

August 7, 2024

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001

National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East), Mumbai 400 051

Scrip Code: **500325**

Trading Symbol: **RELIANCE**

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24

The **Business Responsibility and Sustainability Report** of the Company for the financial year 2023-24, is attached.

The said Report is also available on the Company's website at <https://www.ril.com/sites/default/files/reports/BRSR202324.pdf>.

This is for information and records.

Thanking you

Yours faithfully,

For **Reliance Industries Limited**

Savithri Parekh
Company Secretary and
Compliance Officer

Encl: as above

Copy to:

Luxembourg Stock Exchange
35A Boulevard Joseph II,
L-1840 Luxembourg

Singapore Exchange Limited
4 Shenton Way, #02-01 SGX Centre 2,
Singapore 068807



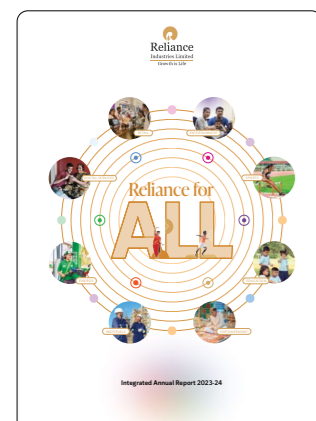
Building a “Reliance for All”

At Reliance Industries Limited (RIL), every decision is driven by the overarching vision of building a “Reliance for All”. This is rooted in the core values of growth, care and easy access to goods and services. Sustainability, as perceived by RIL, involves prioritising sustainable business practices and striving for a future where everyone thrives in a fair and just society. This dedication extends to making a positive impact on the environment, society, and the economy, fostering a harmonious balance amongst them.

RIL’s journey has been guided by the ethos of care and inclusive growth. As a responsible corporate citizen, the Company strives to advance India’s shift to a knowledge economy and to enhance the nation’s well-being by improving the quality of life across all socio-economic levels. The Business Responsibility and Sustainability Report (BRSR) demonstrates this commitment to nation-building and sustainability by transparently communicating its performance to its stakeholders.

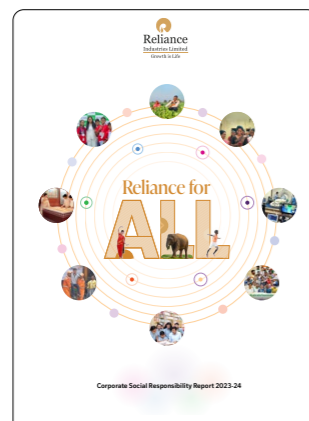
This report conforms to the Business Responsibility and Sustainability Report (BRSR) requirements of the Securities & Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI LODR) and the National Guidelines on Responsible Business Conduct (NGRBC) on Social, Environmental and Economic Responsibilities of Business released by the Ministry of Corporate Affairs (MCA), India.

Our reporting suite 2023-24



Integrated Annual Report

[Click here](#)



Corporate Social Responsibility Report

[Click here](#)

Legend

All BRSR Core indicators are marked using



All indicators that are assured are marked using



All additional information for ease of understanding are indicated using



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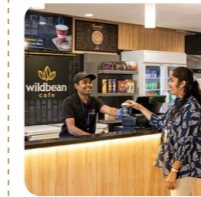


Principle 1

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

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P1



Principle 2

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

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P2



Principle 3

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

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P3



Principle 4

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

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P4



Principle 5

Businesses should respect and promote human rights

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P5



Principle 6

Businesses should respect and make efforts to protect and restore the environment

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P6



Principle 7

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

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P7



Principle 8

Businesses should promote inclusive growth and equitable development

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P8



Principle 9

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

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P9

A

General Disclosure

This section contains an overview of the business, including markets served, financial performance, key employee statistics and mapping of risks and opportunities.



Our Approach Maximising Shared Value

RIL is committed to creating lasting value for stakeholders by conducting regular materiality assessments that cover economic, environmental, and social aspects relevant to their needs and expectations. This ongoing engagement enables the Company to adapt to market trends, enhance stakeholder satisfaction and foster continuous growth across various dimensions.



Highlights

38,000+
Employees

Serving
India and 111 Global Markets

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL's Material Topics

- Grievance Redressal Mechanisms
- Risk Management
- Economic Performance
- Diversity and Inclusion

Stakeholders

- Customers
- Employees
- Shareholders
- Communities
- Suppliers

IR Framework

- H** Human Capital
- F** Financial Capital
- Risk Management

I. Details of the Listed Entity

1. Corporate Identity Number (CIN) of the Listed Entity

L17110MH1973PLC019786

2. Name of the Listed Entity

Reliance Industries Limited

3. Year of incorporation

1973

4. Registered office address

3rd Floor, Maker Chambers IV, 222, Nariman Point, Mumbai 400021.

5. Corporate address

3rd Floor, Maker Chambers IV, 222, Nariman Point, Mumbai 400021.

6. E-mail

investor.relations@ril.com

7. Telephone

022 3555 5000

8. Website

www.ril.com

9. Financial year for which reporting is being done

FY 2023-24

10. Name of the Stock Exchange(s) where shares are listed

BSE Limited, National Stock Exchange of India Limited

11. Paid-up capital

₹6,766 crore

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

Mr. Raj Mullick
Telephone: 022 3555 5000
Email address: investor.relations@ril.com

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on

a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)

Reliance Industries Limited – Standalone.

Thus, all the data reported in this report pertains to RIL Standalone entity.

For coverage of plant locations, refer Corporate Governance Report (page 62 of Integrated Annual Report FY 2023-24).

14. Name of assurance provider

Deloitte Haskins & Sells LLP

15. Type of assurance obtained

Reasonable Assurance

II. Products/Services

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

S No.	Description of Main Activity	Description of Business Activity	% turnover of the entity
1	Oil to chemicals (Products)	The O2C business offers a broad portfolio spanning fuels (including transport fuels, petrochemical feedstocks, among others), polymers, polyesters and elastomers	88.31%
2	Oil & Gas - Exploration & Production (Products)	The E&P business is engaged in activities of exploration, development, and production of hydrocarbons in India	4.27%



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

S No.	Product/Service	NIC Code	% of total turnover contributed
1	Production of liquid and gaseous fuels, illuminating oils, lubricating oils or greases or other products from crude petroleum or bituminous minerals	19201	63.79%
2	Manufacture of plastic in primary forms (includes amino-resins, polyurethanes, etc.)	20131	12.25%
3	Manufacture of synthetic aromatic products	20118	8.23%
4	Natural gas, offshore extraction; Offshore extraction of natural gas	06201	3.60%
5	Manufacture of synthetic or artificial filament yarn, tenacity yarn, whether or not textured, including high-tenacity yarn	20303	1.75%
6	Manufacture of synthetic or artificial filament staple fibre not textured	20302	1.37%
7	Manufacture of synthetic rubber in primary forms	20132	0.75%
8	Offshore extraction of petroleum; Petroleum offshore extraction	06101	0.51%
9	Natural gas, on shore extraction; Onshore extraction of natural gas	06202	0.16%
10	Wholesale of plastic material in primary form	46693	0.12%
11	Manufacture of basic chemical elements	20116	0.06%
Total			92.59%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	14	57	71
International	0	2	2

19. Markets served by the entity:

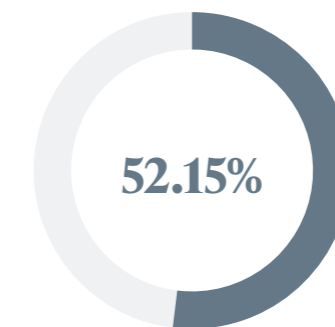
a. Number of locations

Locations	Number
National (No. of states)	35 [#]
International (No. of countries)	111 [*]

[#] Number of States and Union Territories served in FY 2023-24

^{*} Number of countries RIL exported to in FY 2023-24

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



c. A brief on types of customers**Oil to Chemicals (O2C):**

- | | | |
|--|--|---------------------------------|
| 1. Domestic oil marketing companies (OMCs) including public sector (PSU) oil companies | companies from oil products importing countries | 10. Agro-chemical manufacturers |
| 2. International oil companies | 6. Polymer processors producing packaging, automobile parts, furniture, pipes & fittings, profiles | 11. Paint manufacturers |
| 3. National Oil Companies (NOCs) | 7. Medical applications | 12. Industrial application |
| 4. Oil majors | 8. Tyre manufacturers | 13. Yarn manufacturers |
| 5. Oil trading companies as well as other oil marketing | 9. Pharmaceuticals | 14. Detergent manufacturers |
| | | 15. Textile manufacturers |
| | | 16. Upholstery |

Exploration and Production (E&P):

Gas customers include entities primarily from sectors such as Power, Steel, Refinery, Petrochemicals, City Gas Distribution, Glass, Traders/ Resellers etc.

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

S. No. Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
1. Permanent (D)	32,061	30,160	94	1,901	6
2. Other than Permanent (E)	6,183	6,038	98	145	2
3. Total employees (D + E)	38,244	36,198	95	2,046	5

b. Workers (including differently abled)

S. No. Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
1. Permanent (F)	3,922	3,855	98	67	2
2. Other than Permanent (G)	0	0	0	0	0
3. Total workers (F + G)	3,922	3,855	98	67	2

c. Differently abled employees:

S. No. Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
1. Permanent (D)	11	10	91	1	9
2. Other than Permanent (E)	0	0	0	0	0
3. Total differently abled employees (D + E)	11	10	91	1	9

d. Differently abled workers:

S. No. Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
1. Permanent (F)	27	25	93	2	7
2. Other than permanent (G)	0	0	0	0	0
3. Total differently abled workers (F + G)	27	25	93	2	7

Worker is a subset of the total employees. In order to avoid double counting above, we have separated employees and workers in the sections. However, workers are our employees too.

Last year, employee headcount was 19,338. This year headcount is 38,244. An increase in headcount of 18,906 is primarily due to the demerger of Digital EPC & Infrastructure undertaking of a wholly owned subsidiary, Reliance Projects & Property Management Services Limited (RPPMSL) into the Company.

On account of this increased headcount, due to merger, diversity has decreased from 7.11% to 5%, and the differently abled figures have changed from 37 to 38.

In like-to-like comparison, there is an increase in gender diversity ratio from 7.11% to 7.29% in RIL (excluding merger impact). Only 2 employees of the RPPMSL employees that shifted to RIL are differently-abled. This has brought down the overall percentage to 0.09%. Without the RPPMSL workforce inclusion, the RIL's differently abled workforce percentage has improved to 0.18%.

**21. Participation/inclusion/representation of women**

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	14	2	14.29
Key Management Personnel	2*	1	50.00


*Does not include directors designated as KMPs

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years) 

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (%)	12	19	13	10	20	11	12	23	12
Permanent Workers (%)	9	21	9	8.7	12	8.8	8.7	16	8.8

Note: Turnover for permanent employees has increased on account of transfer of Digital EPC & Infrastructure division employees and for permanent workers due to superannuation.

Note: During the year, Digital EPC and Infrastructure Undertaking ("the Undertaking") of Reliance Projects and Property Management Services Limited ("RPPMSL") was acquired by the Company with effect from the appointed date of December 31, 2022. Consequently, the employees of the Undertaking were transferred to the rolls of the Company. In view thereof, the data included in the BRSR for the current year is not strictly comparable with that of the previous year.

 All indicators that are assured.

V. Holding, Subsidiary and Associate Companies (Including Joint ventures)

Holding/ Subsidiary/ Associate/
Joint Venture

S Subsidiary

A Associate

JV Joint Venture

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

Sr No	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	7-India Convenience Retail Limited	S	100	The BRSR prepared above is for RIL Standalone entity.
2	Aaidea Solutions Limited	S	98.82	
3	Accops Systems FZ-LLC	S	100	
4	Accops Systems Private Limited	S	80.81	
5	Actoserba Active Wholesale Limited	S	86.15	
6	Addverb Technologies B.V.	S	100	
7	Addverb Technologies Limited	S	58.21	
8	Addverb Technologies Pte. Ltd.	S	100	
9	Addverb Technologies Pty Limited	S	100	
10	Addverb Technologies USA Inc.	S	100	
11	Amante Exports (Private) Limited	S	100	
12	Amante India Limited	S	100	
13	Amante Lanka (Private) Limited	S	100	
14	Asteria Aerospace Limited	S	74.57	
15	Bismi Connect Limited (Formerly known as Bismi Connect Private Limited)	S	100	
16	Bismi Hypermart Limited (Formerly known as Bismi Hypermart Private Limited)	S	100	
17	Catwalk Worldwide Limited (Formerly known as Catwalk Worldwide Private Limited)	S	85.03	
18	Columbus Centre Corporation (Cayman)	S	100	
19	Columbus Centre Holding Company LLC	S	100	
20	Cover Story Clothing Limited	S	100	
21	Cover Story Clothing UK Limited	S	100	
22	Crystalline Silica and Mining Limited	S	100	
23	C-Square Info-Solutions Limited	S	89.45	
24	Dadha Pharma Distribution Limited	S	100	
25	Dronagiri Bokadvira East Infra Limited	S	100	
26	Dronagiri Bokadvira North Infra Limited	S	100	
27	Dronagiri Bokadvira South Infra Limited	S	100	
28	Dronagiri Bokadvira West Infra Limited	S	100	
29	Dronagiri Dongri East Infra Limited	S	100	
30	Dronagiri Dongri North Infra Limited	S	100	
31	Dronagiri Dongri South Infra Limited	S	100	
32	Dronagiri Dongri West Infra Limited	S	100	
33	Dronagiri Funde East Infra Limited	S	100	
34	Dronagiri Funde North Infra Limited	S	100	
35	Dronagiri Funde South Infra Limited	S	100	
36	Dronagiri Funde West Infra Limited	S	100	
37	Dronagiri Navghar East Infra Limited	S	100	
38	Dronagiri Navghar North First Infra Limited	S	100	
39	Dronagiri Navghar North Infra Limited	S	100	
40	Dronagiri Navghar North Second Infra Limited	S	100	

Sr No	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
41	Dronagiri Navghar South First Infra Limited	S	100	The BRSR prepared above is for RIL Standalone entity.
42	Dronagiri Navghar South Infra Limited	S	100	
43	Dronagiri Navghar South Second Infra Limited	S	100	
44	Dronagiri Navghar West Infra Limited	S	100	
45	Dronagiri Pagote East Infra Limited	S	100	
46	Dronagiri Pagote North First Infra Limited	S	100	
47	Dronagiri Pagote North Infra Limited	S	100	
48	Dronagiri Pagote North Second Infra Limited	S	100	
49	Dronagiri Pagote South First Infra Limited	S	100	
50	Dronagiri Pagote South Infra Limited	S	100	
51	Dronagiri Pagote West Infra Limited	S	100	
52	Dronagiri Panje East Infra Limited	S	100	
53	Dronagiri Panje North Infra Limited	S	100	
54	Dronagiri Panje South Infra Limited	S	100	
55	Dronagiri Panje West Infra Limited	S	100	
56	Enercent Technologies Private Limited	S	59.18	
57	Eternal Media Private Limited	S	51.03	
58	Ethane Coral LLC	S	100	
59	Ethane Diamond LLC	S	100	
60	Ethane Jade LLC	S	100	
61	Faradion Limited	S	92.01	
62	Faradion UG	S	100	
63	Foodhall Franchises Limited	S	100	
64	Future Lifestyles Franchisee Limited	S	100	
65	Genesis Colors Limited	S	91.06	
66	Genesis La Mode Private Limited	S	100	
67	GLB Body Care Private Limited	S	100	
68	GLF Lifestyle Brands Private Limited	S	100	
69	GML India Fashion Private Limited	S	100	
70	Grab A Grub Services Limited	S	82.41	
71	Hamleys (Franchising) Limited	S	100	
72	Hamleys Asia Limited	S	100	
73	Hamleys of London Limited	S	100	
74	Hamleys Toys (Ireland) Limited	S	100	
75	ICD Columbus Centre Hotel LLC	S	74.87	
76	India Mumbai Indians (Pty) Ltd	S	100	
77	Individual Learning Limited	S	93.21	
78	Indiawin Sports Middle East Limited	S	100	
79	Indiawin Sports Private Limited	S	100	
80	Indiawin Sports USA Inc.	S	100	

Sr No	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
81	Intimi India Limited	S	100	The BRSR prepared above is for RIL Standalone entity.
82	IPCO Holdings LLP	S	76.00	
83	IW Columbus Centre LLC	S	100	
84	Jaisuryas Retail Ventures Limited	S	100	
85	Jio Estonia OÜ	S	100	
86	Jio Haptik Technologies Limited	S	100	
87	Jio Infrastructure Management Services Limited	S	100	
88	Jio Limited	S	100	
89	Jio Media Limited	S	100	
90	Jio Platforms Limited	S	66.43	
91	Jio Satellite Communications Limited	S	100	
92	Jio Things Limited	S	100	
93	Just Dial Limited	S	63.84	
94	Kalamboli East Infra Limited	S	100	
95	Kalamboli North First Infra Limited	S	100	
96	Kalamboli North Infra Limited	S	100	
97	Kalamboli North Second Infra Limited	S	100	
98	Kalamboli North Third Infra Limited	S	100	
99	Kalamboli South First Infra Limited	S	100	
100	Kalamboli South Infra Limited	S	100	
101	Kalamboli West Infra Limited	S	100	
102	Kalanikethan Fashions Limited	S	100	
103	Kalanikethan Silks Limited	S	100	
104	KIKO Cosmetics Retail Private Limited	S	100	
105	Kutch New Energy Projects Limited	S	100	
106	Lithium Werks China Manufacturing Co., Ltd.	S	100	
107	Lithium Werks Technology B.V.	S	100	
108	Lotus Chocolate Company Limited	S	51.00	
109	M Entertainments Private Limited	S	100	
110	Mayuri Kumkum Limited	S	51.00	
111	Mesindus Ventures Limited	S	83.33	
112	Metro Cash and Carry India Private Limited	S	100	
113	Mimosa Networks Bilişim Teknolojileri Limited Şirketi	S	100	
114	Mimosa Networks, Inc.	S	100	
115	Mindex 1 Limited	S	100	
116	Model Economic Township Limited	S	100	
117	MYJD Private Limited	S	100	
118	Netmeds Healthcare Limited	S	100	
119	New Emerging World of Journalism Limited	S	75.00	
120	New York Hotel, LLC	S	100	
121	NextGen Fast Fashion Limited	S	100	
122	Nilgiris Stores Limited	S	100	
123	NowFloats Technologies Limited	S	88.33	
124	Purple Panda Fashions Limited	S	91.06	
125	Radisys B.V.	S	100	

Sr No	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
126	Radisys Canada Inc.	S	100	The BRSR prepared above is for RIL Standalone entity.
127	Radisys Cayman Limited	S	100	
128	Radisys Convedia (Ireland) Limited	S	100	
129	Radisys Corporation	S	100	
130	Radisys GmbH	S	100	
131	Radisys India Limited	S	100	
132	Radisys International LLC	S	100	
133	Radisys International Singapore Pte. Ltd.	S	100	
134	Radisys Spain S.L.U.	S	100	
135	Radisys Systems Equipment Trading (Shanghai) Co. Ltd.	S	100	
136	Radisys Technologies (Shenzhen) Co., Ltd.	S	100	
137	Radisys UK Limited	S	100	
138	RBML Solutions India Limited	S	100	
139	REC Americas LLC	S	100	
140	REC ScanModule Sweden AB	S	100	
141	REC Solar (Japan) Co., Ltd.	S	100	
142	REC Solar EMEA GmbH	S	100	
143	REC Solar France	S	100	
144	REC Solar Holdings AS	S	100	
145	REC Solar Norway AS	S	100	
146	REC Solar Pte. Ltd.	S	100	
147	REC Systems (Thailand) Co., Ltd.	S	99.99	
148	REC Trading (Shanghai) Co., Ltd.	S	100	
149	REC US Holdings, Inc.	S	100	
150	Recron (Malaysia) Sdn. Bhd.	S	100	
151	Reliance 4IR Realty Development Limited	S	100	
152	Reliance A&T Fashions Private Limited	S	76.00	
153	Reliance Abu Sandeep Private Limited	S	51.00	
154	Reliance AK-OK Fashions Limited	S	60.00	
155	Reliance Ambit Trade Private Limited	S	100	
156	Reliance Beauty & Personal Care Limited	S	100	
157	Reliance Bhutan Limited	S	100	
158	Reliance Bio Energy Limited	S	100	
159	Reliance BP Mobility Limited	S	51.00	
160	Reliance Brands Eyewear Private Limited (Formerly known as Rod Retail Private Limited)	S	100	
161	Reliance Brands Holding UK Limited	S	100	
162	Reliance Brands Limited	S	80.82	
163	Reliance Brands Luxury Fashion Private Limited	S	100	
164	Reliance Carbon Fibre Cylinder Limited	S	100	
165	Reliance Chemicals and Materials Limited	S	100	
166	Reliance Clothing India Limited	S	100	
167	Reliance Commercial Dealers Limited	S	100	
168	Reliance Comtrade Private Limited	S	100	
169	Reliance Consumer Products Limited	S	100	

Sr No	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
170	Reliance Content Distribution Limited	₹	100	The BRSR prepared above is for RIL Standalone entity.
171	Reliance Corporate IT Park Limited	₹	100	
172	Reliance Digital Health Limited	₹	100	
173	Reliance Digital Health USA Inc.	₹	100	
174	Reliance Eagleford Upstream LLC	₹	100	
175	Reliance Electrolyser Manufacturing Limited	₹	100	
176	Reliance Eminent Trading & Commercial Private Limited	₹	100	
177	Reliance Ethane Holding Pte. Ltd.	₹	100	
178	Reliance Ethane Pipeline Limited	₹	100	
179	Reliance Exploration & Production DMCC	₹	100	
180	Reliance Finance and Investments USA LLC	₹	100	
181	Reliance GAS Lifestyle India Private Limited	₹	51.00	
182	Reliance Gas Pipelines Limited	₹	100	
183	Reliance Global Energy Services (Singapore) Pte. Limited	₹	100	
184	Reliance Global Energy Services Limited	₹	100	
185	Reliance Global Project Services Pte. Ltd.	₹	100	
186	Reliance Global Project Services UK Limited	₹	100	
187	Reliance Green Hydrogen and Green Chemicals Limited	₹	100	
188	Reliance Hydrogen Electrolysis Limited	₹	100	
189	Reliance Hydrogen Fuel Cell Limited	₹	100	
190	Reliance Industries (Middle East) DMCC	₹	100	
191	Reliance Industries Uruguay Petroquimica S.A. (En Liquidacion)	₹	100	
192	Reliance Innovative Building Solutions Private Limited	₹	100	
193	Reliance International Limited	₹	100	
194	Reliance Jio Global Resources, LLC	₹	100	
195	Reliance Jio Infocomm Limited	₹	100	
196	Reliance Jio Infocomm Pte. Ltd.	₹	100	
197	Reliance Jio Infocomm UK Limited	₹	100	
198	Reliance Jio Infocomm USA, Inc.	₹	100	
199	Reliance Lifestyle Products Private Limited	₹	100	
200	Reliance Lithium Werks B.V.	₹	87.26	
201	Reliance Lithium Werks USA LLC	₹	100	
202	Reliance Luxe Beauty Limited (Formerly known as Arvind Beauty Brands Retail Limited)	₹	100	
203	Reliance Mappedu Multi Modal Logistics Park Limited	₹	@	
204	Reliance Marcellus LLC	₹	100	
205	Reliance NeuComm LLC	₹	100	
206	Reliance New Energy Battery Storage Limited	₹	100	
207	Reliance New Energy Carbon Fibre Cylinder Limited	₹	100	
208	Reliance New Energy Hydrogen Electrolysis Limited	₹	100	
209	Reliance New Energy Hydrogen Fuel Cell Limited	₹	100	
210	Reliance New Energy Limited	₹	100	
211	Reliance New Energy Power Electronics Limited	₹	100	
212	Reliance New Energy Storage Limited	₹	100	
213	Reliance New Power Electronics Limited	₹	100	

Sr No	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
214	Reliance New Solar Energy Limited	₹	100	The BRSR prepared above is for RIL Standalone entity.
215	Reliance Petro Marketing Limited	₹	100	
216	Reliance Petro Materials Limited	₹	100	
217	Reliance Polyester Limited	₹	100	
218	Reliance Power Electronics Limited	₹	100	
219	Reliance Progressive Traders Private Limited	₹	100	
220	Reliance Projects & Property Management Services Limited	₹	100	
221	Reliance Prolific Commercial Private Limited	₹	100	
222	Reliance Prolific Traders Private Limited	₹	100	
223	Reliance Rahul Mishra Fashion Private Limited	₹	51.00	
224	Reliance Retail and Fashion Lifestyle Limited	₹	100	
225	Reliance Retail Limited	₹	100	
226	Reliance Retail Ventures Limited	₹	83.56	
227	Reliance Ritu Kumar Private Limited	₹	52.21	
228	Reliance Sibur Elastomers Private Limited	₹	74.90	
229	Reliance SOU Limited	₹	100	
230	Reliance Strategic Business Ventures Limited	₹	100	
231	Reliance Syngas Limited	₹	100	
232	Reliance TerraTech Holdings LLC	₹	100	
233	Reliance UbiTek LLC	₹	100	
234	Reliance Universal Traders Private Limited	₹	100	
235	Reliance Vantage Retail Limited	₹	100	
236	Reliance Ventures Limited	₹	100	
237	Reliance-GrandOptical Private Limited	₹	100	
238	Reverie Language Technologies Limited	₹	84.56	
239	RIL USA, Inc.	₹	100	
240	RISE Worldwide Limited	₹	100	
241	Ritu Kumar ME (FZE)	₹	100	
242	RP Chemicals (Malaysia) Sdn. Bhd.	₹	100	
243	Saavn Media Limited	₹	87.95	
244	SankhyaSutra Labs Limited	₹	85.62	
245	SenseHawk, Inc.	₹	79.4	
246	Sensehawk India Private Limited	₹	100	
247	Sensehawk MEA Limited	₹	100	
248	Shopsense Retail Technologies Limited	₹	86.69	
249	Shri Kannan Departmental Store Limited	₹	100	
250	skyTran Inc.	₹	73.17	
251	Soubhagya Confectionery Private Limited	₹	100	
252	Stoke Park Limited	₹	100	
253	Strand Life Sciences Private Limited	₹	90.86	
254	Surajya Services Limited	₹	75.48	
255	Surela Investment and Trading Limited	₹	100	
256	Tesseract Imaging Limited	₹	92.41	
257	The Indian Film Combine Private Limited	₹	83.17	
258	Thodupuzha Retail Private Limited	₹	100	

Sr No	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
259	Tira Beauty Limited	S	100	The BRSR prepared above is for RIL Standalone entity.
260	Tresara Health Limited	S	100	
261	Ulwe East Infra Limited	S	100	
262	Ulwe North Infra Limited	S	100	
263	Ulwe South Infra Limited	S	100	
264	Ulwe Waterfront East Infra Limited	S	100	
265	Ulwe Waterfront North Infra Limited	S	100	
266	Ulwe Waterfront South Infra Limited	S	100	
267	Ulwe Waterfront West Infra Limited	S	100	
268	Ulwe West Infra Limited	S	100	
269	Urban Ladder Home Décor Solutions Limited	S	100	
270	V - Retail Limited (Formerly known as V - Retail Private Limited)	S	85.00	
271	VasyERP Solutions Private Limited	S	84.21	
272	Vengara Retail Private Limited	S	100.00	
273	Vitalic Health Limited	S	81.32	
274	Alok Industries Limited	JV	40.01	
275	BAM DLR Chennai Private Limited	JV	33.33	
276	BAM DLR Data Center Services Private Limited	JV	33.33	
277	BAM DLR Kolkata Private Limited	JV	33.33	
278	BAM DLR Mumbai Private Limited	JV	33.33	
279	BAM DLR Network Services Private Limited	JV	33.33	
280	BVM Overseas Limited#	JV	70.00 [§]	
281	Football Sports Development Limited#	JV	65.00 [§]	
282	India Gas Solutions Private Limited	JV	50.00	
283	Pipeline Management Services Private Limited	JV	50.00	
284	Sanmina-SCI India Private Limited#	JV	50.10	
285	Sanmina-SCI Technology India Private Limited#	JV	50.10 [§]	
286	Sintex Industries Limited#	JV	70.00	
287	Jio Space Technology Limited#	JV	33.88 [§]	
288	Balaji Telefilms Limited	A	24.82	
289	Gujarat Chemical Port Limited	A	41.80	
290	Indian Vaccines Corporation Limited	A	33.33	
291	Jamnagar Utilities & Power Private Limited	A	27.26 [§]	
292	Reliance Europe Limited	A	50.00	
293	Reliance Industrial Infrastructure Limited	A	45.43	
294	Reliance Logistics and Warehouse Holdings Limited^	A	55.15 [§]	
295	Vadodara Enviro Channel Limited	A	28.57	

* Subsidiaries - Representing aggregate % of voting power held by the Company and / or its subsidiaries.

* Associates / Joint Ventures - Representing aggregate % of voting power held by the company.

@ Subsidiary by virtue of control over composition of Board of Directors.

Joint Ventures as per accounting standards

^ Associate as per accounting standards

§ Including aggregate % of voting power held by the subsidiaries / joint ventures.

Note: Reliance Jio Media Limited ceased to be a subsidiary pursuant to the Scheme of Amalgamation of Reliance Jio Media Limited with Reliance Corporate IT Park Limited and their respective shareholders and creditors (the Scheme). The Appointed Date of the Scheme was opening business hours of April 01, 2023.

VI. CSR Details

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) **(ii) Turnover (in INR crore):** 5,74,956 **(iii) Net worth (in INR crore):** 4,68,357




Yes



VII. Transparency and Disclosures Compliances




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



Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
● Communities Yes. The Company has both formal and informal channels of engaging with the communities. All the community grievances are received through the respective manufacturing site's Corporate Affairs Team and these are appropriately addressed through both the local and corporate level leadership teams.	0	0	-	0	0	-
● Investors (other than shareholders) Yes, the Company has a designated Email-ID: investor.relations@ril.com for investors to enable them to raise their grievances. https://www.ril.com/investors/shareholders-information/grievance-management	0	0	-	0	0	-
● Shareholders Yes, the Company has a designated Email-ID: investor.relations@ril.com for shareholders to enable them to raise their grievances. https://www.ril.com/investors/shareholders-information/grievance-management	1,946	0	-	1,225	0	-
● Employees and workers Yes, all employee grievances are addressed appropriately through multiple channels. Issues are discussed at various plant-level committees such as food committee, people council among others. Ethics-related issues may be raised as per the Vigilance Mechanism and Whistle-Blower policy available here: https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf	0	0	-	0	0	-
● Customers A customer feedback mechanism is in place. There are no disputes with any customers currently. Additionally, for E&P segment the resolution happens through mails & e-meetings.	1,211	76	-	773	97	-
● Value Chain Partners Yes. Whistleblower policy link is provided (https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf) and access for supplier to share grievances or highlight ethics-related issues have been provided on our website (https://www.ril.com/eb2b/bpcoc).	0	0	-	0	0	-
● Other (please specify) Not Applicable	-	-	-	-	-	-
● Stakeholder group from whom complaint is received	-	-	-	-	-	-

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

Material issue identified	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 Climate change			
	Reliance faces physical and transitional risks related to climate change. Physical risks include climate-related events that can impact financial stability and value-creation capabilities. Transitional risks stem from changes in the energy market as the world progresses towards a more sustainable future and embraces cleaner energy forms.	The Company has adopted a proactive stance in diminishing its environmental impact through concerted carbon footprint reduction efforts. The strategic plan laid out by Reliance emphasises the creation of renewable energy sources and eco-friendly materials, alongside the deployment of innovative technology solutions. This comprehensive approach is aimed at propelling the Company towards the goal of Net Carbon Zero by 2035, reflecting a commitment to risk mitigation and sustainable development.	The Company’s commitment to achieving net-zero operational emissions by 2035 aligns with national / global environmental goals and contributes to long-term financial stability. RIL’s investments in solar and wind power diversify the energy portfolio. Focus on electric mobility aligns with market trends. As electric vehicles gain prominence, RIL’s investments in EV infrastructure and battery technology position the company well for future revenue streams. The pursuit of biofuels and other low-carbon energy sources diversifies its revenue streams. These alternatives can mitigate financial risks, embracing sustainable practices. RIL remains well-positioned to navigate regulatory changes, market shifts, and evolving customer preferences.
2 Managing Environmental Impacts			
	Effective environmental management is important for Reliance to comply with regulations, avoid legal risks, and maintain a positive reputation. It is, therefore, critical for the Company to assess potential risks associated with its operations.	The Company maintains rigorous oversight and auditing processes to adhere to consent terms and environmental regulations, particularly in managing greenhouse gas (GHG) emissions. Comprehensive monitoring and stringent operational protocols are in place to avert spills during the storage, handling, and transport of hydrocarbon materials. The Company ensures that both employees and contractors are consistently educated through ongoing training and refresher courses, keeping them informed about evolving legislation, pollution prevention strategies, and waste minimisation techniques.	The Company’s commitment to environmental stewardship is integral to its operations. The Company recognises that failure to align with the escalating expectations for environmental responsibility could have potential financial impact. The Company proactively deals with environmental risks and ensuring compliance requirements. The Company is strategically investing in emission reduction technologies and enhancing energy efficiency across operations.
3 Energy efficiency of operations			
	It is important that Reliance manages its raw material supply chain, assets and fuel, power & utilities consumption in the most efficient manner to generate superior returns while reducing carbon footprint through its energy-efficient operations.	Dedicated teams at both site and group level are focused on energy management and closely monitor energy consumption patterns across all manufacturing sites. Regular audits are conducted to improve energy performance and also benchmark against other international refineries and petrochemical sites.	Inability to keep pace with transition to a lower-carbon world and growing societal sentiments against harmful environmental practices may disrupt business operations.





Indicate whether risk or opportunity (R/O)  Risk  Opportunity

Material issue identified	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4 Water and effluent management			
	At Reliance, water is an operational requirement. Thus, water availability may become a concern area. Being a responsible corporate, Reliance needs to map and manage the water used across its operations and ensure that the consumption is socially equitable and environmentally sustainable.	The Company has a comprehensive approach to reducing freshwater withdrawal and consumption in line with its sustainability commitments. It focuses on maximising recyclability and minimising external discharge by deploying advanced technology solutions and stringent governance measures, including monitoring usage, reviewing performance and complying with applicable regulations.	Requirement of water for the Company’s operations, poses a tangible risk to the availability of these vital resources in the future. Lack of availability of freshwater may increase the cost of production. Recognising this, the Company is committed to implementing sustainable practices that reduce dependency on non-renewable resources. The Company is continuously exploring innovative solutions to improve water efficiency. Higher dependency on desalination may be required to mitigate this risk.
5 Raw material security			
	The availability of raw materials is crucial for the smooth running of Reliance’s business operations. Judicious use of raw materials can have long long-standing impact on the Company and local economy. The availability of raw materials can also directly impact Reliance’s ability to meet market demand for its products.	Reliance has taken several measures to ensure the security of raw materials. Firstly, we have long-term contracts for crude & feedstock ensuring no loss in throughput. Additionally, efforts have been made to maximise sourcing of arbitrage crude and SRFO, expanding the options for raw material procurement. Further, we have vessels on long-term charter supporting logistics security. We also have long-term contracts for timely imports of EDC. Investments have been made in new materials while maximising product netbacks.	Lack of raw material security may cause the Company to move its operations to different locations leaving behind overused/exploited spaces for local communities.
6 Ecosystem and Biodiversity			
	It becomes imperative for Reliance to work with all stakeholders and address ecosystem and biodiversity issues as non-compliance with regulations related to land use, greenfield expansions, rehabilitation and redevelopment can expose the Company to regulatory and legal risks.	Reliance is committed to contributing actively to preserve and have a net positive impact on biodiversity. A detailed impact assessment is conducted for projects wherein biodiversity is an aspect, and periodic monitoring is undertaken to assess the ecosystem quality. Reliance continues to work with all stakeholders and collaborate with partners to identify approaches to progress its environmental goals. The Company’s efforts to develop greenbelts and restore habitats have been successful.	The loss of ecosystem and biodiversity may have financial impact for companies. The Company ensures compliance to requirements related to preservation of ecosystem biodiversity. The Company is dedicated to mitigating biodiversity risks, preserving natural habitats, and establishing green belts at our operational sites. These efforts are a testament to commitment to environmental stewardship.


Indicate whether risk or opportunity (R/O)  Risk  Opportunity

Material issue identified	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)
7 Innovation and Technology +			
	Reliance's sustained success in growing value for its stakeholders and embracing transformative opportunities is driven by its commitment to innovation and adaptiveness to change.	The Reliance R&D team has invested in advanced systems to optimise the impact of their efforts, including a state-of-the-art infrastructure, world-class analytical facilities and robust management system that streamlines and automates various processes across the enterprise. A robust internal Intellectual Property (IP) governance framework to grow the patent portfolio has been established in alignment with the organisation's business objectives.	Recognising the importance of agility in an ever-evolving landscape, the Company prioritises rapid adoption of new technology and the cultivation of an innovative and entrepreneurial institutional culture. These efforts have enabled Reliance to remain ahead of the curve and grow holistically.
8 Waste management & Circular economy ⚠			
	As a part of industrial chemical processes, hazardous waste is generated, which might be harmful to health and the environment. Therefore, it is important to innovate and maximise circularity across the value chain.	Reliance O2C unit reduces and recycles hazardous waste streams and has effective and prompt clean-up and remediation measures to ensure seamless operations. The Company has a structured process to manage decommissioned facilities to reduce regulatory and litigation risks and associated costs. Reliance undertakes various initiatives to reduce waste and promote sustainability across its business segments, such as recycling PET bottles and used PPEs and developing and deploying waste-to-road and waste-to-oil technology solutions.	Reliance generates hazardous waste during operations that can negatively impact the environment and human health. Delay in adopting circularity practices will slow down the shift to a low-carbon economy. The Company continues to put in consistent efforts to reduce waste generation and promote circular economy practices.
9 Sustainable supply chain management ⚠			
	Strong supply chain standards, monitoring mechanisms and ongoing engagement models with suppliers to address labour concerns are critical for Reliance. Sustainable supply chains are essential to further the Company's progress on its Net Carbon Zero goal.	The Company has a structured approach to enhancing supplier performance, deepening sustainability practices, and a well-defined Code of Conduct that mandates respect for human rights across the value chain. The Company's sustainable sourcing ethos focus on following parameters: <ol style="list-style-type: none"> Green Packaging Environment Protection Supplier Collaboration Minimising emissions by using Scrubber fitted vessels/ VLSFO, complying with EEX I & CII Make in India and Development of India's Engineering Talent Launch of Digital Platform Applications Contract worker care Community Support and Regeneration and Safe Disposal 	Any failure on the part of suppliers to comply with dynamically changing regulations can disrupt the Company's operations and create negative sentiments amongst stakeholders, including customers and impact business.

Indicate whether risk or opportunity (R/O) ⚠ Risk + Opportunity

Material issue identified	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)
10 Disaster Preparedness and Management ⚠			
	Our business operations have a vast geographical spread, both onshore as well as offshore. This makes Reliance vulnerable to manmade and natural disasters such as insider threat, social unrest, cyclones etc.	Global Corporate Security (GCS) works closely with the business teams to conduct a thorough and regular assessment of all the existing and evolving risks to our operations. Reliance employs the best-in-class security professionals with multi-domain knowledge to draw from their vast experience. GCS has robust business continuity plans that are regularly rehearsed to deal with disasters, calamities, or any other disruptions.	Man-made and natural disasters could cause harm to our assets, people, information and reputation. The Company designs resilient infrastructure and has disaster management plans in place to safeguard its people and assets.
11 Health, Safety and Employee well-being ⚠			
	Employee health and safety is a non-negotiable aspect for Reliance to ensure that its human capital is provided with a working environment that places utmost emphasis on their mental and physical well-being.	RIL recognises the importance of healthy and safe working conditions as a human right by implementing a globally benchmarked HSE framework across all sites, services, and offices. The statement "Safety of persons overrides all production targets" emphasises the importance the Company places on the safety and well-being of its human capital. The Change Agents for Safety, Health and Workplace Environment (CA SHE) is an internationally recognised programme by Reliance to prioritise workplace safety and health.	The Company prioritises the health and safety of workforce, enshrined in its policy. The Company proactively deals with possible financial repercussions that can arise from workplace incidents. The Company is committed to continuous improvement in health and safety protocols, feedback from employees is actively sought and incorporated into our safety management system, ensuring that practices evolve with the changing needs of workforce and industry standards.
12 Diversity and Inclusion +			
	The Company has championed the cause of Diversity, Equity and Inclusion (DEI) in the workplace alongside its goals of growth and expansion. It is essential to promote a progressive and inclusive workplace that onboards people from diverse backgrounds and provides them meaningful growth opportunities.	The Reliance Group's Diversity, Equity & Inclusion (DEI) Charter was launched affirming Reliance's unwavering commitment to the values of Diversity, Equity and Inclusion. To stay competitive in today's fast-paced business environment, some key DEI initiatives undertaken include: <ul style="list-style-type: none"> Developmental journey for high-calibre women under R-Aadya Dedicated Mentoring for Women Inclusive leadership training 'Inspiring Leader Connects' Series to create a more enabling workplace Employee storytelling and celebrations of diversity days 	When people from different backgrounds, cultures, and experiences come together, they bring unique perspectives that can lead to breakthroughs and new ways of thinking leading to overall organisational growth.
13 Customer Satisfaction ⚠			
	Competition from other players in the market poses a risk of losing customers. It is important for Reliance to position itself as a customer-focused organisation by offering them a wide range of choices, outstanding value proposition, and unmatched experience.	Ensuring timely deliveries, quality assurance, efficient logistic solutions, pricing options, etc. at competitive prices ensures customer satisfaction in our business. Diversified customer profile across various geographical regions provides alternative markets for our products. All our businesses have taken cognisance of 'CUSTOMER SAFETY' as the topmost value and priority.	Any sub-optimal customer experience may result in customer dissatisfaction. Inability of the business to stay abreast of recent trends and behaviours could weaken its compelling value proposition and have material impact over brand, reputation and financial performance.

Indicate whether risk or opportunity (R/O) ⚠ Risk + Opportunity

Material issue identified	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)
14 Data Privacy and Cybersecurity ⚠️			
	RIL businesses constantly endeavour to provide enhanced customer experience through digitisation of processes. However, this extends RIL's attack surface and makes it a prime target for threat actors, thereby making cybersecurity and privacy a significant concern.	The Cyber Security strategy at RIL is 'Aligned to Business' and 'Marked to Threat'. RIL follows a defence-in-depth approach, whereby multiple security technology solutions and processes are deployed to improve resilience against diverse and ever-evolving threats. Privacy by Design principles are followed across the personal data lifecycle, business processes, and business applications at RIL. Further, RIL regularly benchmarks its cybersecurity and privacy practices against applicable laws, regulations, industry best practices and standards through internal & external attestations to ensure compliance and enhanced assurance.	Cybersecurity incidents (e.g., loss of business data, disruption in business operations etc.) and Data Privacy breaches can lead to substantial financial losses, erosion of investor & customer confidence, reputational damage, and legal as well as regulatory repercussions.
15 Security and Asset Management ⚠️			
	Reliance prioritises safeguarding its assets across all business operations to maintain operational efficiency and reliability.	The Group Corporate Security (GCS) continuously monitors and manages security risks round the clock across the Company's operations, supported by robust disaster recovery, crisis management and business continuity plans. We employ the best-in-class security professionals with multi-domain knowledge to draw from their vast experience. Security teams work closely with sovereign forces to exploit their abilities to better secure our assets.	Intentional or natural disruptions could cause harm to our assets, people, information and reputation.
16 Talent Management ⚠️			
	Given the scale and breadth of Reliance's operations, retaining high-calibre talent is imperative and a source of competitive advantage for the business.	Reliance has robust talent management systems to identify employees with high calibre and provide opportunities for career growth and development. This helps to retain top talent, create a culture of continuous learning, and build a more skilled and knowledgeable workforce that can drive business performance and innovation. Reliance offers peer-benchmarked monetary and non-monetary benefits to enhance employee engagement and retain top talent.	Ineffective implementation of talent management processes might have an impact on talent sustainability, impeding business performance and growth of the Company.

Indicate whether risk or opportunity (R/O) ⚠️ Risk + Opportunity

Material issue identified	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)
17 Community Development +			
	The commitment to 'care' and the philosophy of 'doing good to others before doing well for ourselves' underlines every action undertaken by Reliance. Thus, it is essential for the Company to continue implementing community-facing programmes that can benefit society and result in true economic growth.	Through its CSR initiatives, Reliance has catalysed development in education, healthcare, sports, environmental and social development in underserved and marginalised sections of society. In addition, Reliance partners with various organisations and government bodies to undertake development projects for livelihood enhancement, infrastructure, water management, disaster response and resilience, to create a positive and lasting impact on the communities it serves.	Building empowered communities through shared prosperity and fostering trust ensures the social license to operate, enhancing brand reputation and customer loyalty.
18 Labour Management and Human Rights ⚠️			
	Maintaining cordial labour relations is crucial for Reliance to ensure the well-being and productivity of its workforce. A healthy labour relationship establishes a unified mission, which results in improved and enhanced job satisfaction, employee retention, and organisational performance.	Reliance follows the principles of the United Nations Global Compact on human rights, labour practices, environmental protection, and anti-corruption. The Company's operations adhere to local and national regulations and ensures adherence to the RIL Code of Conduct. Men and women in the same roles receive equal pay at the entry level in Reliance.	Failure to maintain proper labour relations can lead to loss of productivity, potential legal liabilities, and implications to organisation's reputation.
19 Business Ethics, Integrity and Transparency, Code of Conduct and Grievance Redressal Mechanisms ⚠️			
	Managing business ethics and maintaining appropriate levels of transparency in dealing with governments or individuals is important for Reliance. Establishing effective grievance redressal mechanisms is essential for Reliance to track the issues raised by stakeholders and take immediate action to resolve their concerns.	Reliance has a well-established Code of Conduct that is applicable to its employees and the value chain, supported by strong governance structures and business practices to prevent ethical misconduct, corruption and wilful or unintentional participation in illegal or unethical practices. Reliance has an effective mechanism to address the grievances of all stakeholders, including employees, suppliers, customers and communities. This encourages stakeholders to raise their genuine concerns with the Management without fear of reprisal.	Inappropriate/insufficient action on violation of business ethics could lead to significant one-time costs (including loss of reputation) or higher ongoing compliance costs.
20 Regulatory Issues and Compliance ⚠️			
	It is important to continue to ensure regulatory compliance to build trust among stakeholders while also ensuring that operations are in line with relevant and applicable laws to avoid legal violations.	Reliance places a high priority on regulatory compliance, especially in an evolving regulatory environment. The Reliance Compliance Management System is a comprehensive, digitally enabled framework regularly updated and integrated with business processes, risks and controls. The Group Compliance Committee monitors regulatory changes and provides timely updates to Directors on key developments and judicial rulings.	Non-adherence to laws and regulations will affect reputation and increase compliance costs.

Indicate whether risk or opportunity (R/O) ⚠️ Risk + Opportunity

B

Management and Process Disclosures

Integrating the principles of the National Guidelines for Responsible Business Conduct into the structures, policies and processes ensure that stakeholder interests are integrated into the business fabric. Creating adequate governance enables businesses to contribute towards wider development goals.



Our Approach Integrated ESG Governance

RIL is guided by a policy framework that enables the Company to hold itself and its value chain partners to the highest standards of environmental and social performance by encouraging an open, compliant and transparent work environment. The policy framework is enforced into business operations by the Board.



Highlights

Aim to establish and enable

100 GW of renewable energy by 2030

ISO certifications

related to Safety, Environment, Anti-Bribery Management System, and Cybersecurity processes

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL's Material Topics

- Code of Conduct
- Regulatory Issues and Compliance

Stakeholders

- Employees
- Suppliers

IR Framework

- Governance

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

c. Web link of the policies, if available

P1

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

1. Code of Conduct

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Code-of-Conduct.pdf>

2. Values & Behaviours

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/VB.pdf>

3. Anti-Bribery & Anti-Corruption

https://rilstaticasset.akamaized.net/sites/default/files/2023-12/RIL-Anti-bribery-and-Anti-corruption-Policy_3.pdf

4. Vigil Mechanism and Whistle-Blower Policy

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf>

5. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information (UPSI)

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Code-of-Practices-and-Procedures-for-Fair-Disclosure.pdf>

6. Policy on materiality of Related Party Transactions (RPTs) and on dealing with RPTs.

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Policy-on-Materiality-of-RPT.pdf>

7. Policy on Determination and Disclosure of Materiality of Events and Information and Web Archival Policy

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/MaterialityPolicy.pdf>

8. Our Code

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/ourcode.pdf>

9. Business Partner Code of Conduct

[https://rilstaticasset.akamaized.net/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-\(BPCOC\).pdf](https://rilstaticasset.akamaized.net/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-(BPCOC).pdf)

10. Corporate Social Responsibility Policy

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/CSR-Policy.pdf>

11. Equal Opportunity Policy for Persons with Disabilities & Transgenders

https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf

12. Environment Policy

<https://www.ril.com/sustainability/health-safety-environment>

13. Data Privacy Policy

<https://www.ril.com/privacy-policy>

14. Health, Safety & Environment Policy

<https://www.ril.com/sustainability/health-safety-environment>

P 2

Businesses should provide goods and service in a manner that is sustainable and safe

1. Business Partner Code of conduct

[https://rilstaticasset.akamaized.net/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-\(BPCOC\).pdf](https://rilstaticasset.akamaized.net/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-(BPCOC).pdf)

2. Code of Conduct

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Code-of-Conduct.pdf>

3. Our Code

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/ourcode.pdf>

4. Environment Policy

<https://www.ril.com/sustainability/health-safety-environment>

5. Health, Safety & Environment Policy

<https://www.ril.com/sustainability/health-safety-environment>

6. Risk management Policy*

P 3

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

1. Health, Safety & Environment Policy

<https://www.ril.com/sustainability/health-safety-environment>

2. Code of Conduct

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Code-of-Conduct.pdf>

3. Our Code

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/ourcode.pdf>

4. Equal Opportunity Policy for Persons with Disabilities & Transgenders

https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf

5. Values & Behaviours

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/VB.pdf>

6. Vigil Mechanism and Whistle-Blower Policy

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf>

7. Prevention of Sexual Harassment*

P 4

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

1. Corporate Social Responsibility Policy

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/CSR-Policy.pdf>

2. Our Code

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/ourcode.pdf>

3. Code of conduct

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Code-of-Conduct.pdf>

4. Anti-Bribery & Anti-Corruption Policy

https://rilstaticasset.akamaized.net/sites/default/files/2023-12/RIL-Anti-bribery-and-Anti-corruption-Policy_3.pdf

5. Vigil Mechanism and Whistle-Blower Policy

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf>

6. Health, Safety & Environment Policy

<https://www.ril.com/sustainability/health-safety-environment>

7. Prevention of Sexual Harassment*

P 5

Businesses should respect and promote human rights.

1. Equal Opportunity Policy for Disabled and Transgender

https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf

2. Code of Conduct

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Code-of-Conduct.pdf>

3. Our Code

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/ourcode.pdf>

4. Vigil Mechanism and Whistle-Blower Policy

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf>

5. Prevention of Sexual Harassment*

P 6

Businesses should respect and make efforts to protect and restore the environment.

1. Health, Safety & Environment Policy

<https://www.ril.com/sustainability/health-safety-environment>

2. Environment Policy

<https://www.ril.com/sustainability/health-safety-environment>

3. Code of Conduct

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Code-of-Conduct.pdf>

4. Our Code

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/ourcode.pdf>

5. Risk management Policy*

P 7

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

1. Code of Conduct

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Code-of-Conduct.pdf>

2. Values & Behaviours

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/VB.pdf>

3. Anti-Bribery & Anti-Corruption

https://rilstaticasset.akamaized.net/sites/default/files/2023-12/RIL-Anti-bribery-and-Anti-corruption-Policy_3.pdf

4. Corporate Social Responsibility Policy

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/CSR-Policy.pdf>

P 8

Businesses should promote inclusive growth and equitable development.

1. Corporate Social Responsibility Policy

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/CSR-Policy.pdf>

2. Equal Opportunity Policy for Persons with Disabilities & Transgenders

https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf

3. Code of Conduct

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Code-of-Conduct.pdf>

4. Our Code

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/ourcode.pdf>

5. Health, Safety & Environment Policy

<https://www.ril.com/sustainability/health-safety-environment>

P 9

Businesses should engage with and provide value to their consumers in a responsible manner.

1. Grievance Redressal Mechanism

<https://www.ril.com/investors/shareholders-information/grievance-management>

2. Code of Conduct

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Code-of-Conduct.pdf>

3. Our Code

<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/ourcode.pdf>

4. Data Privacy Policy

<https://www.ril.com/privacy-policy>

5. Business Partner Code of Conduct

[https://rilstaticasset.akamaized.net/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-\(BPCOC\).pdf](https://rilstaticasset.akamaized.net/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-(BPCOC).pdf)

* RIL's internal policies are available on the Intranet portal of the Company and are accessible to the internal stakeholders of the Company.

* RIL's internal policies are available on the Intranet portal of the Company and are accessible to the internal stakeholders of the Company.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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	P1	ISO 9001, GRI Standard 2021, UNGC Principles, UN SDGs, ISO 37001, National Guidelines on Responsible Business Conduct (NGRBC)*							
	P2	ISO 9001, GRI Standard 2021, ISO 14001, GRS, National Guidelines on Responsible Business Conduct (NGRBC)*							
	P3	ISO 9001, GRI Standard 2021, ISO 45001, Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights, National Guidelines on Responsible Business Conduct (NGRBC)*							
	P4	ISO 9001, GRI Standard 2021, National Guidelines on Responsible Business Conduct (NGRBC)*							
	P5	ISO 9001, GRI Standard 2021, Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UNGC Principles, UN Global Compact Principles, National Guidelines on Responsible Business Conduct (NGRBC)*							
	P6	ISO 9001, GRI Standard 2021, ISO 14001, UN SDGs, REACH, ISO 50001, National Guidelines on Responsible Business Conduct (NGRBC)*							
	P7	ISO 9001, GRI Standard 2021, UNGC Principles, National Guidelines on Responsible Business Conduct (NGRBC)*							
	P8	ISO 9001, GRI Standard 2021, UN SDGs, National Guidelines on Responsible Business Conduct (NGRBC)*							
	P9	ISO 9001, GRI Standard 2021, ISO 27001, National Guidelines on Responsible Business Conduct (NGRBC)*							
*Covering all relevant applicable National codes & standards									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company targets to become Net Carbon Zero by 2035 by deploying further resources - intellectual, physical and financial and adopt a collaborative approach to achieve further reduction in greenhouse gas emission.</p> <p>The key elements of carbon reduction strategy of the Company include:</p> <ol style="list-style-type: none"> Improving energy efficiency and reducing energy intensity of operations. Transitioning to clean & renewable energy. Making CO₂ as a recyclable resource. Upgrading syngas to high-value chemicals. Replacing transportation fuel with cleaner alternatives. Converting transportation fuels to valuable petrochemicals and material building blocks. <p>The Company considers the Net Carbon Zero target as its moral responsibility to protect the earth from the rising impact of climate change. The Company will continue to upgrade the strategy and roadmap with an endeavour to achieve Net Carbon Zero target sooner than 2035.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>RIL has made significant progress during the reporting period towards achieving the target of becoming Net Carbon Zero by 2035. RIL is focused on reducing its operational GHG footprint in addition to enhancing resource efficiency and energy conservation. RIL's operations have captive energy requirement that generate a significant base load demand. The Company has made progress towards meeting the captive energy requirement through renewable energy sources. RIL reported an increase in renewable energy consumption in FY 2023-24 to 6.82 million GJ. Further, Reliance is committed to use bio-energy to meet its captive energy demand. Towards this end, RIL has consumed almost 5.7% of energy from green energy sources at its Dahej and Hazira sites. The Company is focused on making CO₂ a recyclable resource. RIL's investment in carbon capture and utilisation technology and/or significant strides in harnessing photosynthetic biological pathways will play a pivotal role in utilising CO₂ as a valuable resource.</p>																	
Governance, Leadership, and Oversight																		
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)	<p>As one of the world's largest publicly listed companies, RIL is dedicated to ethical business operations and sustainable value creation for its stakeholders. By prioritising cutting-edge technology, robust research, rewarding employee experiences, community support, environmental responsibility and customer preferences, the Company successfully mitigates risks and seizes opportunities for a competitive edge. The goal of achieving Net Carbon Zero operations by 2035, supported by its decarbonisation strategy, shapes RIL's transformative journey. With growth, care and access as its core and sustainability as its guiding principle, RIL remains steadfast on its commitment towards nurturing people and the planet.</p> <p>RIL has been disclosing the Group's sustainability performance through the Securities Exchange Board of India's (SEBI's) Business Responsibility and Sustainability Report (BRSR) and the Integrated Annual Report. The BRSR offers stakeholders' insights into RIL's sustainability progress, facilitates transparent disclosures, builds trust and aids in accelerating the Company's journey towards a net zero future.</p>																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The Environmental, Social and Governance Committee is responsible for implementation and oversight of the Business Responsibility Policy. The details of the ESG Committee are mentioned in response to question no. 9 herein below.</p>																	
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.	<p>Yes, the Environmental, Social and Governance Committee of the Board is responsible for decision making on sustainability related issues. The details of the composition of the ESG Committee are provided below:</p> <ol style="list-style-type: none"> Mr. Hital R. Meswani: Chairman - Executive Director Mr. P. M. S. Prasad: Member - Executive Director Ms. Arundhati Bhattacharya: Member - Independent Director 																	
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																		Periodically
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																		Periodically



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
<p>Yes. Health Safety and Environment Policy of the organisation is externally evaluated by DNV. The Company also obtained Safety/ HSE/ Environment processes related certifications under various national and international standards, including ISO 14001, ISO 45001 etc. Further as part of ISO 37001, certification of Anti-Bribery Management System (ABMS) is implemented by RIL. External auditor, BSI, evaluates various governance components including RIL's Anti-Bribery & Anti-Corruption (ABAC) Policy and allied processes. Also, cybersecurity practices of the organisation are evaluated and certified as part of the ISO 27001 exercise for respective RIL businesses. These certifications also include assessment of the policies of the Company by independent external assessor. A summary of certifications received by RIL is included in response to disclosure question 4 of Section B of this report.</p> <p>As a good governance practice, policies are periodically reviewed and updated by concerned department/business heads in consultation with stakeholders (wherever required), and approved by the management / Committees of the Board or the Board itself, as applicable. The Company has a robust "Policy Life-Cycle Management System" in place for formal system enabled review and evaluation of various organisational policies from time to time.</p>								

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

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

NA denotes Not Applicable. This applies to the entire report.

P1

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

While business activities are essential to facilitate human well-being, they can impact the environment and society in various ways. Responsible business conduct can go a long way to limit and mitigate these impacts. Therefore, businesses must balance the needs of people and the planet with the goal of prosperity. They must operate transparently, comply with regulations and stay accountable to their stakeholders.



Our Approach

Do the right thing – First time, Every time

Ethical conduct is integral to RIL’s core business principles and serves as a cornerstone in its sustainable value creation model. The commitment to uphold ethical standards is reinforced through well-documented guidelines such as ‘Our Code,’ ‘Code of Conduct,’ and ‘Values & Behaviours.’ These guidelines ensure every member of the organisation practices integrity, transparency and openness.



Highlights

100% employees

Covered by awareness programmes

No disciplinary action

was required or taken against any Directors, KMPs, employees or workers for bribery or corruption during the reporting period

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL’s Material Topics

- Business Ethics, Integrity and Transparency
- Regulatory Issues and Compliance
- Code of Conduct
- Economic Performance

Stakeholders

- Employees
- Investors
- Government/Regulators
- Suppliers

IR Framework

- H** Human Capital
- S** Social and Relationship Capital
- F** Financial Capital
- Governance

Principle 1

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	7	Executive Directors 1. ESG Familiarisation Programme covering evolving BRSR Mandate 2. ESG Reporting metrics, systems, reasonable assurance and sustainability disclosures 3. Code of Conduct 4. Anti-Bribery Management System 5. Cybersecurity Awareness 6. Creating a Respectful Workplace (POSHA) 7. Reliance Management System - Management Systems including Operations Management Systems and HSEF policies Independent Directors and Non-Executive Directors 1. ESG Familiarisation Programme covering evolving BRSR Mandate 2. ESG Reporting metrics, systems, reasonable assurance and sustainability disclosures 3. Familiarisation Programme 4. Code of Conduct	100%
Key Managerial Personnel	7	1. ESG Familiarisation Programme covering evolving BRSR Mandate 2. ESG Reporting metrics, systems, reasonable assurance and sustainability disclosures 3. Code of Conduct 4. Anti-Bribery Management System 5. Cybersecurity Awareness 6. Creating a Respectful Workplace (POSHA) 7. Reliance Management System - Management Systems including Operations Management Systems and HSEF policies	100%
Employees other than BoD and KMPs	5	1. Code of Conduct 2. Anti-Bribery Management System 3. Cybersecurity Awareness 4. Creating a Respectful Workplace (POSHA) 5. Reliance Management System - Management Systems including Operations Management Systems and HSEF policies	100%
Workers	2	All workers undergo a toolbox talk and learnings from incident sessions	100%

Note: All employees are strongly encouraged to complete 5 training courses annually:

- Code of Conduct:** Employees gained an understanding of Reliance's commitment to ethical behaviour and how they can adhere to it.
- Anti-Bribery Management System:** Employees gained an understanding of possible unethical business practices and the practices they should follow to secure themselves as well as the organisation.
- Cybersecurity Awareness:** Apart from the mandatory training, employees received frequent communications and refreshers from the Information Risk Management (IRM) team so they could stay updated on the latest threats, scams and harmful practices and safeguard themselves and their assets. With this knowledge they also support the IRM team by reporting potential threats.
- Creating a Respectful Workplace - Prevention of Sexual Harassment Act (POSHA):** Employees gained a better understanding of respectful workplace practices.
- Reliance Management System - Management systems** including Operating Management Systems and Health, Safety, Environment and Fire (HSEF) policies. Employees gained an understanding of the core documents of the organisation as well as its approach to health, safety and environment.

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

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

Note: Does not include penalties by regulators in the ordinary course of business.

	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Non-Monetary				
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
NA	

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. RIL has established an Anti-Bribery & Anti-Corruption (ABAC) Policy and hosted it on its corporate website <https://www.ril.com/> so that it is accessible to internal and external stakeholders. The policy aims to provide requisite granularity and create a one-stop repository of expectations from employees and Business Partners to effectively prevent, identify and respond to bribery risks. The ABAC Policy can be accessed at:

https://www.ril.com/sites/default/files/2023-12/RIL-Anti-bribery-and-Anti-corruption-Policy_3.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	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

Principle 1

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

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	FY 2022-23
Number of days of accounts payables	100	99

9. Openness 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	FY 2022-23
Concentration of Purchases	a. Purchase from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0.03%	0.01%
	b. Number of dealers/distributors to whom sales are made	8	7
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	100%	100%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	32.68%	9.29%
	b. Sales (Sales to related parties/Total Sales)	60.90%	55.88%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100%	100%
	d. Investments (Investments in related parties/Total Investments made)	59.97%	50.28%

Note:

For Trading Houses - Vendors of material goods and services of the Company are not classified as trading houses as there is no specific guidance on trading houses in the SEBI Circular.

For Sales to Dealers/Distributors - Sales made by the Company are largely direct sales. Sales to dealers and distributors is limited to petrochemicals business and it is low both in terms of value and volume.

For share of RPTs - Purchases during FY 2023-24 include significant purchases from Reliance International Limited (100% subsidiary of the Company), a new trading entity.

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	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
4	For Exploration & Production - Best practices shared around employee surveys, P&C, modern slavery, etc. through quarterly meetings with vendor.	30% - 35%
1	For Exploration & Production - Compliance to Business Partner Code of Conduct (BPCOC) is a part of General Conditions of Contracts/Purchase being issued along with the Contracts /Purchase Orders, with an exclusion in cases where contractor standard templates are to be agreed as per their norms/ industry practice.	95%
1	For Oil to Chemicals - Suppliers have been communicated about the Company's vision and expectations from them in a revised Code of Conduct .	100%

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. The Board of Directors of the Company confirm compliance of Code of Conduct wherein affirmation is also obtained to avoid conducting the Company's business with a relative, or with a business in which a relative of a Director is associated in any significant role.



P2

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

Responsible businesses must adopt safe, resource-efficient and low carbon technologies to design, manufacture, procure and supply goods and services to customers. Sustainable production and consumption are key to enhancing people's quality of life and preserving the planet's natural resources.



Our Approach

Building a Resilient India and a Greener Planet

RIL is committed to the adoption of efficient processes, cutting-edge technology, and responsible resource consumption to deliver high-quality products and services to consumers. Guided by the 'We Care' philosophy, the Company is committed to environmental preservation and societal well-being. This commitment is reinforced through policies such as the Code of Conduct, Corporate Social Responsibility Policy, Health, Safety & Environment Policy and Business Partner Code of Conduct to imbibe their goals.



Highlights

EcoRepol™ and EcoRelene™

provide sustainable packaging solutions for non-food and non-pharma applications

29.79 KT

PET recycled in the reporting period

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL's Material Topics

- Raw Material Security
- Innovation and Technology
- Waste Management and Circular Economy

Stakeholders

- Customers
- Government/Regulators
- Suppliers

IR Framework

- N Natural Capital
- M Manufactured Capital
- I Intellectual Capital

Principle 2

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.

Parameter	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	54.16%	57.68%	Investment included following R&D projects with focus on environmental and social impacts: rFDY development with recycled chips, improved catalyst for polyester, biodegradable filaments & fibres, biodegradable polymer, biomass firing in process heaters, waste plastic to pyrolysis oil technology, circular polymer production, catalytic gasification technology, valorisation of LPG Mercox byproduct, algae-based super proteins etc. Benefits from these R&D projects include waste recycling and reducing dependency on traditional feedstocks, reduction in air pollutants and GHG emissions, and efficient use of raw materials and byproducts.
Capex	45.84%	42.32%	Capital expenditure in technologies like azeotropic distillation, regenerative thermal oxidizer, algae-based super proteins, etc. have improved environmental impact by reducing dependency on traditional fossil fuels, thereby reducing GHG emissions and reducing volatile organic compounds.



Major investment areas:

Capex

- Energy optimisation
- Process improvement
- Fossil fuel consumption reduction
- Algae based super protein

R&D

- Green fuels and chemicals
- Air pollutants reduction
- Recycled polyester and polymer
- Catalyst performance improvement
- Biodegradable polymers

2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No).

Yes, the Company has both Sustainable Procurement Vision document and Standard Operating Procedures (SOP). RIL's strategy entails comprehensive engagement with all suppliers via the Code of Conduct to ensure alignment with the Company's sustainability vision and performance expectations. Additionally, we aim to deepen our engagement with the top 90% of suppliers by value through third-party assessments to validate and verify their sustainable practices.

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

We've actively engaged with 80.46% of our suppliers (by value) to assess their sustainability practices, using a globally recognised assessment platform, EcoVadis. Encouragingly, 38.01% of them have responded positively by undergoing assessments and sharing their sustainability scorecards with us.

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.

a) Plastics (Including packaging)

PET Recycling

Recron Green Gold™ Polyester Staple Fibre (rPSF), part of our line of eco-friendly fabrics, are produced by recycling waste PET bottles through mechanical recycling. Reliance has a capacity of ~3,000 TPM for PET bottle recycling in Hoshiarpur, Barabanki, and Nagothane. The Company has partnered with SriChakra, a leading recycler, to establish a PET bottle recycling plant in Andhra Pradesh, which will more than double its recycling capacity to 5 billion bottles per year. Reliance has a robust supply chain network across the nation for PET Recycling.

Waste to Road – ReRoute™

RIL has introduced ReRoute™, produced from shredded multi layered plastic waste for use in road construction. Testing results from CRRI show that 8% of ReRoute™ material can be added to bitumen. Our product aids in building resilient road infrastructure and reduces landfill accumulation.

Polyolefin (PO) Recycling (EcoRepol™ and EcoRelene™)

One of the most significant initiatives taken by RIL is the development of EcoRepol™ and EcoRelene™. The products, branded as EcoRepol™ and EcoRelene™, provide sustainable packaging solutions for non-food and non-pharma applications. EcoRepol™ is a recycled polypropylene (PP) that can be used in various applications such as automotive parts, household appliances, and furniture. EcoRelene™ is a recycled polyethylene (PE) that can be used in various applications such as packaging, agriculture and textiles.

Waste to Oil (CircuRepol™ and CircuRelene™)

RIL has successfully developed patented continuous catalytic pyrolysis technology for circular polymers through chemical recycling. The technology proven at a demo scale, can convert unsegregated mixed waste plastics including Single Use Plastic (SUP) and Multi Layered Plastic (MLP) into Pyrolysis Oil. Reliance Jamnagar site has been certified for International Sustainability and Carbon Certification Plus (ISCC Plus) certification as per mass balance approach, enabling it to produce circular polymers by processing waste plastic pyrolysis oil. RIL is also a member of ISCC.

As a part of social initiatives, Reliance proudly stands as a founding member of the Alliance to End Plastics Waste (AEPW). Additionally, for the past five years, Reliance has remained a supporter of Shri Afroz Shah, UN Champion of Earth, and his team of volunteers, contributing to the efforts aimed at facilitating regular cleanup of Versova Beach.

b) E-waste

Presently there are no products manufactured that will generate E-waste at the end of life.

c) Hazardous waste

Presently there are no products manufactured that will generate hazardous waste at the end of life.

d) Other waste

NA

Principle 2



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, for the Petrochemicals business we are registered as a Brand Owner on Centralised EPR portal developed by Central Pollution Control Board (CPCB) as per the requirements of the Plastic Waste Management Rules, 2016. Also, all our recycling plants are registered on the portal as Plastic Waste Processors.

EPR is not applicable to the refining/Exploration & Production business.



The Ministry of Environment, Forest and Climate Change (MoEFCC) announced the national framework for Extended Producer Responsibility (EPR) on plastic packaging under the Plastic Waste Management (PWM) Rules, 2016. The EPR policy holds producers, brand owners and importers responsible for the treatment and/or disposal of plastic packaging waste.

Plastic Waste Processors (PWP) take charge of recycling plastic waste through various processes like shredding, melting and converting the waste into a valuable product.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the weblink.
19201	Diesel	33.61%	Cradle to Gate	Yes	Yes, Methodology of LCA is provided in the annexure of BRSR for FY 2022-23: https://www.ril.com/sites/default/files/2023-08/BRSR202223.pdf . Results would be provided on request to customers on a case-to-case basis.
19201	Gasoline	11.79%	Cradle to Gate	Yes	
19201	Naphtha	2.81%	Cradle to Gate	Yes	
19201	Aviation Turbine Fuel (ATF)	6.38%	Cradle to Gate	Yes	
19201	Alkylate	3.54%	Cradle to Gate	Yes	
19201	Liquified Petroleum Gas (LPG)	1.65%	Cradle to Gate	Yes	
19201	Fuel Oil	0.79%	Cradle to Gate	Yes	
19201	Tertiary Amyl Methyl Ether (TAME)	0.24%	Cradle to Gate	Yes	
19201	Sulphur	0.22%	Cradle to Gate	Yes	
20131	Polypropylene (PP)	4.87%	Cradle to Gate	Yes	
20131	Polyethylene (PE)	4.21%	Cradle to Gate	Yes	
20118	p-Xylene (PX), o-Xylene (OX), Benzene (BZ)	2.83%	Cradle to Gate	Yes	
20118	Purified Terephthalic Acid (PTA)	3.56%	Cradle to Gate	Yes	
20131	Polyvinyl Chloride (PVC)	1.15%	Cradle to Gate	Yes	
20303	Filament	1.75%	Cradle to Gate	Yes	
20131	Polyethylene Terephthalate (PET)	1.84%	Cradle to Gate	Yes	
20302	Staples – Fibre	1.37%	Cradle to Gate	Yes	
20118	Monoethylene Glycol (MEG)	0.85%	Cradle to Gate	Yes	
Total		83.46%			

Note: The LCA results have been calculated across 5 impact categories for the 18 products listed above.



Product Life Cycle refers to all the stages of a product from extraction or acquisition of raw materials through manufacturing and processing, distribution and transportation, use, and reuse, recycling and disposal. In the case of services, it refers to all activities and processes from the design to delivery. Life cycle assessment is an analytical procedure that involves assessment of the potential environment or social impacts of a product or service, throughout its life cycle.

Principle 2



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
Refining and Petrochemical products:		
9 Refinery Products and 9 Petrochemical Products (mentioned in Principle 2, Leadership Question 1)	Based on the LCA exercise, no specific risks and concerns were identified pertaining to the 5 relevant impact categories namely Acidification, Global Warming, Marine Eutrophication, Freshwater Eutrophication and Water Scarcity.	The Company has adopted a proactive stance to become Net Carbon Zero by 2035. In this direction, the Company has developed ambitious and aggressive plans to invest in renewable energy and green hydrogen through giga factories for a fully-integrated, end-to-end renewable energy ecosystem. It will enable progressive energy transition to clean, reliable and affordable renewable energy for fulfilling captive needs. The Company also continues to focus on improving energy efficiency to reduce energy intensity of its operations. Therefore, GHG emissions and acidification impacts are expected to reduce even further. Furthermore, the Company has increased use of bioenergy at petrochemical manufacturing sites (like Dahej and Hazira) to reduce dependency on conventional resources and decrease energy-related GHG emissions.

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	FY 2022-23
Polyester Staple Fibre (PSF) & Polyester Fibre Fill (PFF)	4.2%	3.0%

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			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	29,790	30,000*	Nil	22,957	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

* The EPR Guidelines were introduced in the Plastic Waste Management (amendment) Rules 2022. As per these Guidelines, the EPR compliance has been followed in FY 2023-24, enabling the safe disposal of plastic waste.

29,790 MT
PET recycled

30,000 MT
Plastic safely disposed

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
POY (partially oriented yarn)	41.4%

Note: Plastic Pallets (which are reclaimed) are 41.4% of total pallets in POY.

P3

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

Sustainable businesses must treat employees and workers within their organisation and value chains equitably and with dignity and protect their health and safety. Empowering policies, processes and systems spanning the employee life cycle ensure equal opportunity, fair working conditions and pay, and career development and progression opportunities for overall employee well-being.



Our Approach Care and Compassion for the 'One Reliance' Family

As a people-centric entity, RIL places a strong emphasis on nurturing the 'One Reliance' Family, with care and empathy serving as the cornerstones outlined in its 'Code of Conduct' and 'Values & Behaviours'. The Company's employee-oriented initiatives are guided by key principles, prioritising safe and reliable operations while fostering both professional and personal growth.



Highlights

100% employees and workers covered by the organisation's health insurance during FY 2023-24

100% workers were provided training on Health & Safety measures

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL's Material Topics

- ◆ Health, Safety, and Employee Well-being
- ◆ Diversity and Inclusion
- ⊗ Talent Management
- ◆ Labour Management
- ◆ Grievance Redressal Mechanism
- ◆ Sustainable Supply Chain Management

Stakeholders

- Employees
- Suppliers
- Government/regulators

IR Framework

- H** Human Capital

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	30,160	30,160	100%	30,160	100%	NA	NA	30,160	100%	19,753	65%
Female	1,901	1,901	100%	1,901	100%	1,901	100%	NA	NA	1,706	90%
Total	32,061	32,061	100%	32,061	100%	1,901	100%	30,160	100%	21,459	67%
Other than Permanent employees											
Male	6,038	6,038	100%	6,038	100%	NA	NA	NA	NA	1,153	19%
Female	145	145	100%	145	100%	145	100%	NA	NA	63	43%
Total	6,183	6,183	100%	6,183	100%	145	100%	NA	NA	1,216	20%

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 workers											
Male	3,855	3,855	100%	3,855	100%	NA	NA	NA	NA	3,850	100%
Female	67	67	100%	67	100%	67	100%	NA	NA	65	97%
Total	3,922	3,922	100%	3,922	100%	67	100%	NA	NA	3,915	100%
Other than Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

100% permanent employees

Covered for health insurance, accident insurance, maternity and paternity benefits.



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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.04%	0.03%

Note: Aforementioned well-being costs includes costs incurred for health insurance, accident insurance, maternity and paternity benefits, daycare facilities, medical expenses, amongst others for employees and workers. The cost on well-being measures is over ₹222.87 crore in FY 2023-24, which has increased as compared to the previous financial year.

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

Benefits	FY 2023-24			FY 2022-23		
	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%	NA	100%	100%	NA
Gratuity	100%	100%	NA	100%	100%	NA
ESI	100%	100%	Y	100%	100%	Y
Others	NA	NA	NA	NA	NA	NA

Note: PF for applicable RIL employees is managed through the Company Trust and is not deducted and deposited with the PF authorities. In year FY 2023-24 w.e.f Oct'23, for 22 employees who are seafarers, contribution has been made under Seaman's Provident Fund Act. ESI is paid for a subset of employees as per statutory requirement (salary, notification of location by ESI authority, proximity to ESI hospital).

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, there is every endeavour to ensure all requirements of any differently abled person working at any of the offices is completely provided for and met.

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

Yes, RIL believes in equal rights of all individuals regardless of race, color, national origin, religion, caste, gender, age, sexual orientation, gender identity or expression, marital status, medical condition, disability, or any other characteristics or status that is legally protected. This is enshrined in our Code of Conduct, which can be accessed at <https://www.ril.com/DownloadFiles/IRStatutory/Code-of-Conduct.pdf>

Our Equal Opportunity Policy can be accessed on the website via the link https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	94%	NA	NA
Female	100%	96%	NA	NA
Total	100%	94%	NA	NA

Note: No female permanent worker availed maternity leave in the reporting period hence return to work and retention rate are zero. Paternity leave is provided only to permanent employees hence Return to Work and Retention Rate are reported as NA.

 BRSR Core indicators  All indicators that are assured.



Return to work rate, for each category of employee (male/female/others):

(Total number of employees that did return to work after parental leave in the reporting period * 100)/ (Total number of employees due to return to work after taking parental leave in the reporting period) = Return to work rate.

Retention rate determines who returned to work after parental leave ended and were still employed 12 months later. It shall be calculated using the following formula:

(Total number of employees retained 12 months after returning to work following a period of parental leave * 100)/ (Total number of employees returning from parental leave in the prior reporting period).

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Grievance procedures are defined for each location with a unionised workforce. They are also privy to the available multiple channels of grievance redressal. The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct – without fear of any retaliation.
Other than Permanent Workers	Yes. The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct – without fear of any retaliation.
Permanent Employees	Yes. All employee grievances are addressed appropriately through multiple channels. The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct – without fear of any retaliation.
Other than Permanent Employees	Yes. The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct – without fear of any retaliation.

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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union(B)	%(B/A)	Total employees/workers in respective category(C)	No. of employees/workers in respective category, who are part of association(s) or Union(D)	%(D/C)
Total Permanent Employees	NA	NA	NA	NA	NA	NA
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	3,922	3,922	100%	4,237	4,237	100%
- Male	3,855	3,855	100%	4,153	4,153	100%
- Female	67	67	100%	84	84	100%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety Measures		On Skill upgradation		Total (D)	On Health and safety Measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employee										
Male	36,198	18,556	51%	31,401	87%	17,964	11,902	66%	15,180	85%
Female	2,046	386	19%	1,516	74%	1,374	270	20%	979	71%
Total	38,244	18,942	50%	32,917	86%	19,338	12,172	63%	16,159	84%
Workers										
Male	3,855	3,855	100%	1,422	37%	4,153	4,095	99%	1,137	27%
Female	67	67	100%	45	67%	84	44	52%	24	29%
Total	3,922	3,922	100%	1,467	37%	4,237	4,139	98%	1,161	27%

Note: HSE training is applicable to 100% employees and workers in asset facing roles in manufacturing sites, with the objective to ensure safe, reliable and compliant operations.

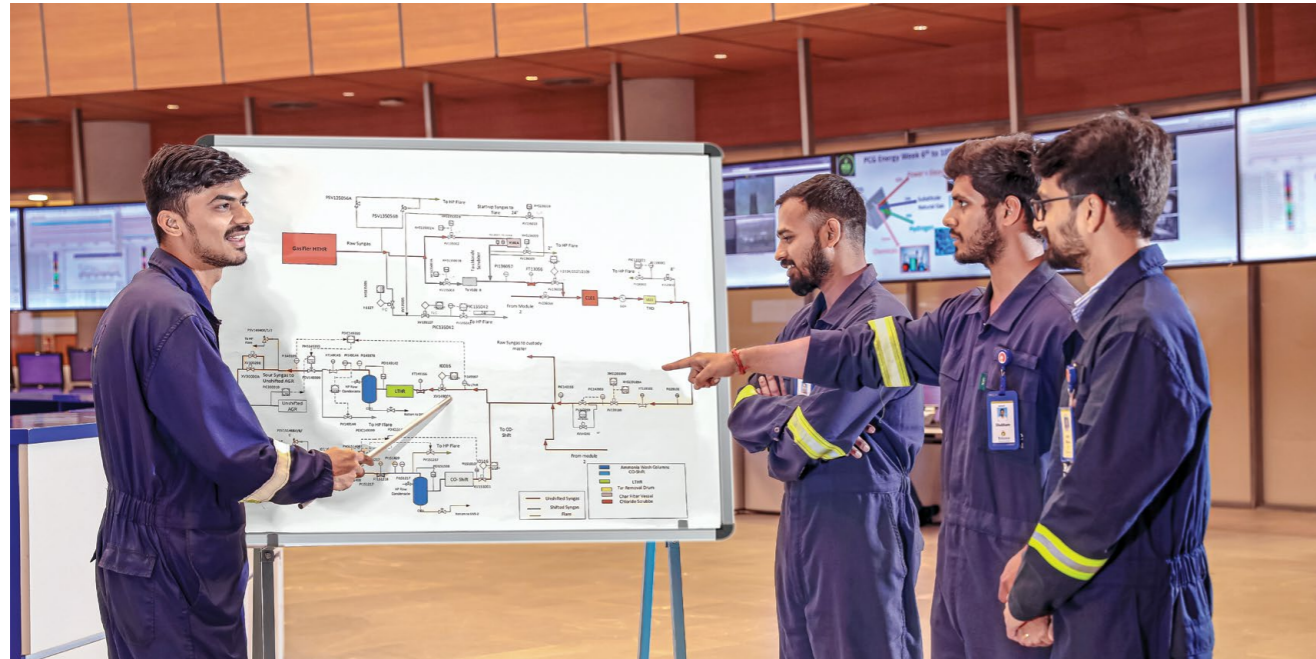
9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	36,198	36,198	100%	17,964	17,964	100%
Female	2,046	2,046	100%	1,374	1,374	100%
Total	38,244	38,244	100%	19,338	19,338	100%
Workers						
Male	3,855	3,855	100%	4,153	4,153	100%
Female	67	67	100%	84	84	100%
Total	3,922	3,922	100%	4,237	4,237	100%

All indicators that are assured.

100%

Employees and workers covered by performance and career development reviews



10. Health and safety management system:

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

Yes. RIL has implemented an Operating Management System (OMS) that addresses the aspects of Occupational Health and Safety, including process safety. The OMS covers all the operating entities under the Company's O2C and E&P businesses.

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

Identification and mitigation of risks is central to the OMS. The OMS defines the requirements to identify the hazards, assess the risks, define the barriers and provide risk mitigation measures, which is key to preventing incidents impacting people, assets and the environment. Cross-functional operating teams review and update

these risks owing to changes in the operating landscape or at least once a year. The teams use a Hazard Identification and Task Risk Assessment Process to identify and assess task-related hazards in both routine and non-routine operating activities. The engineer in-charge conducts Tool Box Talk sessions where they explain all the work-related hazards and risks to the job executors.

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

Yes. All employees and workers are involved in identifying work-related hazards and report unsafe conditions/behaviours. They are also empowered to implement control measures for preventing and mitigating these risks, or to withdraw from the hazardous situation, if necessary, including stopping the unsafe activity.

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

Yes

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.29	0.32*
	Workers	0.08	0.18*
Total recordable work-related injuries	Employees	13	15
	Workers	16	32
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Manhours data has been regrouped.

Note: Safety incident/number covers entire workforce for the purpose of reporting of LTIFR, Total recordable work-related injuries, No. of fatalities, and High consequence work-related injury or ill-health (excluding fatalities).

For Essential 11 and Leadership 3 indicators, Workers include third party contractors. This definition is applicable to these two tables only.

The reporting boundary for health and safety indicators includes the Company's plants in Oil to Chemical business, and Oil and Gas (Exploration & Production) business in India.



Over 35% Reduction in total recordable work-related injuries from FY 2022-23



Lost Time Injury Frequency Rate (LTIFR):

(No. of lost time injuries in FY x 1,000,000)/(Total hours worked by all staff in same FY)

Lost time is an indicator of the loss of productivity for an organisation as a result of a work-related injury or ill-health. Work related injury and ill-health arise from exposure to hazards at work and are directly related to performance of work-related tasks.

Recordable work-related injury or ill-health results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness.

BRSR Core indicators All indicators that are assured.

Principle 3

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

Ensuring the safety and health of the workforce has been and will continue to be of paramount importance for RIL.

1. Workforce are proactively engaged and involved in aspects related to their safety and well-being. The workforce is encouraged to report workplace-related near-misses, unsafe acts and unsafe conditions.
2. RIL has implemented an Operating Management System (OMS) which systematically addresses the identification of hazards at the workplace, communication of the risks and also the application of controls to prevent and mitigate these risks.
3. The workforce undergoes an induction before starting work so that they are familiarised with the work processes, safety rules and also the hazards and the related controls in their respective tasks.
4. The workforce is involved in safety programmes. A key element of OMS is the system to identify and control hazards, identifying the hazards and assessing them with a risk framework. These risks are refreshed before the start of any work or as and when an aspect changes, by cross functional operating teams.
5. RIL has established a robust process for hazard identification and risk assessment for tasks that may pose a risk, and puts in place control measures to mitigate the identified risks.
6. The operating managers continuously interact with the workforce in the field to observe their behaviours, have a conversation to recognise their good behaviour or coach them to correct their behaviours if required and also listen to their feedback if they have any safety concerns.
7. The workforce is continuously involved in analysis of workplace conditions in an effort to identify and eliminate potential or existing hazards, this ensures they are aware of the hazards for each job and process and the role that they have in controlling the hazard.
8. Health risks related to operations are identified and evaluated through carrying out pre-employment and periodical medical check-up of the employees.
9. The process and operational changes are carried out through well-defined "Management of Change" process.
10. RIL has implemented a risk-based internal self-assessment programme to monitor that operating activities are being carried out in accordance with the set procedures/practices. This includes auditing of the procedures and processes to validate that they are performing as intended.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

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

Note: In addition, sites undergo periodic statutory audits related to aspects of health & safety practices and 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.

The Company has established and digitised an integrated incident management application which is used to manage reporting, investigating, action tracking and learnings from internal and external incidents. This ensures that controls are embedded in the process and provides visibility and monitoring of the actions. Safety related incidents are investigated, and recommendations are timely implemented to avoid recurrence. A well-entrenched process for lessons

learnt from every incident is also in place. This ensures we learn from investigations and take preventive actions across the organisation. The process engages subject matter experts in arriving at root causes and developing corrective & preventive actions. These findings are discussed by cross functional teams in various forums to share learnings in a simplified manner to the workforce. RIL has implemented a risk-based internal self-assessment programme to monitor and ensure that operating activities are being carried out in accordance with the set procedures/practices. This includes auditing of the procedures and processes to validate that they are performing as intended and to avoid any untoward incident.



Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)

Yes, All statutory benefits are provided.

- Over and above this, there is Group Term Insurance cover.
- For COVID deaths, there is a specific overarching coverage provided to the family and children for livelihood and education.
- On any death whilst in service, there is an empathetic case-to-case action taken based on any specific need of the family of the deceased.

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

1. Domestic: Depositing of statutory dues and filing of returns by value chain partners are cross checked by system with data available on Government portals. In case any deficiency/ mismatch is observed, respective team takes up with the value chain partners for review and corrections.
2. International Trading: All Statutory dues deducted (like TDS)/charged (like GST) by the channel partners are validated and reconciled by independent verification with the respective Government websites to ensure that appropriate credit has been received by us. For any foreign withholding taxes, we get in touch with the channel partner and get appropriate withholding tax certificate from them. In case, we find any discrepancy, follow up is done with the channel partner to ensure proper credit is received.
3. Chartering:
 - a. We have third-party vetting as well as in-house marine vetting for all our ships taken on spot or time charter. Ships are assessed based on various parameters like inspection reports, any past incident details, Operator's past records, experience matrix of the crew etc. The ships are chartered only after thorough vetting. In case of any safety concern arising from the vetting, same is scrutinised in detail and counterparties are asked to submit the risk mitigation analysis before a contract is entered with them.

- b. In our ship chartering contracts, relevant clauses are in place. If the responsibility for statutory dues (Freight Tax & GST) is on Counter party's account, we make sure that the same is deposited with relevant authorities before remitting the freight.
4. Deduction of statutory dues is ensured through contract and undertaken by Money, Materials and Compliance (MMC). Payment of GST and TCS is made to vendors only after respective payments are reflected at relevant government portals.



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 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	FY 2022-23	FY 2023-24	FY 2022-23
Employee	0	0	0	0
Workers	1	0	0	0

For Essential 11 and Leadership 3 indicators, Workers include third party contractors. This definition is applicable to these two tables only.

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

Yes. All support required by any employee super-annuating from the Company is fully provided as required by the employee and appropriate.

For example, ageless ageing workshops are conducted to help superannuating employees plan their post-retirement lives.

For major offshore contracts, vendors must review Company's HSE practices and, where required, must formulate a bridging document to attend to gaps in their HSE policy.

Vendor qualification criteria stipulate compliance with the best HSE practices.

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	38.01%
Working Conditions	38.01%

Note: As part of our 'Sustainability Excellence Programme' we are working with an independent third-party sustainability assessment provider 'EcoVadis'. This assessment evaluates the performance of our value chain partners on 21 parameters covering 4 broader areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement which covers the requirement of this indicator.

We have engaged with 80.46% of our suppliers, and assessed 38.01% value chain partners.

All vendors working at Exploration & Production sites are required to comply with RIL's Health, Safety & Environment (HSE)/OMS practices as a minimum. Standard HSE questionnaires are a part of all critical purchase and services RFPs. Responses received from bidders are evaluated before contracts are awarded.

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

With our value chain spread across the globe, advancing sustainability along the whole value chain is instrumental to foster positive economic, environmental, and societal impacts and create prosperity. We have invited our suppliers to take 'the Sustainability Assessment by EcoVadis' – a leading comprehensive assessment on a range of sustainability topics focusing supply chain. This is an effective channel to engage with our suppliers and onboard them in our sustainability journey.

During the reporting period, no significant risks/ concerns were identified from EcoVadis assessments of our value chain partners in terms of health and safety practices and working conditions.

We have 3rd party vetting as well as in house marine vetting for all our ships taken on spot or time charter. Ships are assessed based on various parameters like inspection reports, any past incident details, Operator's past records, experience matrix of the crew etc. The ships are chartered only after thorough vetting. In case of any safety concern arising from the vetting, same is scrutinised in detail and counterparties are asked to submit the risk mitigation analysis before a contract is entered into.

✓ All indicators that are assured.

P4

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

Sustainable businesses have an inherent duty to protect the interests of their stakeholders, including vulnerable and marginalised groups. Such organisations must deliver on their responsibility to maximise the positive impact of their activities, products, processes, and decisions for their stakeholders.



Our Approach

Shared value maximisation for sustained success

RIL is acclaimed for its dedication to safeguarding stakeholder interests, optimising shared value and harmonising business objectives with stakeholder expectations. The Company interacts with stakeholders regularly to gather constructive feedback, which serves as an invaluable input for enhancing business decisions and fostering positive impacts. These engagements enable the Company to systematically address stakeholder concerns through structured processes.



Highlights

Regular communication with all stakeholder groups

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL's Material Topics

- ⊗ Talent Management
- 👤 Labour Management
- 👤 Customer Satisfaction
- 🌱 Community Development
- 📄 Grievance Redressal Mechanism
- ⚠️ Regulatory Issues and Compliance
- 🌐 Sustainable Supply Chain Management

Stakeholders

- Customers
- Government/Regulators
- Investors
- Suppliers
- Employees
- Local communities
- NGOs

IR Framework

- H** Human Capital
- S** Social and Relationship Capital

Essential Indicators

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

RIL is committed to prioritising the needs and concerns of its stakeholders and its businesses to ensure sustainable value creation for all. The Company employs a robust procedure to identify its internal and external stakeholders, considering the impact of RIL's operations on them and their ability to influence the Company. This assessment identified 5 external (shareholders and investors, government and regulators, local communities and NGOs, customers, and suppliers) and 1 internal (employees) stakeholder groups significant to the Company's operations. A stakeholder survey was then conducted to understand the impact of potential material topics, resulting in a prioritised list of material topics based on their significance and overall impact. RIL aims to stay attuned to evolving stakeholder concerns by engaging with them regularly through various channels, reinforcing stakeholder trust. The Company conducted a materiality assessment in FY 2021-22 and plans to repeat the process every three years.

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 & marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	Yes	E-mails, SMS, Meetings, Surveys, Feedbacks, Letters, Website and Internal portals	Ongoing, Need Based	<ul style="list-style-type: none"> - To understand employee needs and opinions - To keep employees informed about the organisation's plans and procedures
Investors	No	Stock exchange intimations, Newspapers, Media releases, Investor presentations, emails, SMS and Chatbot support, Website, Annual Report, Chairman's speech, NSE Electronic Application Processing System (NEAPS), BSE Listing Centre, SEBI Complaints Redress System (SCORES), Surveys, Depositories, and Investor meetings	Annually, Quarterly, Half-yearly, Need-based, Real time	<ul style="list-style-type: none"> - To keep investors updated about the organisation's performance and other corporate developments - Collate queries and feedback from investors to understand their requirements
Customers	No	E-mails, Phone Calls, Meetings, Surveys, Web Portals, Newspaper	Annually, monthly, need-based, real-time	Market updates, feedback with suggestions for improvement and any other operational issues
Suppliers	Yes, local suppliers	Meetings and through Annual Reports or compliance filings	Real-time, need-based	<ul style="list-style-type: none"> - Engagement with suppliers to provide services to Reliance - To improve service levels from the suppliers and address their commercial issues including terms and conditions, procedures, and payments
NGOs & Communities	Yes	Personal Meetings, Focused Group Discussions, Field Visits by Programme Teams, Knowledge Dissemination using digital platforms including social media, trainings and capacity building sessions	Quarterly, ongoing basis	Needs Assessment, Project planning, Training and Capacity building, Community Mobilisation, Awareness building, Mentoring of Community Based Organisations, Delivering care and services to remote communities, Reaching professionals and individuals such as sports persons, Professional training and support, Monitoring, Review and Learning Processes
Government and Regulators	No	Website, portals, emails, filings, Industry forums/ associations/committees	Periodic as well as event based engagement	Engagement, advocacy, communication, collaboration for compliance with applicable regulatory framework



Vulnerable and Marginalised Groups refers to group of individuals who are unable to realise their rights or enjoy opportunities due to adverse physical, mental, social, economic, cultural, political, geographic or health circumstances. These groups in India can be identified on the basis, inter alia, of the following:

- Gender and transgender (women, girls et al.)
- Age (children, elderly et al.)
- Descent/identity/ethnicity (caste, religion, scheduled castes, scheduled tribes, et al.)
- Occupation (displaced, landless small/marginal farmers, migrant workers, et al.)
- Persons with disabilities
- Political or religious beliefs

RIL is committed towards improving the lives of India's most marginalised and vulnerable communities for a stronger and inclusive India. Methodologies such as desk research for situational analysis, Participatory Rural Appraisals (PRA), need assessment, Focused Group Discussions (FGD) are taken up by the Company for identification of potential marginalised and vulnerable groups within the community and understand their urgent needs.



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.

The Board of Directors (BOD) through its various committees obtains feedback as well as oversees the implementation of ESG initiatives and performance.

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.

Yes, stakeholder consultation is used in identifying and managing ESG related topics:

- Under the 'Sustainability Excellence Programme' RIL is working with an independent third-party, EcoVadis, for supply chain sustainability assessment. This is an effective channel for us to engage with our suppliers and onboard them in our sustainability journey.
- RIL also holds regular meetings with customers to identify their needs for shifting to circular economy and provides them with sustainable and green products. Multiple rounds of consultations are also held to support customers in evolving external policy matters.



3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.

The teams of Reliance Foundation engage regularly with communities and key identified beneficiaries to understand their existing needs, resolve any concerns and support their progress and development. In crisis and emergency situations such as disasters, the most vulnerable are sought out to provide support and ensure their safety. Reliance Foundation also supports professional training, development and skill building of healthcare providers, coaches, athletes and the teaching fraternity to enhance impact on spheres of education, public health and sports for development. At Reliance, stakeholder inclusiveness has been a fundamental part of its responsible CSR practices and is essential in understanding the opinions and perceptions of its stakeholders, particularly the vulnerable/ marginalised communities and targeted beneficiaries. Before initiating a CSR project, an assessment is done to establish the rationale for selecting activities based on the desired needs of the community, taking into consideration other external factors. These assessments provide the reference point for designing an intervention that best reflects community aspirations and concerns instead of acting in a top-down manner.

Tools, such as Participatory Rural Appraisals and Rapid Rural Appraisals, are used to develop a joint plan of action for the development of the community with elements of sustainability right from the beginning. This is done by gathering information and

opinions from stakeholders, i.e., informal leaders, communities, authorities, NGOs and government departments through one-on-one meetings, Focused Group Discussions (FGDs), etc. for understanding the local ecosystem and deploying locally relevant solutions to reach out at scale and achieve maximum impact. Feedback provided by the communities also forms a critical component in redefining strategies for improvements of the CSR programme. In case of identifying sporting talent among the youth, there is a strong grassroots approach to identify talented individuals and provide them with an ecosystem support. In the case of public health, outreach to hard-to-reach areas and developing a cadre of health outreach professionals with infrastructure such as MMUs help address key health concerns and provide support. To address the concerns of these communities, various interventions/actions taken in different focus areas are:

- Helping vulnerable communities cope with disasters through a comprehensive, multi-pronged prevention and mitigation strategy.
- Ensuring the well-being of rural communities by strengthening the local governance system, empowering communities with knowledge, expertise and livelihood solutions, besides enhancing the rural ecosystem by creating livelihood assets.
- Building capabilities of the rural communities for diversifying and providing additional sources of livelihood and employment.

- Empowering women by building their leadership and entrepreneurial skills along with providing them with increased access to economic opportunities.
- Creating access to quality healthcare for all by developing a multi-tiered health response system ranging from mobile medical units (MMU) and static medical units (SMU) in rural and urban areas, offering primary and preventive healthcare services, to hospitals at the tertiary level.
- Conserving the environment by undertaking holistic natural resource management including water and soil conservation and enhancement, increasing the green cover, facilitating climate-smart practices and optimum utilisation of activities.
- Promoting quality and holistic primary, secondary and tertiary education through RF Schools and Jio Institute besides providing support to schools run by state governments and municipal bodies with state of art digital tools for improving learning experience of students.
- Leveraging sports as a medium to encourage learning and build leadership among the children and youth of India; offering a platform to budding athletes across India to develop their talents and prowess in multiple sports to place India on the global stage and strengthen the country's sporting ecosystem.

P5

Businesses should respect and promote human rights

Businesses must operate in a manner that respects and upholds the inherent rights and entitlement of individuals without any discrimination. The core tenets of this principle are based on the Constitution of India and international Human Rights standards such as the International Bill of Rights and UN Guiding Principles on Business and Human Rights.



Our Approach

Respecting every individual's right to life, liberty, and freedom

At RIL, equal human rights is a fundamental aspect of the Company's business ethos and operational framework, which encompasses its policies, processes and practices. The Company's commitment and respect for human rights is translated in its publicly accessible policies, including 'Our Code', 'Code of Conduct', and 'Business Partner Code of Conduct'.



Highlights

100% workers

were paid more than minimum wage during the reporting period

Zero complaints

on human rights related issues and sexual harassment

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL's Material Topics

- Human Rights
- Health, Safety, and Employee Well-being
- Diversity and Inclusion
- Talent Management
- Labour Management
- Grievance Redressal Mechanism
- Code of Conduct
- Sustainable Supply Chain Management
- Business Ethics, Integrity and Transparency

Stakeholders

- Employees
- Suppliers

IR Framework

- H** Human Capital
- S** Social and Relationship Capital
- Governance

Principle 5

Essential Indicators

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

Parameter	FY 2023-24			FY 2022-23		
	Total (A)	No. employees/workers covered (B)	% (B/A)	Total (C)	No. employees/workers covered (D)	% (D/C)
Employees						
Permanent	32,061	32,061	100%	18,133	18,133	100%
Other than permanent	6,183	6,183	100%	1,205	1,205	100%
Total Employees	38,244	38,244	100%	19,338	19,338	100%
Workers						
Permanent	3,922	3,922	100%	4,237	4,237	100%
Other than permanent	0	NA	NA	0	NA	NA
Total Workers	3,922	3,922	100%	4,237	4,237	100%

100%
Employees and workers covered by Human Rights Trainings



Reliance adheres to the principles of the United Nations Global Compact (UNGC) in human rights, labour practices, environmental protection, and anti-corruption. The Company's operational units comply with local and national regulations. Further, the Company's Values and Behaviours, and the Code of Conduct provide necessary policy and operating framework for execution of its strategic vision.

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

Category	FY 2023-24				FY 2022-23					
	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	30,160	Nil	Nil	30,160	100%	16,835	Nil	Nil	16,835	100%
Female	1,901	Nil	Nil	1,901	100%	1,298	Nil	Nil	1,298	100%
Other than Permanent										
Male	6,038	Nil	Nil	6,038	100%	1,129	Nil	Nil	1,129	100%
Female	145	Nil	Nil	145	100%	76	Nil	Nil	76	100%

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male	3,855	Nil	Nil	3,855	100%	4,153	Nil	Nil	4,153	100%
Female	67	Nil	Nil	67	100%	84	Nil	Nil	84	100%
Other than Permanent										
Male	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Female	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	5	17,92,52,225	Nil	NA
Key Managerial Personnel**	2	12,00,64,219	1	3,28,29,010
Employees other than BoD and KMP**	41,665	7,11,651	2,572	7,40,053
Workers	4,192	12,35,649	82	14,85,742

*Does not include commission and sitting fees paid to Non-Executive Directors.

** Includes employees/KMP who have ceased to be associated with the Company during the year.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	5%	7%

100%
Workers and employees were paid above minimum wages



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

Yes. Focus on Human Rights considerations has been an integral part and a core DNA of Reliance since its inception. We continue to comply with all statutory requirements under this ambit and do significantly more and beyond.

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

The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and violation of the Code of Conduct – in confidence and without fear of any retaliation.

BRSR Core indicators All indicators that are assured.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/In voluntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

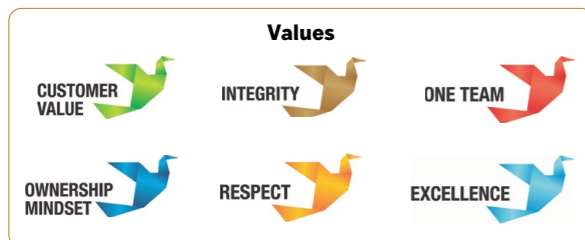


8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Reliance has a Vigil Mechanism and Whistle-blower Policy and Prevention of Sexual Harassment Policy to prevent any adverse consequences to the complainant.

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

Yes, RIL's Business Partner Code of Conduct and Supplier Code of Conduct follow the highest ethical standards, including human rights requirements and compliance with Labour Laws which are a part of all our business agreements. Reliance has adopted 6 values and behaviours which are followed with all our stakeholders during all our engagements.



10. Assessments for the year:

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

Note: The assessments were conducted by the internal audit team at Reliance.

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

No significant findings noted.

Leadership Indicators

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

While we have not received any specific complaints, the organisation acknowledges the importance of addressing Human Rights as is evident through the mandatory trainings such as Code of Conduct and Creating a Respectful Workplace.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Focus on Human Rights considerations has been an integral part and a core DNA of Reliance since its inception. We continue to comply with all statutory requirements under this ambit.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the Company endeavours to ensure all requirements of any differently abled person working at any of the offices is completely provided for and met.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	38.01%
Discrimination at workplace	38.01%
Child Labour	38.01%
Forced/involuntary labour	38.01%
Wages	38.01%
Others	38.01%

Note: As part of our 'Sustainability Excellence Programme' we are working with an independent third party sustainability assessment provider 'EcoVadis'. This assessment evaluates the performance of our value chain partners on 21 parameters covering 4 broader areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement which covers the requirement of this indicator. We have engaged with 80.46% of our suppliers, and assessed 38.01% value chain partners.

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

With our value chain spread across the globe, advancing sustainability along the whole value chain is instrumental to foster positive economic, environmental and societal impacts and create

38.01%

Value chain partners completed Human Rights Assessment



prosperity. As part of our Sustainability Excellence programme, we have invited our suppliers to take the 'Sustainability Assessment by EcoVadis' - a leading comprehensive assessment on a range of sustainability topics focusing on supply chain. This is an effective channel for us to engage with our suppliers and onboard them in our sustainability journey. During the reporting period, no significant risks /concerns were identified from EcoVadis assessments of our value chain partners in terms of sexual harassment, discrimination at workplace, child labour, forced/ involuntary labour or wages.

P6

Businesses should respect and make efforts to protect and restore the environment

Environmental stability is a precondition to achieving economic growth & societal prosperity. This principle puts emphasis on businesses to adopt sustainable practices in their own operations as well as in the value chain to minimise the adverse impact of business activities. They are also expected to address environmental issues like climate change, emissions, biodiversity loss, water conservation and waste management in a just & systematic manner.



Our Approach

Accelerate India and the world's transition to a greener future

RIL's New Energy growth engine is expected to play a crucial role in addressing climate change. It is poised to accelerate the global and national shift towards a more sustainable future. RIL has set an ambitious goal of achieving net carbon zero by 2035 and is actively implementing concrete measures to reach this target. The Company's Environment Policy delineates its strategy and initiatives aimed at addressing environmental concerns that are of utmost importance to its stakeholders and society.



Highlights

Over **40%**
Seawater/desalinated water consumed

6.82 Million GJ
of Renewable energy consumed

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL's Material Topics

- Climate change
- Managing Environmental Impacts
- Energy Efficiency of operations
- Water and effluent management
- Ecosystem and biodiversity
- Innovation and Technology
- Waste management & Circular economy
- Sustainable supply chain management
- Disaster Preparedness and Management
- Security and Asset management

Stakeholders

- Suppliers
- Local communities
- Employees

IR Framework

- N Natural Capital
- S Social and Relationship Capital

Principle 6

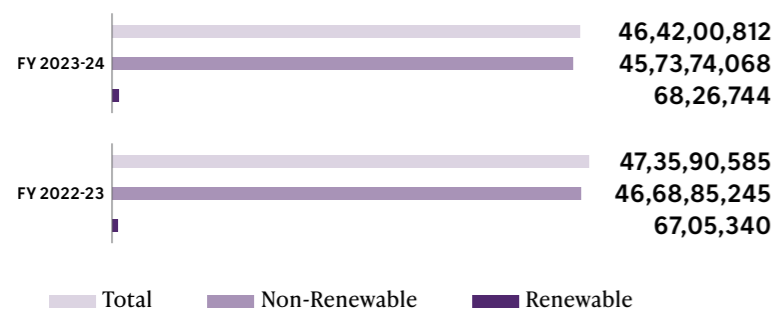
Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources (GJ)		
Total electricity consumption (A) (GJ)	39,459	26,656
Total fuel consumption (B) (GJ)	66,55,958	63,40,905
Energy consumption through other sources (C) (GJ)*	1,31,327	3,37,779
Total energy consumed from renewable sources (A+B+C) (GJ)	68,26,744	67,05,340
From non-renewable sources (GJ)		
Total electricity consumption (D) (GJ)	37,14,273	42,70,996
Total fuel consumption (E) (GJ)	45,36,59,795	46,26,14,249
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F) (GJ)	45,73,74,068	46,68,85,245
Total energy consumed (A+B+C+D+E+F) (GJ)	46,42,00,812	47,35,90,585
Turnover (₹ in crore)	5,74,956	5,78,088
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (GJ/₹)	0.0000807	0.0000819
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP) (GJ/₹ adjusted for PPP)	0.00181	0.00182
Energy intensity in terms of physical output (GJ/MT)	5.93	6.15
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

*The renewable energy consumed through other sources comprises of purchased steam that is generated through biofuel.

ENERGY CONSUMPTION (GJ)



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. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2023-24. For complete assurance statement refer to page 98 of this report.

Note: The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2023-24 is 22.40 and for FY 2022-23 is 22.17 as per the 2024 IMF update. Physical output is the throughput of manufacturing units (Oil to Chemical business).

The reporting boundary for environment indicators includes the Company's plants in Oil to Chemical business, and Oil and Gas (Exploration & Production) business in India.

 BRSR Core indicators

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

Yes. RIL's Oil to Chemicals business has several sites identified as DCs (Designated Consumers) under the PAT scheme. The sector wise status of each DC with respect to PAT targets is provided below:

Chlor Alkali Sector - Dahej Manufacturing Division

The Chlor Alkali plant at Dahej has been declared a DC in the Chlor Alkali sector. Dahej Chlor Alkali plant was issued 11,949 number of Energy Savings Certificates (ESCCerts) in the previously completed two PAT Cycles till 2019. Currently, PAT cycle 7 (2022-2025) is in effect.

Refinery Sector - Jamnagar Manufacturing Division, DTA and SEZ

The DTA (Domestic Tariff Area) and SEZ (Special Economic Zone) refineries at Jamnagar have been declared as DCs in the Petroleum Refinery sector. DTA refinery has been issued 26,036 number of ESCerts in its first PAT cycle. SEZ refinery achieved its target in the first PAT cycle. The verification of audited number of ESCerts is awaited from BEE (Bureau of Energy Efficiency) for the recently concluded PAT cycle (2020-2023).

Textile Sector - Naroda Textile Division

Naroda textile division was notified for the first time in PAT cycle (2017-2020). At the end of this cycle, total 2,256 ESCerts were required which will be purchased. Currently, PAT cycle 7 (2022-2025) is in effect.

Petrochemical Sector (Cracker based) – Hazira/Dahej/ Vadodara/Nagothane

The cracker-based petrochemical sites Hazira, Dahej, Vadodara and Nagothane were declared as DCs and assigned targets of specific energy consumption. In this case, apart from cracker process units manufacturing products based on ethylene and propylene like Polypropylene, Polyethylene, Ethylene Glycol, Vinyl Chloride, Polyvinyl Chloride etc. have been included. The verification of audited number of ESCerts is awaited from BEE for the last concluded PAT cycle (2018-2022).

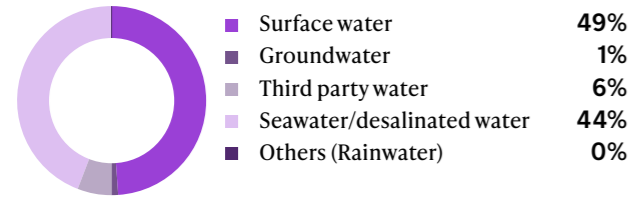
3. Provide details of the following disclosures related to water, in the following format: 

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	9,84,55,582	9,30,18,091
(ii) Groundwater	24,26,470	23,49,164
(iii) Third-party water	1,24,18,520	1,18,44,277
(iv) Seawater/desalinated water	9,05,78,519	9,30,84,295
(v) Others (Rainwater)	2,20,951	2,23,085
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	20,41,00,042	20,05,18,912
Total volume of water consumption (in kilolitres)	20,41,00,042	20,05,18,912
Turnover (INR in crore)	5,74,956	5,78,088
Water intensity per rupee of turnover (Total water consumed/ Revenue from operations) (KL/₹)	0.0000355	0.0000347
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumed/ Revenue from operations adjusted for PPP) (KL/₹ adjusted for PPP)	0.0007952	0.0007690
Water intensity in terms of physical output (KL/MT)	2.610	2.604
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

 BRSR Core indicators  All indicators that are assured.

Principle 6

WATER WITHDRAWAL BY SOURCE FY 2023-24



WATER CONSUMPTION (kL)



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. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2023-24. For complete assurance statement refer to page 98 of this report.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
(i) To Surface water		
- No treatment	0	0
- With treatment*	61,97,762	57,10,844
(ii) To Groundwater		
- No treatment	0	0
- With treatment*	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment*	2,75,90,285	2,69,05,982
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment*	8,43,774	7,78,064
(v) Others		
- No treatment	0	0
- With treatment*	0	0
Total water discharged (in kilolitres)	3,46,31,821	3,33,94,890

* All the water discharged is treated through primary, secondary and tertiary levels to meet the norms specified.

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. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2023-24. For complete assurance statement refer to page 98 of this report.



BRSR Core indicators All indicators that are assured.

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

All our manufacturing sites have set up comprehensive effluent treatment plants, which are operated efficiently to achieve standards prescribed by state pollution control boards. The Silvassa Manufacturing Division maintains zero liquid discharge status at all times.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	Tonnes	32,485	34,337
SOx	Tonnes	14,974	17,438
Particulate matter (PM)	Tonnes	1,280	1,659
Persistent organic pollutants (POP)	Tonnes	0	0
Volatile organic compounds (VOC)	Tonnes	46,877	46,275
Hazardous air pollutants (HAP)	Tonnes	0	0
Others		-	-

Note: RIL operations being spread over refining and petrochemical sectors, the emissions of potential Hazardous Air Pollutants (HAP) are already included in the VOC emissions reported.

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. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2023-24. For complete assurance statement refer to page 98 of this report.

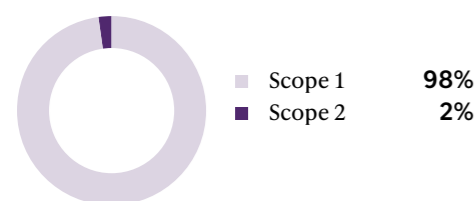
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
CO ₂	Metric tonnes of CO ₂ equivalent	3,66,80,367	3,68,57,083
CH ₄	Metric tonnes of CO ₂ equivalent	30,682	33,571
N ₂ O	Metric tonnes of CO ₂ equivalent	1,89,226	2,05,004
Total Scope 1 emissions (Break-up of the GHG in to CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,69,00,275	3,70,95,658
Total Scope 2 emissions (Break-up of the GHG in to CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7,81,764	8,50,070
Turnover (INR in crore)		5,74,956	5,78,088
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations) (MT/₹)		0.00000655	0.00000656
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP) (MT/₹ adjusted for PPP)		0.000147	0.000146
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MT CO ₂ e/MT)		0.482	0.493
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

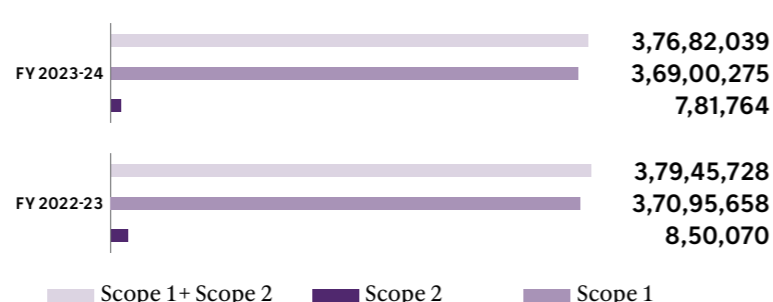
BRSR Core indicators All indicators that are assured.

Principle 6

GHG EMISSIONS FY2023-24 (tCO₂e)



GHG EMISSIONS Y-o-Y (tCO₂e)



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. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2023-24. For complete assurance statement refer to page 98 of this report.

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

Yes. Reliance has committed to become a Net Carbon Zero company by 2035. The Company has taken several GHG mitigation measures this year to reduce greenhouse gas emissions by improving energy efficiency and simultaneously increasing renewable energy intake to 6.82 million GJ.

Major energy conservation schemes implemented are “Improved heat integration in Benzene Column reducing steam usage”, “Cracker Gas Compressor Turbine revamp for improved efficiency” and “Introduction of Azeotropic distillation column in PTA to reduce steam consumption” to name a few.

Apart from these initiatives the Company has also utilised agri-based biomass as renewable fuel to produce green energy at petchem and polyester sites.

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

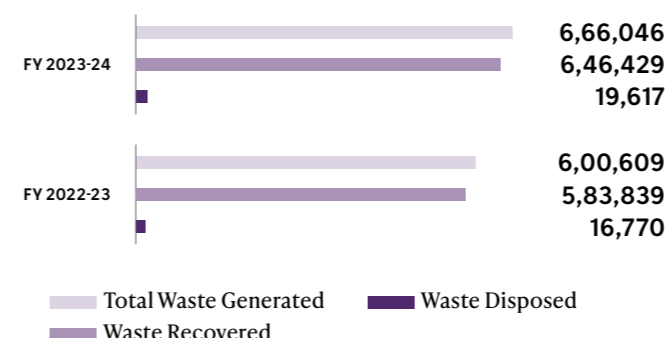
Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3,518	3,707
E-waste (B)	91	133
Bio-medical waste (C)	10	10
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	185	283
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any (G)	99,229	88,605
Other Non-hazardous waste generated (H) Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	5,63,013	5,07,871
Total (A+B + C + D + E + F + G+H)	6,66,046	6,00,609
Turnover (₹ in crore)	5,74,956	5,78,088
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) (MT/ ₹)	0.000000116	0.000000104
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) (MT/₹ adjusted for PPP)	0.00000259	0.00000230
Waste intensity in terms of physical output (MT/MT)	0.0085	0.0078
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

BRSR Core indicators All indicators that are assured.

Parameter	FY 2023-24	FY 2022-23
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	5,62,805	5,16,500
(ii) Re-used	83,624	67,339
(iii) Other recovery operations	Nil	Nil
Total	6,46,429	5,83,839
Recycled, re-used, recovered waste intensity (Waste recycled, re-used, recovered /Total waste generated)	0.97	0.97
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	12,554	8,976
(ii) Landfilling	7,053	7,784
(iii) Other disposal operations	10 (Biomedical Waste)	10 (Biomedical Waste)
Total	19,617	16,770
Incinerated, landfill, disposed waste intensity (Waste incinerated, landfill, disposed /Total waste generated)	0.03	0.03

Note: Other hazardous waste (G) comprises of items such as sludge, oily rags, slop oil among others. Other non-hazardous waste (H) comprises of items such as scrap metal, wooden scrap, others.

WASTE MANAGEMENT (MT)



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. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2023-24. For complete assurance statement refer to page 98 of this report.

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.

The resources and materials that we utilise are very precious for us and therefore, best of technologies have been deployed at our manufacturing plants to

run operations efficiently, reducing generation of waste. Our waste management practices are aimed at reduction, resource recovery, reuse and recycling and off-site disposal in compliance with regulatory provisions. All our manufacturing sites are ISO 14001 certified, that help us adopt sound waste management procedures. For management of hazardous waste, ‘Authorisation’ from State Pollution Control Board (SPCB) are duly obtained and the conditions therein are fully complied with. The provisions of the “Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016” are also fully followed. We ensure that the waste generated are first internally utilised to the maximum extent and the other recyclable waste are disposed through authorised reprocessors for recovery of valuable resources. We have made agreements with cement plants and dispose waste for co-processing in their plants as Alternate Fuel and Raw Material (AFR). All our manufacturing sites are members of Common Hazardous Waste Treatment, Storage and Disposal Facility (CHWTSDF), where the remaining hazardous waste are disposed. The non-hazardous waste generated at our manufacturing site are disposed through registered parties for recycle and recovery of resources. Other non-hazardous waste are disposed in a scientific, environmentally sound manner and by adopting good practices.

Principle 6

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.
1.	Jamnagar Gujarat	Jetty Operations and intake of seawater (for desalination plant)	Yes
2.	Hazira Gujarat	Jetty Operations	Yes
3.	Dahej Gujarat	Jetty Operations	Yes
4.	KGD6 block operations (Gadimoga)	Oil and Gas Extraction and Processing	Yes
5.	Chennai (Vellur) Tamilnadu	Storage of petroleum products	Yes

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
Dahej Manufacturing Division (DMD) Expansion and debottlenecking	SO 1533	14-09-2006	External National Accreditation Board for Education and Training (NABET) Accredited	Yes	parivesh.nic.in
Nagothane Manufacturing Division (NMD) Expansion	SO 1533	14-09-2006	External National Accreditation Board for Education and Training (NABET) Accredited	No. Study underway	parivesh.nic.in
Jamnagar Manufacturing Division (JMD) Expansion	SO 1533	14-09-2006	External National Accreditation Board for Education and Training (NABET) Accredited	No. Study underway	parivesh.nic.in

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

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
1.	None	Not Applicable	Not Applicable	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:

- a. **Name of the area:** Rewari
- b. **Nature of operations:** Storage of petroleum products
- c. **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	1,893	3,243
(iii) Third party water	Nil	Nil
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	1,893	3,243
Total volume of water consumption (in kilolitres)	1,893	3,243
Turnover (INR in crore)	5,74,956	5,78,088
Water intensity per rupee of turnover (Water consumed/turnover) (KL/₹)	0.00000000033	0.00000000056
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	Nil	Nil
– With treatment	Nil	Nil
(ii) Into Groundwater		
– No treatment	Nil	Nil
– With treatment	Nil	Nil
(iii) Into Seawater		
– No treatment	Nil	Nil
– With treatment	Nil	Nil
(iv) Sent to third parties		
– No treatment	Nil	Nil
– With treatment	Nil	Nil
(v) Others		
– No treatment	Nil	Nil
– With treatment	Nil	Nil
Total water discharged (in kilolitres)	Only sewage is generated, which is discharged to soak pits	Only sewage is generated, which is discharged to soak pits

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. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2023-24. For complete assurance statement refer to page 98 of this report.

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

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

It is ensured through regular monitoring that the facilities do not have any significant impact on biodiversity. The clearances/approvals under the applicable environmental laws are obtained and complied to.

All indicators that are assured.



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	Development of bio-compostable PBAT based compositions and products for single-use applications as an alternative to conventional plastics	Company has developed compositions for bio-compostable net bags and bag-on-rolls through Poly (butylene adipate-co-terephthalate) (PBAT) based materials using extrusion process at existing downstream facilities.	<ol style="list-style-type: none"> Bio-compostable net-bags are successfully developed and demonstrated. The Reliance Retail team is now using developed product compositions on continuous basis. Bio compostable Bag-On-Roll (BOR) of different sizes developed for usage in packaging applications. The successful BOR development is demonstrated to Retail team for any usage in Retail stores.
2	50 TPA algae protein plant to mitigate 400 TPA of CO₂ emissions	50 TPA plant is getting commissioned to produce protein for food and nutrient and feed for animal consumption.	<ol style="list-style-type: none"> 200 TPA of biomass is produced. This will mitigate 400 TPA of CO₂. This will ensure the commercial readiness of 16KTPA biomass production facility which will have the capability to mitigate 32KTPA of CO₂. This proposed commercial facility will produce 5 KTPA of protein which has the capacity to replace 30-100 tons of CO₂ when substituting the beef protein per ton basis.
3	RCAT-HTL of sludge waste to minimise the solids disposal to landfill	Reliance Catalytic Hydrothermal Liquefaction (RCAT-HTL) technology was tuned to process the wet sludge wastes from domestic and industrial wastewater treatment plants. This technology converts these waste organic solids to useful products (biocrude and biochar) while recovering water from the wastes.	<ol style="list-style-type: none"> Processing Industrial as well as municipal wastes was demonstrated to reduce the final solid wastes by 60%-80% by weight. These solids were classified as biochar which have applications as soil conditioners, solid fuels and activated carbon. The wet waste feedstock has 80% inherent moisture content which was recovered post processing in RCAT-HTL.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Production of circular plastics from pyrolysis oil generated from waste plastics and biomass	Co-processing of waste plastic pyrolysis oil in Jamnagar refinery has been initiated by R&D. The key impurities silicon, chloride were estimated and guard bed development is being pursued. Creation of facility for co-processing of 500 TPD plastic pyrolysis oil in Fluid Catalytic Cracking (FCC) and Coker unit is in progress.	Reliance is the first Indian refinery certified by International Sustainability and Carbon Certification (ISCC) plus certificate (IN201-20230822) to produce circular - polymer/chemical/fuel/hydrogen, from waste plastic pyrolysis oil or bio pyrolysis oil based on the audit in the month of August 2023. In FY 2023-24, Jamnagar co-processed 199 MT ISCC-certified waste plastic pyrolysis oil.
5	Biomass to Green Hydrogen (B2H): Catalytic Gasification Technology - To develop a highly reliable and commercially viable low-temperature catalytic gasification process for the conversion of biomass to green hydrogen.	RIL has developed a first ever catalytic gasification process for biomass conversion to syngas and green hydrogen at much lower temperature than conventional process and obtained patent for catalyst and process.	B2H initiative will reduce dependence on conventional fuels and enable green H2 and derivatives production in a sustainable manner.
6	Waste Plastic to Oil (WP2O): To develop reliable, continuous low temperature catalytic pyrolysis process for the conversion of waste plastic to stable oil.	RIL has developed a continuous catalytic pyrolysis process for conversion of waste plastic into high quality and stable liquid. This process is capable to handle all variety of plastic waste including Multi Layered Plastic (MLP) films, End of Life (EoL) plastic material. This aligns with the government initiative of implementing 100% EPR (Extended Producers Responsibility) on plastic manufacturers.	The in-house developed, patented waste plastic catalytic process was successfully demonstrated with 100% MLP feed processing. Pyrolysis oil thus produced was co-processed in refinery units at Jamnagar, for production of circular polymers. Commercial Plant is expected to be commissioned by 2024-25 and subsequently, many plants will be expected to be set up across the country.
7	Waste to value creation: Valorisation of LPG Merox waste by-product Disulfide Oil (DSO)	RIL developed a process to convert waste sulfide oil of LPG Merox of the refinery to sulfiding additive for steam cracker and hydro treater applications, and utilise this in-house developed product in place of costly and imported commercial additives.	The salient feature of the process is to reduce the 'Na' content of waste oil below 1 ppmw and it converts the waste product i.e., disulfide oil to a sulfiding additive. Successfully completed sulfidation of DTA Heavy Naptha Unionfining reactor (HNUU) catalyst with 12 MT in-house sulfidation additive REL-SULFAC© (generated from LPG Merox waste DSO) as on March 31, 2024.
8	Value addition of by-product HCl produced in CPVC or other processes to toilet cleaner formulation	Hydrochloric acid (HCl) is produced as a low value by-product in Vinyl Chloride Monomer (VCM) and Chlorinated Polyvinyl Chloride (CPVC) processes and disposal of this acid involves neutralisation and discharge of the salt formed post neutralisation. RIL has developed a formulation (RelClean) using product hydrochloric acid for toilet cleaning and hence reducing the step of neutralisation and discharge.	RelClean has been tested at pilot scale and has shown good efficacy. Demo scale demonstration is being planned.

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

Oil to Chemicals:-

- RIL conducts quarterly Business Risks and Assurance Committee (BRAC) meetings to ensure business continuity, mainly focusing on business risks, their mitigation and controls. Compliance issues are also discussed and monitored closely by the leadership team. Regular meetings are conducted involving the Business, Site and Logistic teams for transportation related safety matters. The Company's activities are certified and as per responsible care, Environmental Management System standard -RC 14001:2015. The scope of this involves the activities associated with and including the manufacturing and supply of chemicals, petrochemicals, polymers, fibre intermediates and elastomers. Some details pertaining to Health, Safety & Environment are on the RIL website <https://www.ril.com/sustainability/health-safety-environment>.
- IT & Services Disaster Recovery standard is in place. Business Impact Analysis is conducted for all applications to arrive at the Recovery Time Objective (RTO) and Recovery Point Objective (RPO). DR setup including the necessary services is in place for business-critical systems as per the derived RTO and RPO. Business continuity plans are also devised for critical systems. In addition to back up and restoration testing, regular testing of DR setup is also being carried out in line with standards.
- Supply and Trading (S&T) Marine ERDMP (Marine Emergency Response & Disaster Management Plan) has been prepared and is reviewed on an annual basis. These documents are approved by Head of S&T.

Exploration & Production:

E&P Entity Level ERDMP (Emergency Response & Disaster Management Plan) has been prepared and is reviewed on an annual basis.

These documents are approved and signed by Plant Heads. These documents are submitted to Oil Industry Safety Directorate (OISD) on annual basis. The ERDMP also contains the business continuity plan.



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.

1. Oil to Chemicals:-

All sites operate with valid approvals of Environmental Clearance that are obtained after following the due process of Environmental Impact Assessment and evaluation by the Expert Appraisal Committee of the Ministry of Environment and Forests or by the delegated state Authority. The sites have valid consents to operate from the State Pollution Control Boards (SPCBs). All conditions prescribed to the sites in these approvals are complied with. The requirements prescribed by various authorities at all levels central and state are in full compliance by sites. The impacts of the operations are thus well within those predicted and prescribed.

2. Shipping:-

With most of the crude being supplied to RIL by sea vessel, and the overwhelming majority of refined products being exported by sea, road and pipeline the Company faces the risk of HSE incidents, oil spills and so on, which may lead to significant adverse impact to the environment. RIL has a strong vessel vetting, incident monitoring and emergency response system. RIL augmented ship vetting programme ensures, the vessels that are contracted to carry RIL Cargo are screened based on risk prior to their induction. Vendor management audits are carried out at prescribed intervals for time charters and STS service providers in accordance with the Marine Assurance Framework. RIL control framework for road transportation has matured over a period of time and is run in collaboration with contractors. The contractors are supported by the Company through capacity building for their drivers in areas such as defensive driving, route hazard mapping and real time tracking. A dedicated state-of-the-art emergency response centre provides emergency response to transporters.

3. Exploration & Production:-

No adverse impacts were envisaged.

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

With our value chain spread across the globe, advancing sustainability along the whole value chain is instrumental to foster positive economic, environmental and societal impacts and create prosperity. As part of our 'Sustainability Excellence Programme', we have invited our suppliers to take 'the Sustainability Assessment by EcoVadis' - a leading comprehensive assessment on a range of sustainability topics focusing on supply chain. This assessment evaluates the performance of our value chain partners on 21 parameters covering 4 broader areas: Environment, Labour & Human Rights, Ethics, Sustainable Procurement which covers the requirement of this indicator. This is an effective channel for us to engage with our suppliers and onboard them in our sustainability journey.

As on March 31, 2024, we have engaged with over 80.46% of our suppliers on the aforementioned assessment, of which 38.01% have completed the assessment.

P7

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

Businesses are expected to engage with governments in an ethical and transparent manner to redress their grievances and advocate policies that ultimately expand the public good.



Our Approach Collaborating for an Ethical Business

RIL recognises its role as socially responsible producer of petrochemical products. It collaborates with governmental agencies, leading educational institutions and businesses to collectively address environmental and societal challenges, with a specific focus on reducing the increasing levels of plastic waste.



Highlights

No cases

of anti-competitive conduct

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL's Material Topics

- Business Ethics, Integrity and Transparency
- Code of Conduct

Stakeholders

Government/regulators

IR Framework

- S Social and Relationship Capital

Principle 7

Essential Indicators

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

39

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.

Below is the list of all 39 trade and industry chambers/ associations that the entity is a member of:

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Alkali Manufacturers Association of India (AMAI)	National
2	All India Flat Tape Manufacturers' Association (AIFTMA)	National
3	All India Plastic Manufacturers Association	National
4	All India Rubber Industries Association (AIRIA)	National
5	Alliance to End Plastic Waste (AEPW)	International
6	American Chemistry Council (ACC)	International
7	Asia Pacific Vinyl Network (APVN)	International
8	Association of Oil and Gas Operators in India (AOGO)	National
9	Association of Synthetic Fibre Industry	National
10	Automotive Research Association of India (ARAI)	National
11	Automotive Tyre Manufacturers' Association (ATMA)	National
12	Bombay Chamber of Commerce & Industry	National
13	British Safety Council	National
14	Chemicals and Petrochemicals Manufacturers' Association (CPMA)	National
15	Chemicals Export Promotion Council (CHEMEXCIL)	National
16	Confederation of Indian Industry (CII)	National
17	Cotton Association of India	National
18	European Petrochemical Association	International
19	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
20	Federation of Indian Petroleum Industry (FIPI)	National
21	Gulf Petrochemicals & Chemicals Association	International
22	Indian Auto LPG Coalition	National
23	Indian Centre for Plastics and Environment (ICPE)	National
24	Indian Chemical Council	National
25	Indian Institute of Packaging (IIP)	National
26	Indian Vinyl Council (IVC)	National
27	International Institute of Synthetic Rubber	International
28	International Rubber Study Group	International
29	International Textile Manufacturers Federation	International
30	LAST FIRE	International
31	National Safety Council	National
32	Organisation of Pharmaceutical Producers of India (OPPI)	National
33	Organisation of Plastic Processors of India	National
34	PET Packaging Association for Clean Environment (PACE)	National
35	Plastics Exports Promotion Council	National
36	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
37	The Synthetic & Rayon Textiles Export Promotion Council (SRTEPC)	National
38	uPVC Window & Door Manufacturers Association	National
39	World Plastics Council	International

Note: This is not an exhaustive list.

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
NA	No case to report	NA

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
1.	As a responsible corporate, RIL understands its role in advocating policies, which ensures positive impact on the society. Our approach to advocacy is guided by our Code of Conduct. We focus on building and sustaining mutually beneficial relationships with government, regulators, trade unions, investors, suppliers and communities for ensuring a smooth governance and enhancing social and environmental conditions.	Engagement with authorities are undertaken after taking due consideration of our as well as the larger national interest.	No	NA	NA

P8

Businesses should promote inclusive growth and equitable development

Sustainable and successful businesses have a key role to play in fostering the equitable and inclusive growth of society. They must join forces with the government and civil society to uplift disadvantaged, vulnerable and marginalised communities.



Our Approach Creating a better tomorrow for India and all Indians

RIL prioritises the holistic growth and development of both the broader ecosystem and the nation as a fundamental aspect of its growth strategy. Through collaborative efforts of Reliance Foundation, government, and non-governmental entities, the Company spearheads a diverse range of community development initiatives. These encompass Rural Transformation, Women Empowerment, Healthcare, Education, Sports for Development, Disaster Management, and more. Emphasising its commitment, RIL's public statements, specifically 'Our Code' and 'Corporate Social Responsibility Policy,' underscore the central role of community well-being in its business imperatives.



Highlights

64,34,688

Persons benefitted from CSR projects

₹35.28 crore

spent on CSR projects undertaken in designated aspirational districts during the reporting period

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL's Material Topics

- Sustainable Supply Chain Management
- Community Development
- Grievance Redressal Mechanisms
- Talent Management

Stakeholders

- Suppliers
- Communities
- NGOs
- Employees

IR Framework

- H** Human Capital
- S** Social and Relationship Capital

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
SIA was not applicable for the current financial year.					

Note: Independent external impact assessments were taken up for specific projects.

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						

Note: No new or major expansion projects where R&R is applicable have been undertaken in recent years.

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

RIL has both formal and informal channels in place for engaging with our communities. At all our manufacturing sites, the Corporate Affairs Department personnel engages with the local communities and ensures that our business operations are carried out having regard to the needs of the communities and keeping the larger objective of community welfare in mind. We ensure that a significant number of the contractors and workmen employed by us are from the local communities. Grievances are received through our Corporate Affairs Team and these are appropriately addressed through both the local and corporate level leadership teams. Communication can also be shared via verbal channels, emails, telephonic conversations

and meetings. All grievances are taken seriously and there is a transparent process through which the resolutions are communicated both externally and internally to key stakeholders.

Additionally, RIL engages with suppliers on a periodic and need basis to foster collaboration and address any grievances. Suppliers can also log tickets for specific issues and share feedback on the Company's supplier portals. Also, for ethics and governance issues, all stakeholders can refer to RIL's Whistleblower Policy and share complaints with an independent internal team.

Further, Reliance Foundation conducts meetings with community members. Periodic interactions and feedback are undertaken to understand their concerns and provide inputs.



Local communities are defined as persons or groups of persons living and/or working in any areas that are economically, socially or environmentally impacted (positively or negatively) by an organisation's operations. The local community can range from persons living adjacent to an organisation's operations, to those living at a distance who are still likely to be impacted by these operations.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	4.81%	4.27%
Directly from within India	27.86%	17.21%

Note: The boundary of sourcing for MSMEs/small producers is Indian suppliers and for the input materials sourced directly from within India is global suppliers.

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	FY 2022-23
Rural	9.13%	12.58%
Semi-urban	9.82%	8.30%
Urban	22.12%	23.09%
Metropolitan	58.83%	55.72%

Note: For 2023-24, 0.10% of salaries paid have been to employees who are not located in India.



- Small producers mean those where the owner herself or himself is a worker and includes informal and/or producers such as self-help groups and home-based workers as well as producer-owned entities such as cooperatives, producer companies.
- MSME is defined by Ministry of MSME as:
 - » Micro: Investment in Plant and Machinery or Equipment not more than ₹1 crore and Annual Turnover not more than ₹5 crore
 - » Small: Investment in Plant and Machinery or Equipment not more than ₹10 crore and Annual Turnover not more than ₹50 crore
 - » Medium: Investment in Plant and Machinery or Equipment not more than ₹50 crore and Annual Turnover not more than ₹250 crore
- Procurement & Contracting team calculates the data for MSME sourcing from spend database as per UDYAM certification provided by suppliers.

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	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 ₹)
1	Andhra Pradesh	Visakhapatnam	2,18,32,364
2	Bihar	Purnia	31,03,533
3	Bihar	Sitamarhi	4,81,768
4	Gujarat	Narmada	23,08,23,005
5	Himachal Pradesh	Chamba	80,000
6	Jharkhand	Dumka	80,000
7	Jharkhand	Palamu	4,73,923
8	Jharkhand	Ranchi	34,65,279
9	Madhya Pradesh	Barwani	3,23,10,141
10	Madhya Pradesh	Chhatarpur	1,40,000
11	Maharashtra	Washim	7,46,594
12	Odisha	Balangir	2,98,52,572
13	Odisha	Kalahandi	2,75,42,500
14	Rajasthan	Sirohi	6,11,086
15	Uttar Pradesh	Bahraich	2,00,000
16	Uttar Pradesh	Balrampur	8,08,317
17	Uttar Pradesh	Shrawasti	70,000
18	Uttar Pradesh	Siddharthnagar	2,00,000
Total (FY 2023-24)			35,28,21,082

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

We provide equal opportunity to local suppliers to create social impact in the geographies in which we operate.

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

Local Communities.

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

Services worth ₹35 crore were procured from 185 local suppliers this year. This is <1% of total procurement spend (by value).

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
	No case based on Traditional Knowledge	Not applicable	Not applicable	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
No case based on Traditional Knowledge	Not applicable	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 marginalised groups
1	Rural Transformation - small and marginal farmers, fisherfolk, livestock owners and landless	26,12,855	100%
2	Women Empowerment - women supported towards empowerment	5,10,585	100%
3	Health - beneficiaries with access to quality preventive, primary, secondary and tertiary care	7,30,247	100%
4	Education - children with access to quality education	11,32,188	100%
5	Sports for Development - youth who have access to training and coaching	9,45,000	100%
6	Disaster Management - number of community members supported	1,28,688	100%
7	Others - number of community members supported through Annaseva initiative, skilling and employment, free meals to the poor, old age home support, etc.	3,75,125	100%
Total		64,34,688	100%

7,30,247

Healthcare
Number of people reached

11,32,188

Education
Number of people reached

5,10,585

Women Empowerment
Number of people reached

P9

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

Businesses are responsible for providing safe products and services that have minimal impact on society and the environment. Additionally, they must provide accurate and complete information about the products to facilitate informed decision-making for consumers and free competition in the market.



Our Approach

Customer Centricity- The Key to a Sustainable Future

Customer centricity is at the heart of RIL's business strategy, reflected in active engagement to grasp evolving customer needs. The Company consistently strives to exceed expectations by delivering superior customer experiences. RIL is committed to responsible customer data management and employing world-class systems to ensure data privacy and cybersecurity standards are upheld across its operations.



Highlights

Zero cases

reported on data privacy, advertising, cybersecurity and restrictive or unfair trade practice

An Integrated Approach to Sustainable Growth

Interlinkages

Sustainable Development Goals



RIL's Material Topics

- Data privacy and cybersecurity
- Customer Satisfaction

Stakeholders

Customers

IR Framework

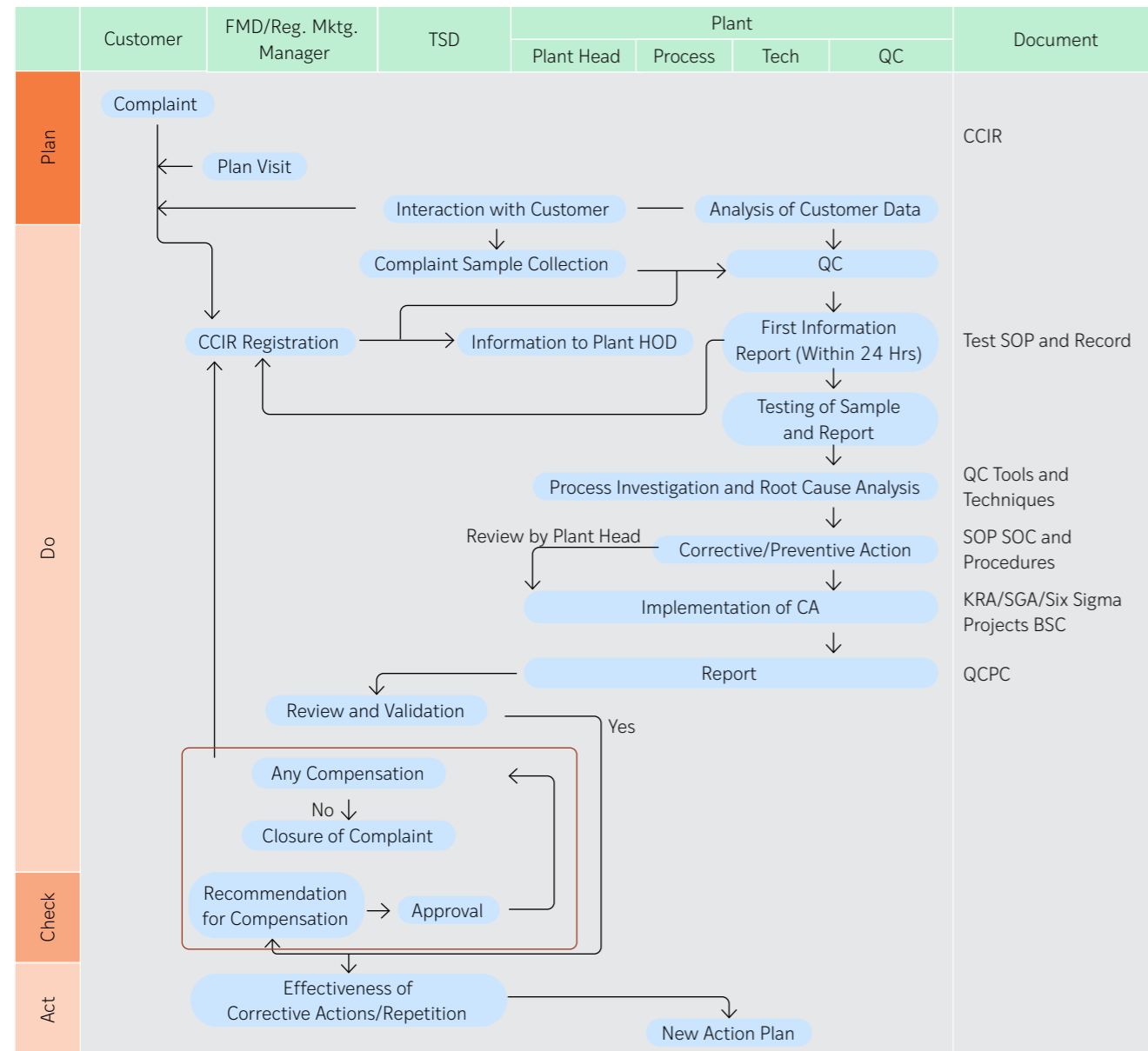
- I Intellectual Capital
- S Social and Relationship Capital

Essential Indicators

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

Oil to Chemicals

The local account managers handle customer complaints. In case of any complaint, the customer intimates the service provider (RIL) of the issue. Thereafter, the relevant department resolves the customer issue, and the marketing group ensures appropriate closure of the complaints. An online customer complaint portal is accessible to customers for registering complaints. The image below depicts the process.



Exploration & Production

An online customer feedback process is in place for periodic feedback from customers.

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	
Safe and responsible usage	100% Material Safety Data Sheet (MSDS) shared with customers and available on www.ril.com .
Recycling and responsible usage	

Note: The reporting boundary for this indicator includes the Company's plants in Oil to Chemical business, and Oil and Gas (Exploration & Production) business in India.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	0	0	-	0	0	-

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

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

NA - Not Applicable

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

Yes. A comprehensive cybersecurity framework aligned with leading industry standards such as NIST Cyber Security Framework (CSF) and ISO 27001 is leveraged. The data privacy policy is hosted at <https://www.ril.com/privacy-policy>.

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.

NA

7. Provide the following information relating to the data breaches:

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

BRSR Core indicators All indicators that are assured.

Leadership Indicators

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

Information on Petchem products can be accessed using the below links:

S No	Application Name – Web Portal
1.	https://www.recron.com/
2.	https://www.ril.com/
3.	https://ebiz.ril.com
4.	https://www.recroncertified.com/
5.	http://www.recronmalaysia.com/
6.	https://flm.r-elan.com
7.	https://fcht.r-elan.com
8.	https://recronfs.com/
9.	https://www.r-elan.com/
10.	https://reflex.in/
11.	https://relwood.in/
12.	https://recongarengold.com/
13.	https://www.reliancesibur.com/
14.	https://reliancecomposites.com/
15.	https://relinforce.com
16.	https://www.tuffrel.com/
17.	https://hexarel.com

Information on all Polyester products can be accessed on following web links:

S. No.	Application Name – Web Portal
i.	https://www.oeko-tex.com/en/buying-guide
ii.	http://recron.com/
iii.	https://www.ril.com/ourbusinesses/petrochemicals/polyesters.aspx
iv.	Also Available on the RIL website: https://www.ril.com/OurBusinesses/Petrochemicals/Fiber-Intermediates.aspx

Provided with Contracts and by Company personnel on demand.

Exploration and Production- The gas produced is sold through an e-bidding mechanism (the bid manager is as per Directorate General of Hydrocarbons empanelment) through a transparent process. Web links with information on gas and process for such bidding are included in published advertisement in English, Hindi and local daily as well as in social media and on the seller’s website whenever bids are announced.

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

The Company ensures customers are informed about the safe and responsible usage of our petrochemical products. We ensure the customers are provided with relevant product information, including safety data sheets and usage instructions. Periodic workshops and training sessions are conducted for distributors and end-users, focusing on best practices in product handling and usage.

We provide MSDS to all the customers. This document details how to use the product in a safe and responsible way. MSDS is provided to each customer on starting the supplies. Customers are also aware of MSDS being available on the website (www.ril.com).

Currently for natural gas, our customers are from the B2B segment and they understand the safe and responsible usage of natural gas. Continuous evaluation of any specific requirement to inform and educate such B2B customers is done.

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

The Company is a Responsible Care® member and is certified to the requirements the RC 14001, which includes the requirements of a product safety code. Regular consumer awareness campaigns are conducted through various media channels, to educate consumers on the importance of following safety guidelines when using our products. The Company actively collaborates with industry bodies and regulatory agencies to develop and disseminate safety standards and guidelines relevant to the industry.

Mechanisms include: 1) Through immediate communication on email 2) By way of discussions to find a mutually acceptable solution 3) Final recourse will be legal help using Contractual clauses such as Force Majeure.

Additionally, for E&P there are mechanisms in place to promptly inform consumers through emails and calls of any risk of disruption/discontinuation of gas supply.

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

Yes. For Oil to Chemicals business, product information is displayed accurately and in an easy-to understand manner.

- a. All Polyester Fibre & Filament Yarn products are certified for eco-label.
- b. Safety data sheets, technical data sheets and Certificate of Analysis (CoA) of all Polyester Fibre/ Filament Yarns/ Resins are provided to the customers for safe handling and correct usage of the products.
- c. Products are assessed for risks in applications such as food contact, hygiene and medical devices. Certificates are shared with the customers on request.
- d. Product qualification of speciality products, such as antimicrobial, flame retardant etc., is done at third-party laboratories, and reports are shared with the customers.

Also, the Company has a feedback mechanism that allows consumers to report any concerns related to the products. The Company benchmarks its practices against global standards and continually improves consumer education initiatives. Additionally, traders who are in regular touch with Channel Partners also get the feedback. Necessary resolution is provided to the customer using expertise of the concerned internal functions.

Independent Practitioner's Reasonable Assurance Report on Identified Sustainability Information in Reliance Industries Limited's Business Responsibility & Sustainability Report

To the Board of Directors of Reliance Industries Limited

1. We have undertaken to perform a reasonable assurance engagement, for **Reliance Industries Limited** ("the Company") vide our engagement letter dated February 25, 2024 in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Business Responsibility & Sustainability Report (the "BRSR" or "the Report") of the Company for the year ended March 31, 2024. This engagement was conducted by a multidisciplinary team including assurance practitioners and environmental engineers and specialists.

2. Identified Sustainability Information

Our scope of reasonable assurance consists of the Sustainability Information listed in the Appendix I to this report. The reporting boundary of the Report is as disclosed in Question 13 and Question 23(a) of Section A: General Disclosure of the BRSR with exceptions disclosed by way of note under respective questions of the BRSR, where applicable.

Our reasonable assurance engagement was with respect to the year ended March 31, 2024 information only and we have not performed any procedures with respect to earlier periods or any other elements included in the Report and, therefore, do not express any conclusion thereon.

3. Criteria

The Criteria used by the Company to prepare the Identified Sustainability Information is as under:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023; and
- SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 and clarifications thereto issued by SEBI.

4. Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting

boundary of the Report, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, Identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

5. Inherent Limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

6. Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India ("the ICAI") and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its amendments thereto and have the required competencies and experience to conduct this assurance engagement.

We apply Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

7. Our Responsibility

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 Assurance Engagements on Greenhouse Gas Statements (together "the Standards"), both issued by the Sustainability Reporting Standards Board ("the SRSB")

of the ICAI. These standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information listed in Appendix I and included in the Report are prepared, in all material respects, in accordance with the Criteria.

As part of a reasonable assurance engagement in accordance with the Standards, we exercise professional judgement and maintain professional skepticism throughout the engagement.

8. Reasonable Assurance

A reasonable assurance engagement involves identifying and assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

The assurance procedures are performed at corporate level and for manufacturing plants located at Barabanki, Dahej, Hazira, Hoshiarpur, Jamnagar DTA, Jamnagar SEZ, Jamnagar C2 complex, Nagothane, Naroda, Patalganga, Silvassa, Vadodara; for Terminal Operations and for On-shore and Off-shore exploration and production facilities at Gadimoga and Shahdol.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Company's management, including environment team, compliance team, human resource team amongst others and those with the responsibility for preparation of the Report;
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at other

plants on a sample basis. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures in addition to inquiry of the personnel responsible for the Identified Sustainability Information;

- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures.
- Tested the Company's process for collating the sustainability information through agreeing or reconciling the sustainability information with the underlying records.
- Tested the consolidation for various plants and offices on a sample basis under the reporting boundary for ensuring the completeness of data being reported.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

9. Exclusions

Our assurance scope excludes the following and therefore we do not express an opinion on:

- Operations of the Company other than the Boundary mentioned in the Identified Sustainability Information listed in Appendix I.
- Aspects of the Report and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

10. Other information

The Company's management is responsible for the Other information. The Other information comprises the information included within the BRSR, other than Identified Sustainability Information and our independent assurance report dated April 22, 2024 thereon.

Our opinion on the Identified Sustainability Information does not cover the Other information and we do not express any form of assurance thereon.

In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the Other information and, in doing so, consider whether the Other information

is materially inconsistent with the Identified Sustainability Information 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.

11. Reasonable Assurance Opinion

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information listed in Appendix I for the year ended March 31, 2024 are prepared in all material respects, in accordance with the Criteria as stated below:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the “SEBI”) (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023, and
- SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 and clarifications thereto issued by SEBI.

12. Other matter

Select BRSR indicators of the Company for the year ended March 31, 2023 were assured by the previous assurance practitioner who had expressed an unmodified opinion on July 28, 2023.

Our opinion is not modified in respect of this matter.

13. Restriction on use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company’s sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Reasonable Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **Deloitte Haskins & Sells LLP**
Chartered Accountants
(Firm’s Registration No. 117366W/W-100018)

Pratiq Shah
Partner
Membership No. 111850
UDIN - 24111850BKJLJS8601

Place: Mumbai
Date: April 22, 2024

Appendix I

Identified Sustainability Information subject to Reasonable assurance

Part A: BRSR Core Indicators

Sr. No.	BRSR Reference	Description of Indicator	Boundary for assurance (Refer note)
Section C - Principle (P) - Essential Indicator [E]			
1	P-1 [E], Question 8	Number of days of accounts payables (Accounts payable *365)/Cost of goods/services procured)	Note 1
2	P- 1 [E], Question 9	Open-ness of business: Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties.	Note 1
3	P- 3 [E], Question 1(c)	Spending on measures towards well-being of employees and workers (including permanent and other than permanent)	Note 1
4	P- 3 [E], Question 1 1	Details of safety related incidents: – Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) (employees and workers) – Total recordable work-related injuries (employees and workers) – No. of fatalities (employees and workers) – High consequence work-related injury or ill-health (excluding fatalities) (employees and workers)	Note 2
5	P- 5 [E], Question 3(b)	Gross wages paid to females as % of total wages paid by the entity	Note 1
6	P- 5 [E], Question 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 – Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) – Complaints on POSH as a % of female employees/workers – Complaints on POSH upheld	Note 1
7	P- 6 [E], Question 1	Details of total energy consumption (in Joules or multiples) and energy intensity: – Total energy consumed	Note 2
8		– Total energy consumption from renewable sources (% of energy consumed from renewable sources)	
9		Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	
10	P-6 [E], Question 3	Water withdrawal by source (in kilolitres) – Surface water, Groundwater, Third-Party Water, Seawater/desalinated water, Others – Total volume of water withdrawal (in kilolitres) – Total volume water consumption (in kilolitres)	Note 2
11		Water intensity per rupee of turnover (Total water consumption/ Revenue from operations) – Water intensity per rupee of turnover adjusted for PPP (Total water consumption/ Revenue from operations adjusted for PPP)	
12	P- 6 [E], Question 4	Water Discharge by destination and level of treatment (in kilolitres)	Note 2
13	P- 6, [E], Question 7	Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity – Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available	Note 2

Sr. No.	BRSR Reference	Description of Indicator	Boundary for assurance (Refer note)
14	P-6, [E], Question 7	<ul style="list-style-type: none"> Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) Total Scope 1 and Scope 2 emission intensity per rupee of turnover Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) 	Note 2
15			
16	P-6 [E], Question 9	Details related to waste management by the entity <ul style="list-style-type: none"> Total waste generated: Plastic waste, E-waste, Construction demolition waste, Biomedical waste, Battery waste, radioactive waste, Other Hazardous waste and Non-hazardous waste Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) 	Note 2
17			
18	P- 6 [E], Question 9	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)	Note 2
19	P-6 [E], Question 9	Each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	Note 2
20	P- 8 [E], Question 4	Percentage of input material (inputs to total inputs by value) sourced from suppliers <ul style="list-style-type: none"> Directly sourced from MSMEs/small producers Directly from within India 	Note 1
21	P-8 [E], Question 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)	Note 1
22	P-9 [E], Question 7	Information relating to data breaches: <ul style="list-style-type: none"> Number of instances of data breaches Percentage of data breaches involving personally identifiable information of customers Impact, if any, of the data breaches 	Note 1

Note:

- All business segments and operations of the Company.
- The Company's reporting boundary for environment and safety indicators includes its plants in Oil to Chemical business, and Oil and Gas (Exploration & Production) business in India.

Part B: BRSR Indicators (other than BRSR Core)






Sr. No.	BRSR Reference	Description of Indicator	Boundary for assurance (Refer note)
Section A			
1	Question 20	Details as at the end of Financial Year: <ul style="list-style-type: none"> Employees and workers (including differently abled) (Permanent and other than Permanent) Differently abled Employees and workers (Permanent and other than Permanent) 	Note 1
2	Question 22	Turnover rate for permanent employees and workers	Note 1
Section C - Principle (P) - Essential Indicator [E] / (Leadership Indicator [L])			
3	P- 1 [E], Question 1	Percentage coverage by training and awareness programmes on any of the Principles during the financial year	Note 1
4	P- 3 [E], Question 1(a)	Details of measures for the well-being of employees and workers (permanent and other than permanent): <ul style="list-style-type: none"> Health Insurance Accident Insurance Maternity Benefits Paternity Benefits Day Care facilities 	Note 1
5	P- 3 [E], Question 8	Details of training given to employees and workers on health & safety measures and skill upgradation	Note 1
6	P- 3 [L], Question 3	Number of employees/ workers having suffered high consequence work-related injury/ ill- health/ fatalities who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	Note 2
7	P- 6, [E], Question 6	Air emissions (other than GHG emissions) by the entity: NO _x , SO _x , Particulate Matter (PM), Persistent organic pollutants (POP), Volatile organic compounds (VOC), Hazardous air pollutants (HAP), Others	Note 2
8	P- 6 [L], Question 1	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)	Note 2
9	P- 9 [E], Question 2	Turnover of products and/ services as a percentage of turnover from all products/ service that carry information about: <ul style="list-style-type: none"> environmental and social parameters relevant to the product safe and responsible usage recycling and/safe disposal 	Note 2

Notes:

- All business segments and operations of the Company.
- The Company's reporting boundary for environment and safety indicators includes its plants in Oil to Chemical business, and Oil and Gas (Exploration & Production) business in India.



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