<b>Total Employees</b>	<b>129</b>	<b>42</b>	<b>32.56%</b>	<b>137</b>	<b>60</b>	<b>43.80%</b>

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Contract Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent										
Male	313	--	--	313	100%	264	0	0	264	100%
Female	19	--	--	19	100%	18	0	0	18	100%



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

	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)	1	7500000	0	0
Key Managerial Personnel	2	5198750	0	0
Employees other than BoD and KMP	398*	531200	35	483920
Workers	140	910648	4	383750

**\*Note:** 87 Trainees not included

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (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			Nil			
Forced Labour/ Involuntary Labour			Nil			
Wages			Nil			
Other human rights related issues			Nil			

- Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases - Prevention of Sexual Harassment (PoSH) and Whistle Blower Policy.
- Do human rights requirements form part of your business agreements and contracts? - No

9. 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
Others – please specify	100% by entity

10. 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

- Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints - Nil
- Details of the scope and coverage of any Human rights due-diligence conducted - Nil
- 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
- Details on assessment of value chain partners:

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

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

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	3962.00	39144.00
Total fuel consumption (B)	50428.00	476308.00
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	54390.00	476308.00
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22(Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	3869714	3858582
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>3869714</b>	<b>3858582</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3869714</b>	<b>3858582</b>
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Yes, SPIC has Integrated Effluent management system which treats the 95 % of the effluent from SPIC Plants. The treated water is being recycled and used in the Plant.

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

**Reformer Stack:**

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	-	24	10
SOx	-	7	14
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others– please specify	-	-	-

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.

**Urea Prilling Tower:**

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	Mg/nm3	44	43
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others– please specify	Mg/nm3	44	43

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 is carrying out ambient air quality, Stack emission monitoring through their lab

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (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 (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

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

Yes, we have revamped the plant for Lower energy Process with natural Gas as Raw material. With Lower energy Process, SPIC has stopped two numbers of Boiler which were operated with Furnace Oil.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Generated : 1946.34 Recycled : 1280.73	Generated : 1892.48 Recycled : 516
E-waste (B)	0.560 MT	0.1359 MT
Bio-medical waste (C)	Yellow : 0.0826 Red : 0.1410 White & Blue : 0.06134	Yellow : 0.1175 Red : 0.145 White : 0.0069 Blue : 0.061
Construction and demolition waste (D)	-	-
Battery waste (E)	1.313	0.4044
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	Generated catalyst – 146.555MT Oil- 21.32 KL	Generated catalyst - 1.666 MT Oil - 34.03 KL
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H) (Excluding Recycle)	2095.05 MT + 21.32 KL	1886.02 MT+34.03 KL
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	Oil - 16.81 KL	catalyst - 38.029MT Oil - 35.33 KL
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	Disposed catalyst - 121.22MT	-
(iii) Other disposal operations	-	-
Total	-	-

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

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.
- SPIC's focus is on achieving sustainability by improving the production processes through introduction of new technologies for cleaner environment

- We 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 Waste from the plant to be 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 to be sent to authorized recyclers through stores and records to be maintained as per the procedure
- Battery waste shall be sent to the authorized dealers through stores and records to be maintained
- Plastic waste shall be sent to authorized recyclers and records to be maintained
- Bio medical waste shall be sent to the authorized agency for disposal as per the procedure.

#### Procedure for management and Handling of other wastes

- Canteen wastes to be sent to Bio-gasifier in training centre or for bio composting in nursery.
  - Metal Scraps to be returned to stores through Scrap Return Note and record to be maintained
  - Waste which shall be disposed as scrap for sale has to be sent only to stores.
  - Waste or used chemicals from laboratory has to be sent to IETP plant for disposal after neutralization
  - Empty chemical bottles and other glass items used in laboratory shall not be disposed to bins and has to be sent to stores in safe manner.
  - Wastes other than the above are only to be disposed in the dust bins in the respective plants. Stores department will identify the authorized party/scrap vendor for safe disposal of the other waste.
10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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			

11. 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
Not Applicable					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: No

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
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## Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	396124	391440
Total fuel consumption (E)	5042800	4371640
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>5438924</b>	<b>4763080</b>

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	NA	NA
No treatment	-	-
With treatment-please specify level of treatment	-	-
(ii) To Groundwater	NA	NA
No treatment	-	-
With treatment-please specify level of treatment	-	-
(iii) To Seawater	-	-
No treatment	-	-
With treatment-please specify level of treatment	8634.66	21884
(iv) Sent to third- parties	NA	NA
No treatment	-	-
With treatment-please specify level of treatment	-	-
(v) Others	NA	NA
No treatment	-	-
With treatment-please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>8634.66</b>	<b>21884</b>

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

Yes. G-Lens Innovation labs Pvt Limited – Chennai has carried out Environmental Audit for the year 2021-22.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):  
For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area - Urea Production

(ii) Nature of operations - Cooling Tower Operations – Annual Consumption of water – 56 Lakhs KL

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	3869714	3858582
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	3869714	3858582
Total volume of water consumption (in kilolitres)	3869714	3858582
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
No treatment	-	-
With treatment-please specify level of treatment	-	-
(ii) Into Groundwater	-	-
No treatment	-	-
With treatment-please specify level of treatment	-	-
(iii) Into Seawater	-	-
No treatment	-	-
With treatment-please specify level of treatment	8634.66	21884
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment-please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment-please specify level of treatment	-	-
Total water discharged (in kilolitres)	8634.66	21884

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	186100	200200
Total Scope 3 emissions per rupee of turnover	-	0.00001	0.00001
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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. 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.
6. 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	Conversion of Feedstock from Naphtha to Natural gas in Ammonia Plant	Ammonia plant was designed for Naphtha as feedstock which has higher Hydrocarbon. It was replaced with Natural gas with Suitable Modifications in the plant and presently running with Mixed feed of Naphtha and Natural Gas. This Modification has brought down the energy consumption of Urea per ton of Product.	Reduction in Energy by 0.75 Gcal/MT of Urea Produced

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

SPIC has a detailed Business continuity and Disaster management plan 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.

8. 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.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts – 50%.

**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 of 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

- 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					

- 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						

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	9.22%	12.60%
Sourced directly from within the district and neighbouring districts (Tuticorin + Tirunelveli)	8.89%	8.87%

### Leadership Indicators

- 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	

- 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	Thoothukudi	30,89,210
2	Tamilnadu	Ramanathapuram	20,00,000

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No
  - From which marginalized /vulnerable groups do you procure? Not Applicable
  - 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	Donation of 3 ply masks to the Covid-19 front line sanitary and health workers through Tuticorin corporation.	500	80%
2	Contribution towards the sports uniform for Fire department for Independence day and Sports event.	100	50%
3	Repair maintenance for RO water purifiers in Railway station & Public places.	~500 people per day	General public utilizing the railway station- % varies each day
4	Drinking water provided to Soosai nagar (continuous)	2500	100%
5	Drinking water provided to Thangammalpuram (continuous)	2000	80%
6	Donation of Water bottles for women children participating in marathon.	100	100%
7	Donation of desktop and printer to schools and Offices.	250	80%
8	Canal cleaning for enabling water flow during the heavy rains and floods.	300	100%
9	Donation of uniform to school children	50	100%
10	Donation towards the School construction in Veeranayakanthattu	200	100%
11	Thoothukudi Special Children's school donation for sports event	100	100%
12	Donation of oil to the Transgenders association	100	100%
13	Protection of wildlife : Wild Life Department, Ramanathapuram	Flora and Fauna	-

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

### Essential Indicators

- 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.

- 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	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%

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.

- Number of consumer complaints in respect of the following:

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (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	005	000	All corrective actions taken on priority	004	000	N/A
Advertising	-	-	-	-	-	-
Cyber-security	020	000	SPAM email filtering, End point security and policies were made stronger and monitored by team. Risk assessment like VAPT audit perform in the mid of the year and all the audit findings were taken immediate action to ensure 100% compliance	005	000	N/A
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

- Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

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
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.

So far, no cyber security or data privacy issues raised on our environment and as of now our policy been strengthened and it takes care. Some users receive SPAM email which get blocked on their individual email box and also, at server level.

### **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](http://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.

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.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact - Nil

b. Percentage of data breaches involving personally identifiable information of customers - Nil

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**INDEPENDENT AUDITOR'S REPORT**  
**To the Members of**  
**Southern Petrochemical Industries Corporation Limited**

**Report on the Audit of the Standalone Financial Statements**

**Opinion**

We have audited the accompanying standalone financial statements of Southern Petrochemical Industries Corporation Limited ("the Company"), which comprise the Balance Sheet as at March 31, 2023, and the Statement of Profit and Loss (Including Other Comprehensive Income), Statement of Changes in Equity and Statement of Cash Flows for the year then ended, and notes to the standalone financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid standalone financial statements give the information required by the Companies Act, 2013 ("the Act") in the manner so required and give a true and fair view in conformity with the Indian Accounting Standards prescribed under section 133 of the Act read with Companies (Indian Accounting Standards) Rules, 2015, as amended ("Ind AS") and other accounting principles generally accepted in India, of the state of affairs of the Company as at March 31, 2023, and profit, other comprehensive income, changes in equity and its cash flows for the year ended on that date.

**Basis for Opinion**

We conducted our audit in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Act. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Standalone Financial Statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI) together with the ethical requirements that are relevant to our audit of the standalone financial statements under the provisions of the Act and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence obtained by us is sufficient and appropriate to provide a basis for our opinion.

**Emphasis of Matter**

We draw attention to Note 32(iii) of the standalone financial statements regarding computation of subsidy income based on the provisional Retention price (RP) in line with the government's New Urea policy dated 17 June 2015 as the final RP has not been announced by the Department of Fertilizers, Government of India. The necessary adjustments, if any, and its consequential impact is currently unascertainable.

Our opinion is not modified in respect of this matter.

**Key Audit Matters**

Key audit matters are those matters that, in our professional judgment, were of most significance in

our audit of the standalone financial statements for the year ended March 31, 2023. These matters were addressed in the context of our audit of the standalone financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

**Recoverability of Deferred Tax Assets (MAT credit entitlement)**

Refer to note 2 (viii) 'Taxes' and note 8 'Deferred tax assets' to the standalone financial statements.

During the current year, the Company has recognised Minimum Alternate Tax (MAT) credit entitlement as deferred tax assets amounting to INR 7481.09 lakhs. Deferred Tax Assets amount to Rs.14,182.79 Lakhs as at March 31, 2023 (Previous year Rs.6,701.70 lakhs)

The utilisation of this asset will be through offsetting it when the Company pays taxes under the normal provision of Income tax Act, 1961. Therefore, the recoverability of MAT credit entitlement is dependent upon generation of sufficient future taxable profits within the stipulated period prescribed under the Income-tax Act, 1961.

The Company recognises MAT credit only when and to the extent there is sufficient evidence that the Company will pay normal income tax during the period for which the MAT credit can be carried forward for set-off against the normal tax liability. This is based on profit earned during the current year and future profitability projections based on approved business plans.

Significant judgements & estimation uncertainty is involved in projecting future taxable profits and other assumptions affected by expected future market or economic conditions.

Due to the above reasons, we have identified recoverability of Deferred Tax Assets (MAT credit entitlement) as a key audit matter.

**Our audit procedures included, but were not limited to the following:**

- Read Company's accounting policies with respect to recognition and measurement of tax balances in accordance with Ind AS 12 "Income Taxes"
- Tested the design, implementation and operating effectiveness of key controls on recoverability of MAT credit entitlements and budgeting procedures upon which the approved business plans are based.
- Reconciled the business results projections to the future business plans approved by the Company's board of directors ;
- Assessed management's key assumptions relating to estimation of future taxable profits available for utilization of Deferred Tax Assets (MAT Credit Entitlement). We have also considered the sensitivity to reasonable possibility of changes in key assumptions to ascertain whether these possible changes have a material effect on the availability of future taxable profits within the period available for utilization of Deferred Tax Assets (MAT Credit Entitlement)
- Tested the growth rates used in the forecast by comparing them with the past trends and economic and industry factors.
- Tested the mathematical accuracy of management's projections and tax computations;
- Engaged the internal tax experts to assess the accuracy of MAT credit recognized in the financial statements and its planned utilization;
- Evaluated the appropriateness and adequacy of the disclosures related to Deferred Tax Assets (MAT Credit Entitlement) in the standalone financial statements in accordance with the applicable accounting standards.

**Information Other than the Standalone Financial Statements and Auditor's Report Thereon**

The Company's Board of Directors is responsible for the other information. The other information comprises the information included in the Management report, Chairman's statement, Director's report etc., but does not include the standalone financial statements and our auditor's report thereon.

Our opinion on the standalone financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the standalone financial statements, our responsibility is to read the other information and in doing so, consider whether the other information is materially inconsistent with the standalone financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Responsibilities of Management and Those Charged with Governance for the Standalone Financial Statements**

The Company's Management and Board of Directors are responsible for the matters stated in section 134(5) of the Act with respect to the preparation of these standalone financial statements that give a true and fair view of the financial position, financial performance, changes in equity and cash flows of the Company in accordance with the accounting principles generally accepted in India, including the Accounting Standards specified under section 133 of the Act. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the standalone financial statement that give a true and fair view and are free from material misstatement, whether due to fraud or error.



In preparing the standalone financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those Board of Directors are also responsible for overseeing the Company's financial reporting process.

## **Auditor's Responsibilities for the Audit of the Standalone Financial Statements**

Our objectives are to obtain reasonable assurance about whether the standalone financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these standalone financial statements.

We give in "Annexure A" a detailed description of Auditor's responsibilities for Audit of the Standalone Financial Statements.

## **Report on Other Legal and Regulatory Requirements**

1. As required by the Companies (Auditor's Report) Order, 2020 ("the Order"), issued by the Central Government of India in terms of sub-section (11) of section 143 of the Act, we give in "Annexure B" a statement on the matters specified in paragraphs 3 and 4 of the Order, to the extent applicable.
2. As required by Section 143(3) of the Act, we report that:
  - (a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
  - (b) In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books.
  - (c) The Balance Sheet, the Statement of Profit and Loss (including other comprehensive income), the Statement of Changes in Equity and the Statement of Cash Flow dealt with by this Report are in agreement with the books of account.
  - (d) In our opinion, the aforesaid standalone financial statements comply with the Accounting Standards specified under Section 133 of the Act.
  - (e) On the basis of the written representations received from the directors as on March 31, 2023 taken on record by the Board of Directors, none of the directors are disqualified as on March 31, 2023 from being appointed as a director in terms of Section 164 (2) of the Act.
  - (f) With respect to the adequacy of the internal financial controls with reference to standalone financial statements of the Company and the operating effectiveness of such controls, refer to our separate Report in "Annexure C".
  - (g) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014, in our opinion and to the best of our information and according to the explanations given to us:
    - i. The Company has disclosed the impact of pending litigations on its financial position in its standalone financial statements – Refer Note 34 to the standalone financial statements;
    - ii. The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses.
    - iii. There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Company.

- iv. (1) The Management has represented that, to the best of its knowledge and belief, as stated in Note No. 45 (a) to the standalone financial statements, no funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person(s) or entity(ies), including foreign entities ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.
- (2) The Management has represented, that, to the best of its knowledge and belief, as stated in Note No.45 (b) to the standalone financial statements, no funds have been received by the Company from any person(s) or entity(ies), including foreign entities (Funding Parties), with the understanding, whether recorded in writing or otherwise, as on the date of this audit report, that the Company shall, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries
- (3) Based on the audit procedures performed that have been considered reasonable and appropriate in the circumstances and according to the information and explanations provided to us by the Management in this regard, nothing has come to our notice that has caused us to believe that the representations under sub-clause(i) and (ii) of Rule 11(e) as provided under (1) and (2) above, contain any material mis-statement.
- v. The final dividend paid by the Company during the year in respect of the same declared for the previous year is in accordance with section 123 of the Companies Act 2013 to the extent it applies to payment of dividend.
- The Board of Directors of the Company have proposed final dividend for the year which is subject to the approval of the members at the ensuing Annual General Meeting. The dividend declared is in accordance with section 123 of the Act to the extent it applies to declaration of dividend. (Refer Note 50 to the Standalone financial statements)
- vi. As proviso to rule 3(1) of the Companies (Accounts) Rules, 2014 is applicable for the Company only w.e.f. April 1, 2023, reporting under this clause is not applicable.
3. In our opinion, according to information, explanations given to us, the remuneration paid by the Company to its directors is within the limits laid prescribed under Section 197 of the Act and the rules thereunder.

**For M S K A & Associates****Chartered Accountants**

ICAI Firm Registration No. 105047W

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Geetha Jeyakumar  
Partner  
Membership No. 029409  
UDIN: 23029409BGTVMF1847  
Place: Chennai  
Date: May 24, 2023

17. 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

18. 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)	434	399	92%	35	8%
2.	Other than Permanent (E)	2	2	2%	0	0%
3.	Total employees (D + E)	436	401	92%	35	8%
WORKERS						
4.	Permanent (F)	144	140	98%	4	2%
5.	Other than Permanent (G)	--	--	--	--	--
6.	Total workers (F + G)	144	140	98%	4	2%

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)	--	--	--	--	--
2.	Other than Permanent (E)	--	--	--	--	--
3.	Total differently abled employees (D + E)	--	--	--	--	--
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	--	--
5.	Other than Permanent (G)	--	--	--	--	--
6.	Total differently abled workers (F + G)	1	1	100%	--	--

## 19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	4	40%
Key Management Personnel	3	0	0

## 20. Turnover Rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	399	35	434	409	26	435	395	21	416
<b>Permanent Workers</b>	140	4	144	147	3	150	163	4	167

### NOTE:

The figures represent the number of employees and workers and shall not be treated as in terms of percentage

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

### 21. (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

### 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: No

(ii) Turnover (in Rs.): 28494473000

(iii) Net worth (in Rs.): 8793560000

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web link for Grievance Redress Policy)	FY Current Financial Year			FY 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	-	-	-	-	-	-	-
Investors (other than share-holders)	No	-	-	-	-	-	-
Share-holders	Yes	4	0	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	2	0	-	0	-	-
Value Chain Partners	-	-	-	-	-	-	-
Others (please specify)	-	-	-	-	-	-	-

24. 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	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.

## 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	<a href="https://www.spic.in/investors/policies/">https://www.spic.in/investors/policies/</a> (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, Trustea) 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.	-	-	-	-	-	-	-	-	-
<b>Governance, leadership and oversight</b>									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	We have written and published policies which specifies the actions to meet the challenges. We also 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). If yes, provide details.	No								

Note 1: The Company adheres to a formal Policy in this regard. However, the same need not be placed before the Board for its approval.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency(Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	By the Board	Note 1	Note 1	By the Board	Note 1	Note 1	By the Board	By the Board	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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Note 1: WTD in consultation with HR Head/ other plant heads.

Note 2: As and when need arises

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	No	No	No	No	No	No	No	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

## 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	2	FAI Annual Seminar 2022	100%
Key Managerial Personnel	30 (RM/HOD/JM & above)	<ol style="list-style-type: none"> <li>Advance course on Electrical Safety, Electrical Safety Audit &amp; Risk Management”</li> <li>Production and Use of Green Hydrogen and Green Ammonia in Process Industry</li> <li>Fertilizer Logistics Port Handling Operation and Coastal Shipping</li> <li>Improving Professional and Personal Effectiveness</li> <li>Journey towards \$5TN Economy: Indian Capital Markets@ 75</li> <li>Maritime Public Private Partnership Conclave, 2022</li> <li>Webinar Program on “Customer Ecstasy”</li> <li>NSCI Internal Occupational Safety &amp; Health Auditor’s Course</li> <li>Fertiliser Policy in India –Challenges and Opportunities</li> <li>Fertilizer Business Management</li> <li>Advance course on Electrical Safety, Electrical Safety Audit &amp; Risk Management</li> <li>FAI Annual Seminar 2022</li> <li>Fertiliser Policy Need for Reforms</li> <li>POSH (Prevention of Sexual Harassment)</li> <li>ProSimulator demo</li> <li>Integrated Internal Auditor Course on QMS, EMS and ISO 45001:2018</li> <li>Need for Paradigm Shift in Fertilizer policy</li> </ol>	32%



Employees other than BoD and KMPs	(73+196+71) 340 Nos	1. Dispute Resolution Mechanisms in Commercial Contracts - A Managerial Approach	42%
		2. E-Masterclass on Customs Issues	
		3. FAI Webinar on "Key Facets of Fertilizer Sector"	
		4. Fertilizer Logistics Port Handling Operation and Coastal Shipping – Residential Program	
		5. Get the Monkey off your Back	
		6. Hazardous Chemical-Excellence in Handling & Transportation Oct -2022	
		7. Operation and Maintenance Problems of Ammonia Plants	
		8. Pumps, Valves & their Selection for Optimum System Performance	
		9. Smart phone for Smart work	
		10. Webinar Program on "Customer Ecstasy"	
		11. Webinar Session on "Energy Efficiency & Automation using VFDs"	
		12. Nanum celebrity dhan	
		13. 5S to Enhance Productivity	
		14. Set Shift Success	
		15. Improving Professional and Personal Effectiveness	
		16. The Heart of Decision Making	
		17. Fertiliser Policy in India –Challenges and Opportunities	
		18. Career Women Program - III	
		19. COMMONSER - "Vibration Analysis, control on rotating m/cs in process industries"	
		20. DAKSH EXPERT TRAINING from LOCTITE	
		21. First Aid Training Program	
		22. Integrated Internal Auditor Course on QMS, EMS and ISO 45001:2018	
		23. Need For Paradigm Shift in Fertiliser Policy	
		24. POSH (Prevention of Sexual Harassment)	
		25. ProSimulator demo	
		26. Safety Refresher Training	
		27. Scaffolding Operations for Inspection / Supervision	

		28. SWAGELOK - Tube Fitting Installation, Tube Fitting Inspection, Tube Fitting Bending	
		29. Basic Training (Technical & Soft skill development Programs)	
Workers	42	1. IMO level-1 pollution response training for stakeholders	33%
		2. Safety Refresher Training	
		3. First Aid Training Program	

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format-

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on 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
NIL	

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](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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23 (Current Financial Year)		FY 2022-23 (Current 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.

#### 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
15	FAI- Fertilizer policy changes, key facets of Fertilizer sector, Business management, fertilizer logistics and port handling, Production and use of green ammonia, Operation and maintenance of Ammonia plant and Urea plant, Annual seminar, workshop in SSP industry the way forward, Fertilizers and food security, International supply demand, Fertilizer control order	9.62 % (101 employees)
34	Soft skill development programs towards Professional and Personal effectiveness.	71.30 % (748 employees)
8	Prevention of Sexual harassment, New labour codes, 5s enhance productivity, Journey towards Indian Capital market, Promoting climate Resilient industries, Dispute resolution mechanism in commercial, Customs issues, 3S for Life ( transformation strategist)	8.29 % (87 employees)

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0%	0%	NIL
Capex	0%	0%	NIL

### • Sustainable initiatives of SPIC

- o About 13 % of the total power requirement to operate the plant has been met through Solar power generated from Floating Solar Power Plant in the water storage reservoirs. This amounts to a saving of about 12,000 tCO2 equivalent.

### • Green belt development in SPIC Premises

- o 1181 trees have been planted in and around SPIC as part of Green Development

### • Greenbelt development in Society

- o Under TN Kurunkadugal Scheme about 500 number of Trees planted near "Uppathuodai" in coordination with Tuticorin Municipal Corporation

### • Plastic waste management

- o As per the extended producer responsibility under plastic waste management Rules, SPIC has got registered with Central Pollution Control Board and collected about 1281 MT of Plastic Waste from Urban Local Bodies and recycled it for value addition at a cost of about Rs 18 Lakh.

## Environmental Expenses for the year 2022-23

### Capex

- Online continuous emission monitoring was installed in Ammonia plant at the stack of Gas Turbine to analyse SO<sub>2</sub> and NO<sub>x</sub> with an investment of about Rs. 80 lakhs and connected to TNPCB
- Ammoniacal nitrogen analyser was installed at a cost of Rs.16 lakhs and the values are communicated through Online Continuous Effluent Monitoring system connected to TNPCB and CPCB.
- About 3 lakhs expenses incurred towards replacement of Glens remote HUB in Continuous Ambient air quality monitoring system.
- Rs 4.3 lakhs expenses incurred towards procurement of alignment kit for Prilling tower online analyser.

### Recurring cost

- Rs. 384 Lakhs expenses incurred towards operation and maintenance of Effluent treatment plant and meeting statutory expenses.
- Rs.3 lakhs expenses incurred for Green belt development for the year 2022-23.

## CSR expenses 2022-23

- 3 ply face masks worth Rs.28680 was donated to frontline sanitary and health workers of covid-19 with the help of Tuticorin Corporation.
- Safe drinking water availability was ensured by repairing and maintaining of RO water purifier systems in railway station and other public places by an Expenditure of Rs 36400.
- Thangammalpuram village was provided with drinking water unit at a cost of 1.2 lakhs.
- As part of the disaster management measures desilting and cleaning of canals was carried out to ensure smooth water flow at the time of heavy rain and floods by spending Rs.42500.
- Supported educational institutions by contributing the following
  - Donated uniform to school students – Rs.35000
  - Donated Rs.5 lakhs to facilitate construction of school in Veeranayakanthattu.
  - Donated Rs. 25000 to Special children's school in Thoothukudi for sports day event.
  - Donated oil to Transgender association for the benefit of the underprivileged people.
  - Provided drinking water facility to residents of Soosai Nagar at a cost of Rs.13 lakhs.
  - Provided drinking water facility to residents of Thangammalpuram at a cost of 7.4 lakhs.

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

b. If yes, what percentage of inputs were sourced sustainably? 90% (Approx.)

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 Company has been stringently following the management of hazardous wastes. The spent catalysts have been properly disposed to Tamilnadu Waste Management Limited. Used oils are disposed to Authorized recycler approved by Tamilnadu Pollution Control Board. Process condensates are recycled back to the after treatment.

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 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 rule for fulfilling the EPR obligation with Regn.No.BO-29-000-04-AAACS4668K-22 dated 06.05.2022 from Central Pollution Control Board, with collection target of 1280.73 MT for the year 2022-23. We have engaged CPCB authorised recycler for fulfilment of our obligation and is being complied.

## 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.

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 Products (for manufacturing industry) or providing services (for service industry).

Recycled or re-used input material to total material		
Indicate input material	FY 2022-23 (Current Financial Year)	FY 2021-22 (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 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	1,280.73 MT	-	-	516 MT	-
E-waste	-	-	-	-	-	0 MT
Hazardous waste	-		Used Oil / Spent Oil – 16.810kL Spent Catalyst – 121.22 MT	-	-	Used Oil / Spent Oil – 35.33kL Spent Catalyst – 38.029 MT
Other waste	-	-	-	-	-	-

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

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

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

## Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	403	403	100%	403	100%	-	-	-	-	-	-
Female	30	30	100%	30	100%	30	100%	-	-	-	-
Total	433	433	100%	433	100%	30	100%	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	Number (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Worker											
Male	128	128	100%	128	100%	-	-	-	-	-	-
Female	1	1	100%	1	100%	1	100%	-	-	-	-
Total	129	129	100%	129	100%	1	100%	-	-	-	-
Other than Permanent Worker											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	--	--	--	--	--	--
Others – please specify	--	--	--	--	--	--

### 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 – No.

### 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	No
Other than Permanent Workers	No
Permanent Employees	No
Other than Permanent Employees	No

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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)
<b>Total Permanent Employees</b>						
Male	403	403	100%	261	261	100%
Female	30	30	100%	17	17	100%
<b>Total Permanent Workers</b>						
Male	128	90	70%	147	110	75%
Female	1	1	100%	3	3	100%



8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (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	984	478	48.50%	234	23.78%	995	327	32.86%	230	23.11%
Female	65	57	87.69%	28	43.07%	66	33	50.00%	56	84.84%
Total	1049	535		262		1061	360		286	
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	403	355	88%	278	250	90%
Female	30	24	80%	17	14	82%
<b>Total</b>	<b>433</b>	<b>379</b>	<b>88%</b>	<b>278</b>	<b>264</b>	<b>95%</b>
<b>Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

10. Health and safety management system:

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

SPIC is certified for ISO 45001:2018 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.

- a) 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
  - Quantitative risk analysis (QRA) is also carried out whenever new process/equipment is introduced. Based on the QRA, risk control measures are implemented and emergency preparedness plan is updated
  - HAZOP study is also carried out for the new processes to identify the inherent process hazards and to implement safety control systems
- b) Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
 

Yes.

  - The workers were 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
- c) Do the employees/ worker 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 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.

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	0.63
	Workers	0.37	Nil
Total recordable work-related injuries	Employees	Nil	2
	Workers	1	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 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 circulated the same to plants to take suitable corrective actions.

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 2022-23 (Current Financial Year)			FY 2021-22 (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	100%
Working Conditions	100%

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 Tamil Nadu

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.
- As per assessment by DNV auditors Scaffolding inspector training program was arranged for 15 employees by engaging M/s MS CHOLA Safety training Academy and competency certificate obtained.

## Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) - Yes (B) Workers (Y/N) – Yes.
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners - The Company has in place a mechanism to track the same.
3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health /fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL



- 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.
- 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%

- 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 – **Not Applicable**.

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

### Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.  
We identify the shareholders based on our business priorities and requirements. Therefore, we say Promoters, Bank/ Institutions, Value Chain partners, Shareholders, Employees are our stakeholders.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Promoters,Bank/ Institutions,Value Chain partners,Shareholders, Employees	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Notice Board, Website	Event based	Event based

### Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.  
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.
- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.  
Yes, During every Board meeting, a business presentation is made which has contributions from technical, finance, marketing, compliance and strategy development departments.
- 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 2022-23 (Current Financial Year)			FY 2021-22(Previous Financial Year)		
	Total (A)	No. employees workers covered (B)	% (B/A)	Total (C)	No. employees workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	433	372	92.30%	442	341	77.15%
Other than permanent	129	57	44.18%	129	0	0%
<b>Total Employees</b>	<b>562</b>	<b>429</b>	<b>76.33%</b>	<b>571</b>	<b>341</b>	<b>59.72%</b>
<b>Workers</b>						
Permanent	129	42	32.56%	137	60	43.80%
Other than permanent	--	--	--	--	--	--
<b>Total Employees</b>	<b>129</b>	<b>42</b>	<b>32.56%</b>	<b>137</b>	<b>60</b>	<b>43.80%</b>

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Contract Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent										
Male	313	--	--	313	100%	264	0	0	264	100%
Female	19	--	--	19	100%	18	0	0	18	100%

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

	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)	1	7500000	0	0
Key Managerial Personnel	2	5198750	0	0
Employees other than BoD and KMP	398*	531200	35	483920
Workers	140	910648	4	383750

**\*Note:** 87 Trainees not included

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (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			Nil			
Forced Labour/ Involuntary Labour			Nil			
Wages			Nil			
Other human rights related issues			Nil			

- Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases - Prevention of Sexual Harassment (PoSH) and Whistle Blower Policy.
- Do human rights requirements form part of your business agreements and contracts? - No



9. 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
Others – please specify	100% by entity

10. 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

- Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints - Nil
- Details of the scope and coverage of any Human rights due-diligence conducted - Nil
- 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
- Details on assessment of value chain partners:

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

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

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	3962.00	39144.00
Total fuel consumption (B)	50428.00	476308.00
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	54390.00	476308.00
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22(Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	3869714	3858582
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>3869714</b>	<b>3858582</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3869714</b>	<b>3858582</b>
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Yes, SPIC has Integrated Effluent management system which treats the 95 % of the effluent from SPIC Plants. The treated water is being recycled and used in the Plant.

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

**Reformer Stack:**

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	-	24	10
SOx	-	7	14
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others– please specify	-	-	-

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.

**Urea Prilling Tower:**

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	Mg/nm3	44	43
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others– please specify	Mg/nm3	44	43

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 is carrying out ambient air quality, Stack emission monitoring through their lab

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	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

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

Yes, we have revamped the plant for Lower energy Process with natural Gas as Raw material. With Lower energy Process, SPIC has stopped two numbers of Boiler which were operated with Furnace Oil.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Generated : 1946.34 Recycled : 1280.73	Generated : 1892.48 Recycled : 516
E-waste (B)	0.560 MT	0.1359 MT
Bio-medical waste (C)	Yellow : 0.0826 Red : 0.1410 White & Blue : 0.06134	Yellow : 0.1175 Red : 0.145 White : 0.0069 Blue : 0.061
Construction and demolition waste (D)	-	-
Battery waste (E)	1.313	0.4044
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	Generated catalyst – 146.555MT Oil- 21.32 KL	Generated catalyst - 1.666 MT Oil - 34.03 KL
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H) (Excluding Recycle)	2095.05 MT + 21.32 KL	1886.02 MT+34.03 KL
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	Oil - 16.81 KL	catalyst - 38.029MT Oil - 35.33 KL
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	Disposed catalyst - 121.22MT	-
(iii) Other disposal operations	-	-
Total	-	-

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

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.
- SPIC's focus is on achieving sustainability by improving the production processes through introduction of new technologies for cleaner environment

- We 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 Waste from the plant to be 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 to be sent to authorized recyclers through stores and records to be maintained as per the procedure
- Battery waste shall be sent to the authorized dealers through stores and records to be maintained
- Plastic waste shall be sent to authorized recyclers and records to be maintained
- Bio medical waste shall be sent to the authorized agency for disposal as per the procedure.

#### Procedure for management and Handling of other wastes

- Canteen wastes to be sent to Bio-gasifier in training centre or for bio composting in nursery.
  - Metal Scraps to be returned to stores through Scrap Return Note and record to be maintained
  - Waste which shall be disposed as scrap for sale has to be sent only to stores.
  - Waste or used chemicals from laboratory has to be sent to IETP plant for disposal after neutralization
  - Empty chemical bottles and other glass items used in laboratory shall not be disposed to bins and has to be sent to stores in safe manner.
  - Wastes other than the above are only to be disposed in the dust bins in the respective plants. Stores department will identify the authorized party/scrap vendor for safe disposal of the other waste.
10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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			

11. 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
Not Applicable					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: No

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
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## Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	396124	391440
Total fuel consumption (E)	5042800	4371640
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>5438924</b>	<b>4763080</b>

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	NA	NA
No treatment	-	-
With treatment-please specify level of treatment	-	-
(ii) To Groundwater	NA	NA
No treatment	-	-
With treatment-please specify level of treatment	-	-
(iii) To Seawater	-	-
No treatment	-	-
With treatment-please specify level of treatment	8634.66	21884
(iv) Sent to third- parties	NA	NA
No treatment	-	-
With treatment-please specify level of treatment	-	-
(v) Others	NA	NA
No treatment	-	-
With treatment-please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>8634.66</b>	<b>21884</b>

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

Yes. G-Lens Innovation labs Pvt Limited – Chennai has carried out Environmental Audit for the year 2021-22.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):  
For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area - Urea Production

(ii) Nature of operations - Cooling Tower Operations – Annual Consumption of water – 56 Lakhs KL

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	3869714	3858582
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	3869714	3858582
Total volume of water consumption (in kilolitres)	3869714	3858582
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
No treatment	-	-
With treatment-please specify level of treatment	-	-
(ii) Into Groundwater	-	-
No treatment	-	-
With treatment-please specify level of treatment	-	-
(iii) Into Seawater	-	-
No treatment	-	-
With treatment-please specify level of treatment	8634.66	21884
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment-please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment-please specify level of treatment	-	-
Total water discharged (in kilolitres)	8634.66	21884

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	186100	200200
Total Scope 3 emissions per rupee of turnover	-	0.00001	0.00001
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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. 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.
6. 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	Conversion of Feedstock from Naphtha to Natural gas in Ammonia Plant	Ammonia plant was designed for Naphtha as feedstock which has higher Hydrocarbon. It was replaced with Natural gas with Suitable Modifications in the plant and presently running with Mixed feed of Naphtha and Natural Gas. This Modification has brought down the energy consumption of Urea per ton of Product.	Reduction in Energy by 0.75 Gcal/MT of Urea Produced

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

SPIC has a detailed Business continuity and Disaster management plan 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.

8. 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.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts – 50%.



**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 of 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

- 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					

- 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						

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	9.22%	12.60%
Sourced directly from within the district and neighbouring districts (Tuticorin + Tirunelveli)	8.89%	8.87%

### Leadership Indicators

- 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	

- 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	Thoothukudi	30,89,210
2	Tamilnadu	Ramanathapuram	20,00,000

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No
  - From which marginalized /vulnerable groups do you procure? Not Applicable
  - 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	Donation of 3 ply masks to the Covid-19 front line sanitary and health workers through Tuticorin corporation.	500	80%
2	Contribution towards the sports uniform for Fire department for Independence day and Sports event.	100	50%
3	Repair maintenance for RO water purifiers in Railway station & Public places.	~500 people per day	General public utilizing the railway station- % varies each day
4	Drinking water provided to Soosai nagar (continuous)	2500	100%
5	Drinking water provided to Thangammalpuram (continuous)	2000	80%
6	Donation of Water bottles for women children participating in marathon.	100	100%
7	Donation of desktop and printer to schools and Offices.	250	80%
8	Canal cleaning for enabling water flow during the heavy rains and floods.	300	100%
9	Donation of uniform to school children	50	100%
10	Donation towards the School construction in Veeranayakanthattu	200	100%
11	Thoothukudi Special Children's school donation for sports event	100	100%
12	Donation of oil to the Transgenders association	100	100%
13	Protection of wildlife : Wild Life Department, Ramanathapuram	Flora and Fauna	-

## 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	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%

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 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (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	005	000	All corrective actions taken on priority	004	000	N/A
Advertising	-	-	-	-	-	-
Cyber-security	020	000	SPAM email filtering, End point security and policies were made stronger and monitored by team. Risk assessment like VAPT audit perform in the mid of the year and all the audit findings were taken immediate action to ensure 100% compliance	005	000	N/A
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	NIL	NIL
Forced recalls	NIL	NIL

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
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.

So far, no cyber security or data privacy issues raised on our environment and as of now our policy been strengthened and it takes care. Some users receive SPAM email which get blocked on their individual email box and also, at server level.

### 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](http://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.

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.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact - Nil

b. Percentage of data breaches involving personally identifiable information of customers - Nil

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