



Ref: Secy/NSE

28<sup>th</sup> August 2024

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

Symbol: SPIC

Dear Sir,

Sub: Business Responsibility & Sustainability Report pursuant to Regulation  
34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements)  
Regulation, 2015 - Submission  
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We hereby attach the Business Responsibility & Sustainability Report for the  
financial year 2023-24.

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 REPORTING FORMAT**

### **SECTION A: GENERAL DISCLOSURES**

#### **I. DETAILS OF THE LISTED ENTITY:**

No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L11101TN1969PLC005778
2.	Name of the Listed Entity	Southern Petrochemical Industries Corporation Limited
3.	Date of incorporation	18 <sup>th</sup> December 1969
4.	Registered office address	SPIC House, No.88, Mount Road, Guindy, Chennai - 600032
5.	Corporate address	SPIC House, No.88, Mount Road, Guindy, Chennai - 600032
6.	E-mail	spiccorp@spic.co.in
7.	Telephone	044-22301670
8.	Website	www.spic.in
9.	Financial year for which reporting is being done	2023-24
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
14.	Whether the Company has undertaken reasonable assurance of the BRSR Core	Not Applicable
15.	Name of assurance provider	Not Applicable
16.	Type of Assurance obtained:	Not Applicable

#### **II. PRODUCTS/ SERVICES:**

##### **17. Details of business activities (accounting for 90% of the turnover)**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture of Urea & Other organic fertilizers	91.58

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

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1	Neem coated Urea	20121	91.58

### III. OPERATIONS:

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

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

20. Markets served by the entity:

a. Number of locations

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

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

The Company is not engaged in export activity.

c. A brief on types of customers -

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

### IV. Employees

21. Details as at the end of Financial Year:

A. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	535	501	93.64	34	6.36
2.	Other than Permanent (E)	131	117	89.31	14	10.69
3.	<b>Total employees (D + E)</b>	666	618	92.79	48	7.21
<b>WORKERS</b>						
4.	Permanent (F)	114	113	99.12	1	0.88
5.	Other than Permanent (G)	-	-	-	-	-
6.	<b>Total workers (F + G)</b>	114	113	99.12	1	0.88

B. Differently abled Employees and workers:

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



22. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	3	30
Key Management Personnel	3	0	0

23. Turnover rate for permanent employees and workers

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	501	34	535	434	37	471	430	33	463
Permanent Workers	113	1	114	134	3	137	147	3	150

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

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

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

**VI. CSR Details**

25. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: No
- (ii) Turnover (in Rs.): Rs. 19,43,86,30,208
- (iii) Net worth (in Rs.): Rs. 9,36,72,17,964

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA) (If Yes, then provide web-link for grievance redress policy)*	FY 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 shareholders)	No	-	-	-	-	-	-
Shareholders	Yes	14	0	-	4	0	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	0	0	-	2	0	-
Value Chain Partners	-	-	-	-	-	-	-
Others (please specify)	-	-	-	-	-	-	-

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

27. Overview of the entity's material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Working Capital, Project funding, Waste Management, Environment, Prevention of Fire Accidents and unexpected floods	Risk	To ensure safety of all employees at the plant and the society at large.	Risk Management Committee formulates risk mitigation plans in respect of various risks identified.	Positive – in view of mitigation plans adopted. Going forward the Company is adopting unexpected flood management systems.



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 for Quality Management Systems, ISO 14001:2015 for Environmental Management and ISO 45001:2018 for Occupational Health and Safety Standard								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-
<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/NA). If yes, provide details.	No								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency(Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	By 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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	-	-	-	-	-	-	-	-	-

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

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



### **SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

#### **Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	2	1. Beneficial Microbes for Integrated Plant Health Management 2. FAI Annual Seminar - 2023	8.3
Key Managerial Personnel	13	1. Safety Refresher Training 2. SELLING YOUR WAY TO SUCCESS” (Sales & Marketing strategy workshop) 3. PoSH – Updates 4. One-day program on “Live with Bliss and Peace” 5. Action Centred Leadership 6. Growth Happiness Sustenance Strategies 7. Safety Leadership Program for Senior Executives 8. SAFE South India 9. Need for Reforms in Fertiliser Policy - Way Forward 10. 4 <sup>th</sup> National Conference of Corporate CS 11. Workshop on “Green ammonia for fertilizer manufactures”. 12. Business Simulation Training “The Search for the lost Dutchman’s Gold Mine” 13. Performance management System 14. FAI Annual Seminar - 2023	100



Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	47	1. "Selling Your Way To Success" (Developing Sales & Marketing Officers into Top Performers)	100
		2. CDP-XV (Career Development Program)	
		3. CDP-XVII (Career Development Program)	
		4. Design, Engineering, Selection, Procurement, Installation & Maintenance of Control Valves Actuators	
		5. Efficient Operation and Maintenance of Boilers	
		6. Engaging Conversations at Workplace	
		7. First Aid Training	
		8. Let's befriend AI	
		9. NABET Accredited NSCI Internal Auditor Course for SHE Statutory Compliance	
		10. NABL Accreditation of Laboratories in SSP Plants	
		11. One Day Seminar by The Institute of Company Secretaries of India	
		12. Power of 5	
		13. Safety in Chlorine Handling	
		14. Safety Refresher Training	
		15. "Selling Your Way to Success	
		16. (Developing Sales & Marketing Officers into Top Performers)"	
		17. Seminar on Sustainable Development in Manufacturing Sector	
		18. Staying Positive in a Negative Environment	
		19. Summer Time Fire Prevention in Industries	
		20. Corrosion failure analysis & Learning's	
		21. WORK LIFE BALANCE	
		22. Eat Right for Optimal Health	
		23. Natural Gas-An Conspectus	
		24. Importance of Money Management	
		25. Manage your Emotions	
		26. "Genuine Spares - Compressor spares "	
		27. The Importance of being Selfish	
		28. Technical presentation on chemical corrosion & preventive methods for process plants	
		29. PoSH Awareness Training	
		30. Troubleshooting in SSP Plant	
		31. Ammonia NG Project-An Conspectus	
		32. TIPS FOR MAINTAINING HEAT EXCHANGERS	



Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
		33. Lessons from 1432 Radiation Coil Failure" 34. Post office Savings Schemes 35. Technical Seminar on Seals & its Analysis 36. "RESILIENCE & Taking Responsibility" 37. "Knowledge Sharing Session on "Customs Law (Rules & Procedures)" 38. "Knowledge Sharing Session on "Communership" 39. "Knowledge Sharing Session on "How to Achieve Your Bold Goals" 40. Knowledge Sharing Session on "MENTAL HEALTH TOWARDS PROFESSION" 41. Knowledge Sharing Session on "Leadership Motivation & Soft skills 42. Knowledge Sharing Session on "எனது எதிர்க்கட்சி 43. Knowledge Sharing Session on "Cybersecurity Awareness" 44. Knowledge Sharing Session on "Learning's from FAI Sessions 45. Knowledge Sharing Session on "REVELATION FROM A CHEMIST" 46. Knowledge Sharing Session on "FOMO (Fear Of Missing Out)" 47. Knowledge Sharing Session on "Centrifugal Compressors in SPIC"	
Workers	16	1. Safety Refresher Training 2. First Aid Training 3. Technical presentation on chemical corrosion & preventive methods for process plants 4. PoSH Awareness Training 5. Ammonia NG Project-An Conspectus 6. Post office Savings Schemes 7. "RESILIENCE & Taking Responsibility" 8. "Knowledge Sharing Session on "Customs Law (Rules & Procedures)" 9. "Knowledge Sharing Session on "How to Achieve Your Bold Goals" 10. Knowledge Sharing Session on "Leadership Motivation & Soft skills 11. Knowledge Sharing Session on "எனது எதிர்க்கட்சி 12. Knowledge Sharing Session on "Communership"	100

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		12. Knowledge Sharing Session on "Cybersecurity Awareness"	
		13. Knowledge Sharing Session on "Learning's from FAI Sessions"	
		14. Knowledge Sharing Session on "REVELATION FROM A CHEMIST"	
		15. Knowledge Sharing Session on "FOMO (Fear Of Missing Out)"	
		16. Knowledge Sharing Session on "Centrifugal Compressors In SPIC"	

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 Settlement Compounding fee			NIL		

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

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 2023-24 (Current Financial Year)	FY 2022-23 (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 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NIL	0	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL	0	NIL

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest – Not Applicable

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	14	103

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	14.62	13.69

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	b. Number of dealers / distributors to whom sales are made	2276	2388
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	25.90	25.71
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.99	0.65
	b. Sales (Sales to related parties / Total Sales)	7.24	4.30
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	28.34	-
	d. Investments (Investments in related parties / Total Investments made)	67.76	72.22

#### Leadership Indicators

- 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	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
39 External Programs	1. 4 <sup>th</sup> National Conference of Corporate CS	21.84
	2. Action Centred Leadership	
	3. Behaviour Based Safety Management and Safety Culture	
	4. Beneficial Microbes for Integrated Plant Health Management	
	5. Business Simulation Training “ The Search for the lost Dutchman’s Gold Mine”	
	6. Design, Engineering, Selection, Procurement, Installaion & Maintenance of Control Valves Actuators	
	7. Efficient Operation and Maintenance of Boilers	
	8. Emerging Technologies For The Chemical Sector	
	9. Engaging Conversations at Workplace	
	10. FAI Annual Seminar - 2023	
	11. Fertilizer Orientation Programme	



Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
	12. Group Discussion on Operation and Maintenance Problems of Acid and Complex Fertilizer Plants 13. Growth Happiness Sustenance Strategies 14. Health from Head & Heart 15. IMO level - 1 pollution response training for stakeholders 16. Implementation of Automation in SSP Plants 17. Importance of Speciality Fertilizers in Indian Agriculture 18. Industrial Safety - Shop Floor Perspective 19. Intention Setting 20. Let's befriend AI 21. Live Younger, Longer 22. NABET Accredited NSCI Internal Auditor Course for SHE Statutory Compliance 23. NABL Accreditation of Laboratories in SSP Plants 24. "National Seminar on "Emerging Trends in Plant Nutrition Technologies and Role of Fertiliser Policy" 25. Need for Reforms in Fertiliser Policy - Way Forward 26. One Day Seminar 27. Performance management System 28. Power of 5 29. Reconfigure your Life 30. SAFE South India 31. Safety Leadership Program for Senior Executives 32. "Selling Your Way to Success 33. (Developing Sales & Marketing Officers into Top Performers)" 34. Seminar on Sustainable Development in Manufacturing Sector 35. Senior Maintenance Engineers in Fertilizer Industry 36. Staying Positive in a Negative Environment 37. The 21 Irrefutable Laws of Leadership 38. Using Psychometric Assessments in Training and at the Workplace 39. Workshop on "Green ammonia for fertilizer manufactures"	

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Internal Programs	1. MEETING / WEBINAR WITH EPFO	68.73
	2. CDP-XV (Career Development Program)	
	3. CDP-XVII (Career Development Program)	
	4. First Aid Training	
	5. One-day Webinar on RCM 4.0 Module	
	6. One-day program on "Live with Bliss and Peace"	
	7. Onsite work at Height Safety & Height Rescue Practical training program	
	8. PoSH – Updates	
	9. Safety in Chlorine Handling	
	10. Safety Refresher Training	
32 Awareness sessions(KSS)	1. Knowledge Sharing Session on "Technical Seminar on Electrical Distribution Solutions"	100
	2. "Knowledge Sharing Session on "The ball is in your court" by Jc.HGF.Juana Goldie S, M.Sc., M.Ed., M.Phil "	
	3. Knowledge Sharing Session on "சமூகம்" (Human Personalities) by Mrs. Anandy Neethiguramy, MSW, M. Sc., M. Phil (Psychology),	
	4. Knowledge Sharing Session on "Summer Time Fire Prevention in Industries" by Mr. S. Kumar B.Sc, A.Dip.F.E District Fire Officer	
	5. Knowledge Sharing Session on Corrosion failure analysis & Learning's by Mr.Thangabalu Sakthivel , Wootz metal solutions, India Pvt ltd	
	6. Knowledge Sharing Session on Work life balance by Mr.J.Shenbagarajan, CBWE	
	7. Knowledge Sharing Session on "Eat Right for Optimal Health" by Prof.Mrs.R.Swarnalakshmi	
	8. Knowledge Sharing Session on "Natural Gas-An Conspectus"	
	9. Knowledge Sharing Session on "Importance of Money Management"	
	10. Knowledge Sharing Session on "Manage your Emotions	
	11. Knowledge Sharing Session on "Genuine Spares - Compressor spares"	
	12. Knowledge Sharing Session on "The Importance of being Selfish"	



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
	13. Knowledge Sharing Session on “Technical presentation on chemical corrosion & preventive methods for process plants”	
	14. Knowledge Sharing Session on “PoSH Awareness Training”	
	15. Knowledge Sharing Session on “Troubleshooting in SSP Plant” by ‘Mr. Raja Lingam S , Deputy Manager, and Alf3 & SSP	
	16. Knowledge Sharing Session on “Ammonia NG Project-An Conspectus” by Mr.AL.Subramanian, Asst.General Manager (NP)	
	17. Knowledge Sharing Session on “TIPS FOR MAINTAINING HEAT EXCHANGERS” by MODERN HEAT EXCHANGERS is	
	18. Knowledge Sharing Session on “Lessons from 1432 Radiation Coil Failure” by Mr.Rammohan, Sr. Manager (Ammonia) & Mr Rajasekarababu, Sr. Manager (E & I)	
	19. Knowledge Sharing Session on “Post office Savings Schemes” by S K Nagarajan, Public relation Inspector	
	20. Knowledge Sharing Session on “Technical Seminar on Seals & its Analysis” by Flowserve Sanmar Private Limited	
	21. Knowledge Sharing Session on “RESILIENCE & Taking Responsibility” by Mr Ganaga Sabapathy V	
	22. “Knowledge Sharing Session on “Customs Law (Rules & Procedures)” by Mr Lakshmanan C- Joint Manager ( Raw Materials)”	
	23. Knowledge Sharing Session on “Communership” by Ms. Amritha Gouri M J - Deputy Manager - Public Relations	
	24. Knowledge Sharing Session on “How to Achieve Your Bold Goals” by Mr. A.Arul Libin, Edupreneur	
	25. Knowledge Sharing Session on “MENTAL HEALTH TOWARDS PROFESSION” by Mr. BINU JACOB MATHEW,	
	26. Knowledge Sharing Session on “Leadership Motivation & Soft skills” by Mr. K.N Hari Hara Prasad	



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
	27. Knowledge Sharing Session on "ஸ்ரீரீக் கருங்குழம் வேளாண் சேவைகள்" by திரு. ர. செல்வசுப்பிரதி 28. Knowledge Sharing Session on "Cybersecurity Awareness" by Ms. A.Abirami M.Tech, Sub Inspector of Police 29. Knowledge Sharing Session on "Learning's from FAI Sessions 30. Knowledge Sharing Session on "REVELATION FROM A CHEMIST" by Mr M.Harihara Mahadevan, Corporate Trainer 31. Knowledge Sharing Session on "FOMO (Fear Of Missing Out)" 32. Knowledge Sharing Session on "Centrifugal Compressors in SPIC"	

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

The improvements made in the Ammonia plant includes: -

- Switching fuel from Naphtha to natural gas eliminated vaporizers and it led to 19000 Tons of equivalent CO2 reduction.
- Treated effluent is reused in M/s Greenstar Fertilizers Limited and for gardening purpose extensively.
- ASGU economiser coil renewal resulted in energy consumption and rise in thermal efficiency.
- Establishment of New Liquid Nitrogen system led to stoppage of inert gas plant using cracked ammonia which results in Energy savings of about 315 kWh

# SPIC

## Benefits of Natural Gas conversion

- Switched to 100% natural gas from naphtha and fuel oil as fuel and feed. Natural gas as a cleaner fuel led to SO<sub>2</sub> & NO<sub>2</sub> emission reduction.

## Sustainable Initiatives of SPIC

- About 30% of the total power requirement is met through Solar power generated from floating solar power plant in the water storage reservoirs
- 220 Conventional Bulbs were replaced with LED bulbs across factory premises at the cost of Rs. 1.23 Lakhs as a part of energy reduction.
- Awareness created among school children and employees requesting to adopt "Mission LIFE" action points in their day-to-day life.

## Green belt development in SPIC Premises

- During the year 2023-24 number of trees 1075 were planted in the event of World water day, World environment day and World Earth day
- Plastic waste management
- As per the extended producer responsibility under plastic waste management rules SPIC/Greenstar Fertilizers limited has registered with Central Pollution control board and collected about 1920 MT for the year 2023-24.

## Environmental Expenses for the year 2023-24

### Capex

- About 3.57 lakhs expenses incurred towards AAQMs BAM analysers spares in Continuous Ambient air quality monitoring system connected to TNPCB & CPCB
- Electromagnetic flow meter was installed at Sea disposal line in IETP at a cost of Rs. 1.6 lakhs.
- Recurring cost
- Rs. 326.87 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 2023-24.

### CSR expenses 2023-24

- We have contributed Rs. 27500 towards the World record submission for a 3 year old child Diyashika in Muthiahpuram.
- We have Donated Food for Kabbadi competition in Soosai nagar and Iyyan Kovil Street at a cost of Rs.65000.
- We have Donated Food for Kabbadi competition BAR association, thoothukudi at a cost of Rs.50000.
- We have provided drinking water to Soosai nagar at a cost of Rs. 648000 .
- We have provided drinking water to Thangammalpuram at a cost of Rs. 648000.
- We have donated 10LPH water filter to EB ASS.
- Desilting of Paaimana Vaayikaal – Athimarapatti was carried out at a cost of Rs. 531000.
- Desilting of Mullakadu Water canal was carried out at a cost of Rs.4250
- We have distributed notebooks to 500 school children in Surrounding Villages at a cost of Rs.147500.
- We have distributed Uniforms to School children at a cost of Rs.40000.
- Rs.8000 was donated as School Fees to under privileged students.
- We have donated food on Ramzan for Muslim community at cost of Rs.17466.
- We have Donated Rs.100000 towards Born to Win Trans awards ceremony 2023.
- School Buildings were constructed at Veeranayakkan Thattu.

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 waste. The spent catalysts have been properly disposed to Re-sustainability Industrial Waste management system and M/s. Rajkob industries. Used oils are disposed to Authorized recycler approved by Tamilnadu Pollution Control Board. 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 1920MT for the year 2023-24. 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.
Not Applicable					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Nil	Nil	Nil

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	1920 MT	-	-	1280 MT	-
E-waste	-	2.05 MT	-	-	0.560 MT	0
Hazardous waste	-	-	Used Oil / Spent Oil – 30 kL Spent Catalyst – 21.360 MT	-	-	Used Oil /Spent Oil – 16.810KL Spent Catalyst – 121.22 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	501	401	80.04	401	80.04	0	0	-	-	401	80.04
Female	34	34	100	34	100	34	100	-	-	34	100
Total	535	435	81.31	435	81.31	34	6.36	-	-	435	81.31
Other than Permanent employees											
Male	117	-	-	-	-	-	-	-	-	-	-
Female	14	-	-	-	-	-	-	-	-	-	-
Total	131	-	-	-	-	-	-	-	-	-	-

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

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	113	113	100	113	100	-	-	-	-	-	-
Female	1	1	100	1	100	1	100	-	-	-	-
Total	114	114	100	114	100	1	100	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.53	0.29

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (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 – Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy – No.
5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil

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

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

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	489	489	100	434	434	100
- Female	34	34	100	37	37	100
<b>Total Permanent Workers</b>						
- Male	113	113	100	128	90	70
- Female	1	1	100	1	1	100

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (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	501	419	83.63	198	39.52	984	478	48.58	234	23.78
Female	34	24	70.59	18	52.94	65	57	87.69	28	43.08
Total	535	443	82.80	216	40.37	1049	535	51.00	262	24.98
Workers										
Male	113	65	57.52	-	-	-	-	-	-	-
Female	1	-	-	-	-	-	-	-	-	-
Total	114	65	57.02	-	-	-	-	-	-	-

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	501	316	63.07	984	355	36.08
Female	34	26	76.47	65	24	36.92
<b>Total</b>	<b>535</b>	<b>342</b>	<b>63.93</b>	<b>1049</b>	<b>379</b>	<b>36.13</b>
<b>Workers</b>						
Male	113	-	-	-	-	-
Female	1	-	-	-	-	-
<b>Total</b>	<b>114</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>



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

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

Yes.

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.

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

- 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

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

Yes.

- The workers 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

- d) 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	0.37
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	1
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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

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

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

**Leadership Indicators**

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners – Not Applicable.



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

**Essential Indicators**

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

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

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

Stakeholder Group	Whether Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), 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**

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

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

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

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

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

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees' workers covered (B)	% (B/A)	Total (C)	No. of employees' workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	535	322	60.19	462	372	80.52
Other than permanent	131	62( Apprentice, Contract employees Firemen)	47.33	129	57	44.19
<b>Total Employees</b>	<b>666</b>	<b>384</b>	<b>57.66</b>	<b>591</b>	<b>429</b>	<b>72.59</b>
<b>Workers</b>						
Permanent	114	68	59.65	129	42	32.56
Other than permanent		-	-	-	-	-
<b>Total Employees</b>	<b>114</b>	<b>68</b>	<b>59.65</b>	<b>129</b>	<b>42</b>	<b>32.56</b>

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

Category	Total (A)	FY 2023-24 (Current Financial Year)				Total (D)	FY 2022-23 (Previous Financial Year)			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Permanent	535									
Male	501	—	—	—	—	—	—	—	—	—
Female	34	—	—	—	—	—	—	—	—	—
Other than permanent	131									
Male	117	—	—	—	—	—	—	—	—	—
Female	14	—	—	—	—	—	—	—	—	—
Contract Workers										
Permanent	114									
Male	113	—	—	—	—	—	—	—	—	—
Female	1	—	—	—	—	—	—	—	—	—
Other than permanent		513				332				
Male	-	-	-	498	100	313	—	—	313	100
Female	-	-	-	15	100	19	—	—	19	100

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

a. Median remuneration / wages:

	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	6500000	0	0
Key Managerial Personnel	2	10500000	0	0
Employees other than BoD and KMP	499	446247242	33	20266822
Workers	113	110960891	1	1257687.3

\* Note: 131 Trainees not included.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	2.37	2.21

- 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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment			Nil			
Discrimination at workplace			Nil			
Child Labour			Not Engaged			
Forced Labour/ Involuntary Labour			Not Applicable			
Wages			Nil			
Other human rights related issues			Nil			

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases – The Company has a policy titled “Prevention of Sexual Harassment (PoSH) policy”.

9. Do human rights requirements form part of your business agreements and contracts? - No

10. Assessments for the year:

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

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

#### Leadership Indicators

- 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 – No.
- 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 your plants and offices that were assessed (by entity or statutory authorities or third parties)
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

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 2023-24 (Current Financial Year)	FY 2022-23 (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)	1050000	1398000
Total fuel consumption (E)	7610000	15613000

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>8660000</b>	<b>17011000</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>8660000</b>	<b>17011000</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	<b>4455.05</b>	<b>6013.46</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>90081.18</b>	<b>121592.19</b>
<b>Energy intensity in terms of physical output</b>	<b>16.57</b>	<b>22.41</b>
Energy intensity (optional) – the relevant metric may be selected by the entity	GJ/ Crores	GJ/ Crores

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

- Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) – No.  
If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any – Not Applicable.
- Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	2790800	3869714
(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>2790800</b>	<b>3869714</b>
<b>Total volume of water consumption (In kilolitres)</b>	<b>2790800</b>	<b>3869714</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	<b>1435.70</b>	<b>1367.96</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	<b>48948.17</b>	<b>41872.14</b>
<b>Water intensity in terms of physical output</b>	<b>9.01</b>	<b>7.72</b>
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.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (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	2194	8634.66
(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>2194</b>	<b>8634.66</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. No

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

SPIC has Integrated Effluent management system which treats the effluent from SPIC Plants. About 90% of the treated water is being recycled in Greenstar plants.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Mg/nm3	31	24
SOx	Mg/nm3	9	7
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 – Yes. Tamilnadu Pollution control Board and M/s.Vimta labs has carried out Stack emission monitoring through their lab.

**Urea Prilling Tower:**

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	Mg/nm3	40.7	44
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. **Yes.** Tamilnadu Pollution control Board and M/s.Vimta labs has carried out Stack emission monitoring through their lab

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	-	NA	NA
<b>Total Scope 1 and Scope 2 emission Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>		NA	NA
<b>(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)</b>		NA	NA
<b>Total Scope 1 and Scope 2 emission Intensity in terms of physical output</b>		NA	NA
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>		NA	NA

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

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.  
Yes, we have revamped the plant for Lower energy Process with 100% natural Gas as Raw material. With Lower energy Process, SPIC has stopped two numbers of Boilers which were operated with Furnace Oil, fuel for reformer & fire heaters switched to Natural Gas.



**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.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Generated: 1662 Recycled :1920	Generated: 1946.34 Recycled: 1280.73
E-waste (B)	0.4486 MT	0.560 MT
Bio-medical waste (C)	Yellow: 0.0731 Red: 0.1373 White & Blue :0.07681	Yellow: 0.0826 Red: 0.1410 White & Blue: 0.06134
Construction and demolition waste (D)	-	-
Battery waste (E)	8.180	1.313
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	Generated catalyst – 113.41 MT Oil- 25.49 KL	Generated catalyst – 146.555 MT Oil- 21.32 KL
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H) (Excluding Recycle)</b>	<b>1784.32 MT + 25.49 KL</b>	<b>2095.05 MT + 21.32 KL</b>
<b>Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)</b>	<b>0.930</b>	<b>0.747</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)</b>	<b>18.80</b>	<b>15.11</b>
<b>Waste intensity in terms of physical output</b>	<b>0.0035</b>	<b>0.0028</b>
Waste intensity (optional) – the relevant metric may be selected by the entity	MT/Rs Crores	MT/Rs Crores

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (In metric tonnes)		
Category of waste		
(i) Recycled	Used oil - 30 KL Catalyst - 21.360 MT	Oil - 16.81 KL
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
For each category of waste generated, total waste disposed by nature of disposal method (In metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	Disposed catalyst - 121.22MT
(iii) Other disposal operations	-	-
<b>Total</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 – No

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

- 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

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval /clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

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

#### Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):  
For each facility / plant located in areas of water stress, provide the following information:  
(i) Name of the area - Urea Production  
(ii) Nature of operations - Cooling Tower Operations – Annual Consumption of water  
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	2790800	3339982
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	2790800	3339982
<b>Total volume of water consumption (in kilolitres)</b>	2790800	3339982
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	2194	8634.66
(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	-	-
<b>Total water discharged (In kilolitres)</b>	<b>2194</b>	<b>8634.66</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 - No

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	193345	186100
<b>Total Scope 3 emissions per rupee of turnover</b>		0.00001	0.00001
<b>Total Scope 3 emission Intensity (optional) – the relevant metric may be selected by the entity</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 - No

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities – Not Applicable.
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge/ waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the Initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	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 along with energy reduction Modifications in the plant and presently running with Natural Gas. The incorporated Modification has brought down the energy consumption of Urea.	Reduction in Energy of Urea Produced

5. 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.
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard-  
Product is packed in HDPE bags and stored as per the guidelines laid under FCO for storage of fertilizers.
7. 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**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by Independent external agency (Yes /No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

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

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

Through email: [spiccorp@spic.co.in](mailto:spiccorp@spic.co.in) ; Customer care Numbers and personal visit and Inspection by Field Staff of the particular locality.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	9.32%	9.22%
Sourced directly from within the district and neighbouring districts (Tuticorin + Tirunelveli)	8.92%	8.89%

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	13.96	12.69
Semi-urban	-	-
Urban	1.69	1.50
Metropolitan	0.47	0.48

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Tamilnadu	Tuticorin	Rs. 25,65,000/-

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

(b) From which marginalized /vulnerable groups do you procure? Not Applicable

(c) What percentage of total procurement (by value) does it constitute? Not Applicable

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

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

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Making Available of Safe Drinking Water	1000	80%
2	Educational support and contribution	100	75%
3	Donation for the underprivileged communities	800	90%

**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	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

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

- Number of consumer complaints in respect of the following:

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (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	0	0	-	005	000	All corrective actions taken on priority
Advertising	-	-	-	-	-	-
Cyber-security	0	0	-	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
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-



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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy – Yes.
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, at server level. We have taken Cyber Defence Insurance Policy from SBI General Insurance Company Limited
7. Provide the following information relating to data breaches:
- Number of instances of data breaches along-with impact - NIL
  - Percentage of data breaches involving personally identifiable information of customers - NIL

**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.