



PIIL/SEC/BSE:NSE/26:2025-26
July 21, 2025

BSE Limited Corporate Relationship Department PJ Towers, 25 th Floor, Dalal Street, Mumbai – 400 001 Code No.523642	National Stock Exchange of India Limited Exchange Plaza, Plot No.C/1, G-Block Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 Code No. PIIND
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report ('BRSR') for the financial year 2024-25

In accordance with the requirement of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the BRSR for the financial year 2024-25. The BRSR also forms the part of the Integrated Annual Report of the said financial year, submitted to the exchange(s) vide letter dated July 21, 2025.

The aforesaid report forming part of Integrated Annual Report is also available on website of the Company at <https://www.piindustries.com/investor/financial-performance/annual-reports/>

The above is for the information of Stock Exchanges and investors.

Thanking you,

Yours faithfully,
For PI Industries Limited

Shruti Joshi
Company Secretary and Compliance Officer

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

Section A: General Disclosures

I. Details of the listed entity

- 1. Corporate Identity Number (CIN) of the Listed Entity** : L24211RJ1946PLC000469
- 2. Name of the Listed Entity** : PI INDUSTRIES LIMITED
- 3. Year of incorporation** : 1946
- 4. Registered office address** : PI Industries Ltd. Udaisagar Road, Udaipur 313001 Rajasthan, India.
- 5. Corporate address** : 5th Floor, Vipul Square, B-Block, Sushant Lok, Phase -1, Gurugram- 122009, Haryana (India)
Unit no. 3A, 1st Floor, Wing A, CTS no. 1483 D, IA Project Road, Next to JW Marriott Hotel, Sahar, Village Marol, Taluka Andheri (East), Mumbai 400099, Maharashtra, (India)
- 6. E-mail** : investor@piind.com
- 7. Telephone** : 0124 6790000
- 8. Website** : www.piindustries.com
- 9. Financial year for which reporting is being done** : 2024-25
- 10. Name of the Stock Exchange(s) where shares are listed** : BSE Limited and National Stock Exchange of India Ltd.
- 11. Paid-up Capital** : 15,17,18,118
- 12. Details of the person who may be contacted in case of any queries on the BRSR report.**

S. No.	Name	Telephone	Email
1	Mr. Sanjay Agarwal (Group Chief Financial Officer & Head Strategy and Integrated Development Cell)	+91-022-62665600	sanjay.agarwal@piind.com

- 13. Reporting boundary** - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) : Standalone

The disclosures are made on Standalone basis and covers the operations of PI Industries Limited. For reporting period, FY 2024-25, this will entail five manufacturing locations in Gujarat (3 in Panoli and 2 in Jambusar), two corporate offices (Gurugram and Mumbai) and two R&D centres (Udaipur & Hyderabad). It also includes the depots (15) and one guesthouse (Udaipur).

- 14. Name of assurance provider** : Price Waterhouse Chartered Accountants LLP
- 15. Type of assurance obtained** : Reasonable Assurance on BRSR Core indicators

II. Products/services

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

S. No	Description of main activity	Description of business activity	% of Turnover of the entity
1	Manufacturing	Agrochemicals - Research, development, manufacturing, and distribution of agrochemical products and crop solutions	100%

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	Manufacture of pesticides and other agrochemical products	2021	98.87%

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	7*	19**	26
International	0	0	0

*R&D units are considered as plants in the above table as these units have an integral role in the manufacturing operations.

**Includes fifteen depots, three domestic offices and one guest house.

19. Markets served by the entity

a. Number of locations

Locations	:	Number
National (No. of States)	:	25
International (No. of Countries)	:	16

b. What is the contribution of exports as a percentage of the total turnover of the entity? : 83.43%

c. A brief on types of customers : The Company is in the business of research, manufacturing and distribution of Agro Chemicals and accordingly has one reportable business segment viz. 'Agro Chemicals'. The Company has global as well as domestic customers, from institutional to direct consumers who are dealing with Agro chemicals.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	3,543	3,322	93.76%	221	6.24%
2	Other than permanent (E)	33	33	100.00%	0	0.00%
3	Total Employees (D+E)	3,576	3,355	93.82%	221	6.18%
Workers						
4	Permanent (F)	23	23	100.00%	0	0
5	Other than permanent (G)	2,739	2,729	99.63%	10	0.37%
6	Total Workers (F+G)	2,762	2,752	99.64%	10	0.36%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	4	4	100%	0	0%
2	Other than permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D + E)	4	4	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0%	0	0%
5	Other than permanent (G)	2	2	100%	0	0%
6	Total differently abled workers (F + G)	2	2	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22%
Key Management Personnel	4	1	25%

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

	FY 25 (Turnover rate in current FY)			FY 24 (Turnover rate in previous FY)			FY 23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.22%	26.21%	20.56%	18.03%	25.57%	18.41%	23.00%	23.50%	23.00%
Permanent Workers	-	-	-	-	-	-	20.30%	-	20.30%

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

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

S. No	Name of the holding / subsidiary / associate companies / joint ventures(A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1	PI Life Science Research Ltd.	Subsidiary	100%	Yes
2	PILL Finance and Investments Ltd.	Subsidiary	100%	Yes
3	PI Health Sciences Ltd.	Subsidiary	100%	Yes
4	Jivagro Ltd.	Subsidiary	100%	Yes
5	PI Bioferma Pvt. Ltd.	Subsidiary	100%	Yes
6	PI Fermachem Pvt. Ltd.	Subsidiary	100%	Yes
7	PI Japan Co. Ltd.	Subsidiary	100%	Yes

S. No	Name of the holding / subsidiary / associate companies / joint ventures(A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
8	Solinnos Agro Sciences Pvt. Ltd. (49% shares held by PI Life Science Research Limited)	Joint Venture	49%	Yes
9	PI Kumiai Pvt. Ltd. (50% shares held by PI Life Science Research Limited)	Joint Venture	50%	Yes
10	PI Industries Management Consultancies LLC	Subsidiary	100%	Yes
11	PI Flowtech B.V.	Refer Note	100%	Yes

Note: PI Life Science Research Limited holds 100% equity share in PI Flowtech B.V. (converted into joint venture vide Joint venture agreement dated August 28, 2024)

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in Rs.): 75,712 million
- (iii) Net worth (in Rs.): 1,03,027 million

Yes, as per section 135 of the Companies Act, 2013, the provision of CSR is applicable. A brief of the CSR vision of the Company and the activities undertaken has been detailed in the Social and Relationship Capital Section

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:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
		Communities	Yes	0	0		0

pifoundation@piind.com
<https://www.piindustries.com/ContactUs.aspx#>

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 24-25			FY 23-24		
		(Current Financial Year)			(Previous Financial Year)		
	(If Yes, then provide web-link for grievance redress policy)	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
Investors (other than shareholders)	Yes https://www.piindustries.com/investor-relations/co-go/Contact-Details	0	0		0	0	
Shareholders	Yes https://www.piindustries.com/investor-relations/co-go/Contact-Details	5	0		13	0	
Employees and workers	Yes https://www.piindustries.com/sites/default/files/Whistle%20Blower%20Policy.pdf	4	0		3	0	
Customers	Yes https://www.piindustries.com/ContactUs.aspx#	0	0		19	0	
Value Chain Partners	Yes https://www.piindustries.com/ContactUs.aspx#	0	0		5	0	
Other (farmers)	Yes https://www.piindustries.com/ContactUs.aspx#	0	0		371	148	

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, as per the following format

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water consumption	Risk	High water consumption poses operational and regulatory risks, particularly in water-stressed areas, and increases vulnerability to physical climate risks.	Implementing water efficiency technologies, establishing recycling systems, and actively participating in watershed restoration initiatives can significantly reduce water consumption and support long-term water security.	Negative
2	Safe discharge of wastewater	Risk	Improper discharge of wastewater can lead to environmental pollution, regulatory non-compliance, and reputational damage, resulting in potential fines and operational disruptions.	Investing in advanced wastewater treatment systems, regular monitoring, and compliance audits can ensure safe discharge and reduce environmental impact.	Negative
3	Water withdrawals	Risk	High water dependency for operations in water-stressed geographies makes the business vulnerable to water scarcity, seasonal variability, and regulatory limits on industrial withdrawal. Increasing stakeholder and regulatory scrutiny on freshwater use also poses reputational risk.	Implementation of Zero Liquid Discharge (ZLD) systems in facilities, increase in water recycling and reuse through ETP/RO systems, shift to rainwater harvesting and groundwater recharge initiatives, sourcing water from sustainable and alternate sources	Negative
4	Health and safety of workers in the value chain	Risk	Health and safety of contractors has implications on legal compliance, productivity, workforce morale, and employer reputation, especially in high-hazard sectors.	The OHS system covers 100% of workers at offices and depots manufacturing, and R&D facilities. Occupational safety includes a stringent work permit system, SOP adherence, and use of PIDs	Negative
5	Gender equality and equal pay for work of equal value at own workforce	Risk	Diverse and inclusive teams have been shown to perform better, make more innovative decisions, and improve overall productivity. Further, gender pay gaps and inequality can lead to reputational damage, consumer boycotts, and negative media coverage.	Regular reviews and benchmarking conducted to identify and close pay gaps, promote fairness, and equal opportunity across our workforce	Negative

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Health and occupational safety of own workforce	Risk	The chemical manufacturing industry involves hazardous processes. Inadequate occupational health and safety measures can lead to workplace accidents, health issues, regulatory penalties, employee dissatisfaction, and reputational damage. Moreover, maintaining a safe work environment is a legal and ethical imperative.	Regular safety audits and compliance with OSHA/Indian Factories Act safety trainings, use of personal protective equipment and automation in hazardous zones, real-time safety monitoring systems, emergency preparedness drills and health surveillance programs	Negative
7	New product development	Opportunity	Developing new and sustainable products helps the business respond to evolving customer preferences and regulatory trends, offering differentiation and positioning in future-ready markets.	N/A	Positive
8	Responsible sourcing	Opportunity	Sourcing from ethical and environmentally responsible suppliers helps mitigate reputational, legal, and supply chain continuity risks, especially in sensitive industries.	Strengthening supplier ESG audits, deploying traceability platforms, and comprehensively integrating ESG-related clauses within procurement policies will help ensure responsible sourcing across the supply chain.	Positive
9	Economic value created by business	Opportunity	Creating and transparently reporting economic value strengthens trust among investors, governments, and communities, while demonstrating contribution to inclusive growth and development.	N/A	Positive
10	Emerging technologies/ AI	Opportunity	Adoption of AI and emerging technologies can improve operational efficiency, enhance data-driven decision-making, and drive innovation across business processes.	N/A	Positive

Section B: Management And Process Disclosures

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	NA	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, all policies are placed before the Board for consideration and approval.								
c. Web Link of the Policies, if available	Sustainability Policy CSR-Policy Sustainable_Procurement_Policy Occupational Health & Safety Management Policy POSH Policy Board Diversity Policy Human Rights Commitment Anti-Bribery-and-Anti-Corruption-Policy Nomination and Remuneration Policy Code-of-Conduct-Independent-Directors Whistle-Blower-Policy Risk-Management-Policy Supplier-Code-of-Conduct Code-of-Conduct-All-PI-Employees Equal-Employment-Opportunity-Policy Water-Management-Policy Environment-Management-Policy Transportation and Distribution Safety-Policy								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	We have got certifications under various categories like Principle 9 - ISO 9001 ISO 27001, Principle 6 - ISO 14001, Principle 3 and 5 - OHSAS, ISO 50001, ISO 45001, Principle 2, 3, 5 and 6 Responsible Care, Good Laboratory Practice etc. Our policies are in line with widely adopted international standards and practices such as GRI framework, UNGC guidelines, UN SDGs, UNUHDR, OECD Guidelines for Multinational Companies and ILO principles.								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	PI introduced its sustainability commitments during FY 2020-21, presenting a detailed plan for the subsequent five years. We have set time bound ESG goals and targets which can be accessed in our integrated report under the Responsible performance section on Pg 40 of the Annual Integrated Report, these goals are linked to emissions, health and safety, water, waste, learning and development and employee diversity.
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The performance against set targets undertaken for ESG has been published in the Responsible performance section on Pg 40 of the Integrated Report

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)

At PI, our purpose—Reimagining a Healthier Planet—guides every aspect of how we do business. As the Director responsible for the Business Responsibility and Sustainability Report (BRSR), I am pleased to present an overview of our ESG journey over the past year and share our strategic vision going forward.

Sustainability is not an adjunct to our operations—it is intrinsic to our identity. Grounded in our long-term vision to lead with science, technology, and human ingenuity, we believe that true progress comes from integrating sustainability into the core of our innovation-led growth. ESG, for us, is a living framework—dynamic, integrated, and action-oriented.

Over the short to medium term, our strategic priorities remain focused on five key areas: decarbonization, water stewardship, circularity, people development, and inclusive growth. As part of our five-year ESG roadmap launched in FY 2020-21 and we have set ambitious goals. These include increasing renewable energy use, reducing carbon intensity, improving gender diversity in leadership, and promoting circular practices across our value chain. We are equally committed to advancing health and safety, upskilling our workforce, and enabling sustainable agriculture through farmer education and innovation.

In FY 2024–25, we saw notable achievements:

Climate Action: We increased the share of renewable energy in our electricity mix to 6.60%, reduced specific CO₂ emissions by 5.91% from our baseline year, and made progress in transitioning to hybrid and low-carbon energy sources. While achieving absolute reductions remains challenging due to external constraints, our direction remains clear—toward a low-carbon, energy-efficient future.

Water Stewardship: Initiatives such as aqueous layer reuse, dry vacuum pumps, raw water substitution for DM water, RO systems, and stack gas condensate recovery have significantly reduced water consumption. In FY 2024-25, our Jambusar and Udaipur RO systems and rain water harvesting recovered 82,721 KL of water, and steam purchases at Panoli saved over 26,465 KL. These efforts led to a 26% reduction in water intensity per metric tons of production from FY2020-21.

Circularity: We have implemented circular economy initiatives both in water and waste management. We have reduced consumption of groundwater at our Udaipur location by nearly 24% from the previous year through water recovery from RO systems, condensate recovery by capturing steam by-products and by recycling treated wastewater. Key circular water initiatives implemented at the Udaipur facility include several innovative and resource-efficient measures aimed at minimizing water consumption and promoting reuse. Sprinkler irrigation systems have been adopted for gardening, significantly reducing excess water usage. Reverse osmosis (RO) systems are in place to enable efficient purification and reuse of water within the facility. Additionally, condensate recovery systems capture steam by-products and reintegrate them into operational processes, enhancing water efficiency. Treated wastewater is also recycled, effectively closing the loop on industrial water use and reinforcing the facility’s commitment to sustainable water management. We are actively fostering partnerships for industrial co-processing of waste, underscoring our focus on accelerating circular economy initiatives and process redesign. As such, hazardous waste sent to landfill constituted 4.68% of total waste generated.

Occupational Health and Safety: We recorded a Lost-Time Injury Frequency Rate (LTIFR) of zero for both permanent and contractual workers.

Diversity and Inclusion: We increased women’s representation in leadership roles by 50% from baseline and expanded average training hours per FTE by 53%, ensuring our workforce is skilled, agile, and future-ready.

Community Impact: Over 3.5 lakh beneficiaries were reached through our healthcare initiatives, while more than 65,000 students benefitted from our education programs. Through targeted skill development efforts, 70% of enrolled youth secured employment, demonstrating our commitment to inclusive growth.

Sustainable Agriculture: More than 26,000 acres have been brought under climate-resilient practices through farmer education and engagement—an achievement that reflects our belief in science-led, field-tested solutions to ecological and social challenges.

As we look to the future, we remain acutely aware of the evolving global and national policy landscape. From the Carbon Border Adjustment Mechanism (CBAM) to extended producer responsibility (EPR), broader regulatory shifts are influencing sustainability expectations. These trends will increasingly shape how we innovate, operate, and disclose.

Our ESG outlook recognizes three key challenges:

- Freedom and pace of adopting renewable energy and sustainable water sources particularly given the local regulatory challenges in the SEZ areas.
- Creating deeper accountability across our supply chain, including SMEs and service providers.
- Bridging the last-mile execution gap in sustainability programs through partnerships, technology, and community engagement.

Yet, these challenges also present opportunities—to build a more resilient, responsive, and regenerative business. We are doubling down on data-led ESG management, integrated reporting, and cross-functional governance to strengthen transparency and performance.

Sustainability is not just a boardroom priority at PI—it is a collective responsibility and a shared ambition. With continued focus, discipline, and innovation, we are committed to driving value that endures—not just for our shareholders, but for society and the planet at large.

- Mr. Rajnish Sarna, Joint Managing Director (DIN: 06429468)

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rajnish Sarna, Joint Managing Director (DIN: 06429468) under the guidance of the Board
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.	Yes, Mr. Rajnish Sarna, Joint Managing Director (DIN: 06429468) is the final decision-making authority on sustainability related issues. The JMD heads the Sustainability Council which is a Management-level oversight body. The Risk Committee of the Board has oversight over ESG related risks ensuring Board-level oversight. This governance mechanism ensures that key sustainability issues along with progress on key ESG metrics are discussed every quarter. The same ensures responsible decision making and timely action to key sustainability related matters

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	The performance of the systems and processes against NGRBC principles is reviewed by Board Committees.									Periodically reviewed by the senior leadership team with the Board members’ representation								

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
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is compliant with all applicable statutory requirements. This is reviewed by Board Committees									This is reviewed by Board Committees. The company monitors the relevant changes in the applicable statutes, and accordingly modifies the policies, for relevance.								

11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency

P1	Yes, the implementation of the policies of the Company is reviewed through an internal and external audit function. The governance and compliance mechanisms are further subject to internal and external audits as part of the certifications processes, including ISO 9001 (Quality Management System), and as part of the annual reasonable assurance exercise for aspects such as openness of business, etc
P2	Yes, the implementation of the policies of the Company is reviewed through an internal audit function and an external third-party agency. The governance and compliance mechanisms are further subject to internal and external audits as part of the certifications processes, including ISO 9001, Responsible Care, etc.
P3	Yes, the implementation of the policies of the Company is reviewed through an internal audit function and an external third-party agency. The governance and compliance mechanisms are further subject to internal and external audits as part of the certifications processes, including ISO 45001, Responsible Care, and as part of the annual reasonable assurance exercise for aspects such as enhancing employee wellbeing and safety, etc
P4	Yes, the implementation of the policies of the Company is reviewed through an internal and external audit function. The governance and compliance mechanisms are further subject to internal and external audits as part of the certifications processes, including ISO 9001, etc.
P5	Yes, the implementation of the policies of the Company is reviewed through an internal audit function. The governance and compliance mechanisms are further subject to internal and external audits as part of the certifications processes, including ISO 45001, and as part of the annual reasonable assurance exercise for aspects such as enabling gender diversity in business, etc.
P6	Yes, the implementation of the policies of the Company is reviewed through an internal audit function. The governance and compliance mechanisms are further subject to internal and external audits as part of the certifications processes, including ISO 14001, ISO 50001, Responsible Care, and as part of the annual reasonable assurance exercise for aspects such as Energy footprint, water footprint, GHG footprint, embracing circularity-details related to waste management by entity, etc.
P7	Yes, the implementation of the policies of the Company is reviewed through an internal audit function. The governance and compliance mechanisms are further subject to internal and external audits as part of the certifications processes, including ISO 9001, etc.

P8	Yes, the implementation of the policies of the Company is reviewed through an internal audit function. The governance and compliance mechanisms are further subject to internal and external audits as part of the certifications processes, including ISO 9001, and as part of the annual reasonable assurance exercise for aspects such as enabling inclusive development, etc.
P9	Yes, the implementation of the policies of the Company is reviewed through an internal audit function. The governance and compliance mechanisms are further subject to internal and external audits as part of the certifications processes, including ISO 9001 and ISO 27001, and as part of the annual reasonable assurance exercise for aspects such as fairness in engaging with customers and suppliers, etc.

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

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

Not Applicable

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

For the Financial Year 2024-25, Industry standards on reporting of BRSR core issued by SEBI dated December 20, 2024, (hereinafter referred to as “Industry Standards”) have been referred to, as applicable. Consequently, for certain KPIs the figures reported for this year may not be directly comparable to those reported in the previous year due to the changes in standards prescribing an approach different from that taken by the company last year.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by awareness programmes
Board of Directors	3	Code of Conduct (incl. Anti-Bribery, Corruption, etc.) Cybersecurity Training and POSH	100%
Key Managerial Personnel	37	Code of Conduct (incl. Anti-Bribery, Corruption etc.), Cybersecurity Training and POSH, Well-being, Anti-Trust Compliance, Regulatory Frameworks, Carbon Accounting and ESG, etc.	100%
Employees other than BoD and KMPs	7,001	Code of Conduct, (incl. Anti-Bribery, Corruption, Gifts Policy) POSH, Risk Management, Sustainability Framework, Information Security	100%
Workers	43	Code of Conduct, Cybersecurity Training and POSH, Chemical Handling, Autonomous Maintenance, General Safety, Environmental Compliance, etc.	100%

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):

Monetary					
	NGRBC Principle P1P2P3P4P5P6P7P8P9	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Settlement		None			
Compounding fee		None			
Penalty/Fine		None			
Non-monetary					
	NGRBC Principle P1P2P3P4P5P6P7P8P9	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment		None			
Punishment		None			

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

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable		

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy

PI has implemented comprehensive frameworks to uphold the highest ethical standards across all facets of its business operations. Our Anti-Bribery and Anti-Corruption Policy, together with the Whistleblower Policy, establishes a robust governance structure that ensures transparency, integrity, and accountability at every level of engagement with the organization. These policies apply universally to all individuals associated with PI, including employees, contractors, consultants, trainees, casual workers, volunteers, interns, agents, and third-party partners. Oversight of the Whistleblower Policy is entrusted to the Chairman of the Board’s Audit Committee and the Vigilance and Ethics Officer, ensuring an independent and obstruction-free reporting mechanism. Additionally, PI reinforces its commitment to ethical business practices through mandatory annual training on the PI Industries Code of Conduct, which emphasizes compliance with fair competition laws and ethical business conduct.

Web-link- Anti Corruption Policy.pdf

Whistle Blower Policy.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

Designation	FY25 Current Financial Year	FY24 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Designation	FY25 (Current Financial Year) Number Remarks	FY24 (Previous Financial Year) Number Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs	0	0

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/service procured) in the following format:

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Number of days of accounts payables	75.18	89.27

As per the industry standards released by SEBI, the cost of goods/services procured also includes capital expenditure made by the company in FY 2024-25. Hence, the number is not comparable to last year’s number to that extent.

Assurance has been carried out by an external agency (Yes / No) Yes, Reasonable Assurance has been undertaken on the indicators in the table above.

Name of external agency Price Waterhouse Chartered Accountants LLP

9. Open-ness of business

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

Parameter	Metrics	FY 25 Current Financial Year	FY 24 Previous Financial Year
Concentration of Purchases*	a. Purchase from trading houses as % of total purchases	9.24%	9.04%
	b. Number of trading houses where purchases are made from	397	383
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	39.29%	45.91%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	12.43%	11.76%
	b. Number of dealers / distributors to whom sales are made	3,308	11,219
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	7.21%	6.42%
Share of RPTs in**	a. Purchases (purchases with related parties / Total Purchases)	2.60%	4.41%
	b. Sales (Sales to related parties / Total Sales)	1.92%	1.07%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	1.44%	1.44%
	d. Investments^ (Investments in related parties / Total Investments made)	54.38%	47.01%

*For the purpose of classification of vendors as Trading houses, the Company has considered all parties who are categorized as traders in the vendor master.

** For loans and advances and Investments, closing balances disclosed in the audited standalone financial statements for the year ended March 31, 2025 have been considered.

^ Including investment in subsidiaries

Assurance has been carried out by an external agency (Yes / No) Yes, Reasonable Assurance has been undertaken on the indicators in the table above.

Name of external agency Price Waterhouse Chartered Accountants LLP

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
01	Promotion of all NGBRC Principles across value chains	80%

2. Does the entity have processes in place to avoid/manage conflicts of interest involving members of the Board? If Yes, provide details of the same

At PI, we have implemented a comprehensive Code of Conduct specifically for Directors and Senior Management, setting high standards for personal and professional integrity. This code forms a foundation for ethical leadership,

promoting transparency, accountability, and principled decision-making at the highest levels organization.

Directors and Senior Management are required to disclose any personal or external business interests that could give rise to actual or perceived conflicts of interest. In such cases, Directors must recuse themselves from relevant discussions during Board meetings to uphold impartiality and governance integrity. Additionally, Directors are mandated to inform the Board of any existing directorships or external leadership roles and obtain prior approval before assuming new appointments in other organizations.

To reinforce compliance, the Code of Conduct also mandates annual disclosures of related party transactions, with immediate reporting of any changes, ensuring continuous alignment with corporate governance best practices.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	13.93%	18%	Advancements and optimizations focused on curbing hazardous by-products, lowering dependence on water and chemical solvents, and enabling eco-conscious biotransformation techniques.
Capex	2.28%	2.98%	For improving energy efficiency and conservation Recycling and treatment facilities and other ESG related infrastructure OHS infrastructure to improve Safety and Hazard mitigation

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?**

Percentage of inputs sourced sustainably: 99%

A sustainable sourcing assessment has been conducted for AgChem and CSM business indicating that 99% of our procurement spend is from sustainable sources. This has been determined by considering vendors that hold ISO, OHSAS, FSC or SA certifications. We have a 100% supplier declaration for promoting sustainable sourcing, including 100% procurement from sources free of Child Labour and Forced Labour.

PI’s sustainable sourcing approach is driven by the belief that environmental and social responsibility must extend beyond its operations and into the supply chain. To this end, PI is actively developing a comprehensive **Supplier ESG Program**, which forms the foundation of its sustainable procurement strategy. This program addresses key ESG aspects across three pillars:

- Environment:** Management of GHG emissions, resource efficiency, conservation practices, waste reduction, and adoption of environmentally sound practices.
- Social:** Upholding human rights, eliminating forced and child labor, ensuring safe and fair working conditions, and promoting diversity, inclusion, and freedom of association.
- Governance:** Enforcing anti-corruption practices, managing conflicts of interest, and promoting compliance with

applicable laws and ethical standards.

To operationalise these principles, PI has implemented the following procedures and initiatives:

- **Supplier Assessments:** ESG-related questions are integrated into vendor registration forms and supplier assessments. There is also a provision to assign a minimum weight to ESG parameters for supplier selection and contract awarding.
- **Supplier Code of Conduct:** PI has published a [Supplier Code of Conduct](#), which outlines the behavioural and performance expectations from suppliers. Alignment with this Code is a prerequisite for supplier partnerships.
- **Continuous Engagement:** The Supply Chain Management (SCM) team regularly reviews procurement practices with suppliers and conducts awareness programs, capacity building sessions, and technical support initiatives to help suppliers enhance their ESG performance.
- **Monitoring and Evaluation:** PI identifies and prioritises high-risk suppliers through country-, sector-, and commodity-specific screening. Periodic sustainability assessments—including onsite audits, vulnerability screenings, red team testing, and ESG risk mapping—are undertaken to evaluate supplier alignment.
- **Recognition Mechanism:** Suppliers demonstrating strong ESG performance or successful implementation of improvement action plans may receive appropriate recognition and encouragement.
- **Internal Capacity Building:** PI ensures internal awareness of sustainable procurement practices by training relevant employees and embedding sustainable sourcing principles across departments.

Beyond supplier engagement, PI also incorporates sustainability considerations in the procurement of capital assets, office products, and consumables, ensuring they meet key criteria such as resource efficiency, eco-label certifications, safe design, and minimal environmental impact. As part of its transparency commitments, PI publicly discloses its sustainable sourcing policy on its website and expects suppliers to implement suitable monitoring and reporting mechanisms within their own organizations and extended supply chains.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life

	Process Description
(a) Plastics (including packaging)	We undertake decontamination of packaging material for in-house use. We comply with EPR regulations and ensure proper collection, recycling and disposal of waste from sold products and a closed loop waste management system, aligned with circular economy principles. Year after year, we have successfully met our targets for plastic waste collection and recycling and have demonstrated this on the state pollution control board’s dashboard.
(b) E-waste	E-waste is segregated at the waste management site within our manufacturing plant location. Segregated E-waste is then handed over to a third-party vendor for processing.
(c) Hazardous waste	Hazardous waste is sent for pre-processing and co-processing to cement and fertilizer industries. We also undertake dispatch of sorted waste to Treatment, Storage and Disposal Facilities (TSDF) along with detailed tracking of waste generated from our products within our operations.
(d) other hazardous and other non-hazardous waste	We classify all the waste generated through our operations into Hazardous and Non-Hazardous categories. All the Hazardous waste is disposed as per the regulatory condition given in the consent from the state and central pollution control Board. All the Non-Hazardous waste is managed through authorized recycler vendors/actual users. Expired product sold to end users is also reclaimed through our depots across the country and sent back to the manufacturing plants for proper disposal.

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.

Extended Producer Responsibility (EPR) applicable(Yes / No) –

Yes, Extended Producer Responsibility (EPR) is applicable to the Company.

The Company has aligned its waste collection and management practices with the EPR Plan submitted to the Central Pollution Control Board (CPCB) via the designated EPR portal, in accordance with the Plastic Waste Management Rules, 2016 and its subsequent amendments.

Describe

While PI primarily manufactures intermediate products used by downstream customers for producing finished goods, for those product lines that reach the end consumer, the Company has implemented responsible packaging and waste management practices. Specifically, PI ensures 100% usage of recycled paper-based packaging materials for these products, thereby reducing plastic dependency and enhancing recyclability.

The Company remains fully compliant with applicable environmental regulations, including the Uniform Framework for Extended Producer Responsibility issued by the Ministry of Environment, Forest and Climate Change. Additionally, PI continues to monitor and improve its collection and disposal systems in line with evolving regulatory requirements and maintains regular engagement with Pollution Control Boards to ensure sustained compliance.

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?

These assessments are part of the Company’s broader sustainability strategy aimed at identifying and minimizing the environmental impacts of its products across their entire life cycle—from raw material sourcing to end-of-life disposal.

Out of 45 projects undertaken in FY24, approximately 27 projects (around 60%) can be categorized as involving Life Cycle Perspective or Assessment. These initiatives are designed to generate data-driven insights to support decision-making across the value chain—enabling improvements in areas such as resource efficiency, emissions management, and waste reduction and achieve operational excellence across processes.

NIC Code	Name of Product / Service	% of total Turn-over contributed	Boundary for which the Life	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If results communicated in public domain, provide the web-link.
Not Reported	Not Reported	89%	Not Reported	Not Reported	Not Reported	Not Reported

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
Not Reported	Not Reported	Not Reported

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 25 Current Financial Year	FY 24 Previous Financial Year
Solvent recovery	87.70%	88.20%

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 25 Current Financial Year			FY 24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	587.80	-	-	294.24	-
E-waste	-	4.27	-	-	3.45	-
Hazardous Waste	-	73,307.61	25,630.88	-	53,232.46	-
Other Waste (glass bottles, metal scrap, mix scrap, wooden scrap, paper)	-	2,529.66	-	-	2,148.98	-

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
-	-

The Company has adopted a sustainability-focused approach by utilizing 100% recycled paper-based packaging material and transitioning to recyclable paper labels in place of plastic labels for its products. Acknowledging the significance of responsible product management, we have implemented a robust product reclamation program aimed at efficiently handling end-of-life products and packaging to facilitate safe disposal. This proactive stance resonates with our sustainability objectives, showcasing our dedication to waste reduction and resource optimization.

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

Essential Indicators

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Num-ber (B)	% (B / A)	Num-ber (C)	% (C / A)	Num-ber (D)	% (D / A)	Num-ber (E)	% (E / A)	Num-ber (F)	% (F / A)
Permanent employees											
Male	3,322	3,322	100%	3,322	100%	-	-	3,322	100%	-	-
Female	221	221	100%	221	100%	221	100%	-	-	221	100%
Total	3,543	3,543	100%	3,543	100%	221	6.24%	3,322	93.76%	221	6.24%
Other Than Permanent employees											
Male	33	33	100%	33	100%	0	-	33	100%	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	33	33	100%	33	100%	0	-	33	100%	0	-

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Num-ber (B)	% (B / A)	Num-ber (C)	% (C / A)	Num-ber (D)	% (D / A)	Num-ber (E)	% (E / A)	Num-ber (F)	% (F / A)
Permanent employees											
Male	23	23	100%	23	100%	0	-	23	100%	-	-
Female	0	0	-	0	-	0	-	0	0	-	-
Total	23	23	100%	23	100%	0	-	23	100%	-	-
Other Than Permanent workers											
Male	2729	2729	100%	2729	100%	-	-	-	-	-	-
Female	10	10	100%	10	100%	-	-	-	-	-	-
Total	2739	2739	100%	2739	100%	-	-	-	-	-	-

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

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Cost incurred on well-being* measures as a % of total revenue of the company	0.09	0.08

*For the purpose of calculating the spending on measures towards well-being of employees and workers, the Company has considered the expense incurred towards employees/workers Health Insurance, Accidental Insurance, Employee Deposit Link Insurance, Parental Leaves, net of any recoveries made from the employees/workers.

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Assurance has been carried out by an external agency (Yes / No)	: Yes, Reasonable Assurance has been undertaken on the indicators in the table above.	
Name of external agency	: Price Waterhouse Chartered Accountants LLP	

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

Benefits	FY25 Current Financial Year			FY24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
ESI	100%	0%	Y	100%	0%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Others	0%	0%	NA	0%	0%	NA

3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers? (Yes/No) If not, whether any steps are being taken by the entity in this regard

Entity accessible to differently abled employees and workers(Yes / No)

Any steps are being taken

Yes, the premises and offices of the Company are progressively being made accessible to differently abled employees and workers, in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

At PI Industries, we are committed to fostering an inclusive and supportive workplace for individuals with disabilities. Currently, we have nine employees with disabilities working at our manufacturing facility in Gujarat. To enable a barrier-free work environment, we have implemented several accessibility measures including ramps, modified washrooms, and reserved seating in common areas such as the canteen. Complimentary transportation is also provided to ensure ease of commute.

In addition to physical infrastructure, we provide necessary tools and support systems to help differently abled employees perform their roles effectively. The Company is actively working towards enhancing accessibility across all its facilities and remains committed to continuous improvements in line with regulatory requirements and global best practices on inclusion

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 (Yes / No). If so, provide a web-link to the policy.

Entity has an equal opportunity policy(Yes / No) Yes

Web-Links.

[Human Rights Commitment](#)

[Equal Employment Opportunity Policy](#)

Yes, PI Industries has an Equal Opportunity Policy in place in accordance with the Rights of Persons with Disabilities Act, 2016.

The policy reflects our commitment to fostering a diverse and inclusive workplace, where no individual is discriminated against on the basis of disability, gender, caste, religion, age (within legal limits), marital status, nationality, ethnicity, geographic origin, sexual orientation, or any other protected characteristic. This commitment is embedded across all stages of employment—recruitment, role allocation, compensation and benefits, promotions, transfers, and professional development opportunities. Our hiring and career advancement practices are guided solely by merit and role-fit, ensuring that decisions are based on qualifications, skills, and performance without bias.

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	85%	NA	100%
Female	100%	100%	NA	NA
Total	100%	86%	NA	100%

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
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Yes, PI Industries has a structured grievance redressal mechanism in place for all categories of employees and workers, including permanent, contractual, and third-party personnel.

Our grievance redressal framework is designed to ensure timely, fair, and transparent resolution of concerns across the workforce. Key elements of the mechanism include:

- **Access to Grievance Platforms:** All employees have access to the grievance mechanism, which is guided by well-defined policy objectives. Employees can raise concerns through formal channels as well as via skip-level meetings, appraisals, and quarterly town hall sessions that foster open dialogue with leadership.
- **Defined Resolution Process:** The procedure for registering, escalating, and resolving grievances is clearly communicated and embedded within our HR policies. The aim is to ensure just and equitable treatment in resolving work-related issues.
- **Grievance Redressal Committee:** A dedicated committee has been established with representation from both management and workers—including contractual and third-party staff—to ensure inclusive and unbiased resolution of grievances. This committee holds regular interactions and maintains one-on-one engagement with workers to address any workplace issues effectively.
- **Supplier Engagement & Value Chain Feedback:** Beyond the internal workforce, we extend our grievance and feedback practices to our value chain. Corrective actions identified during audits or engagements are shared with our partners. Annual supplier meets are organised to communicate PI’s expectations and address issues, reinforcing a culture of accountability and continuous improvement.

This mechanism reflects PI Industries’ commitment to fostering a respectful, responsive, and inclusive work environment for all.

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

Category	FY25 Current Financial Year			FY24 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total permanent employees	3,543	213	6.01%	3,517	129	4%
Male	3,322	187	5.63%	3,326	110	3%
Female	221	26	11.76%	191	19	10%
Total permanent Workers	23	4	17.39%	28	6	21%
Male	23	4	17.39%	28	6	21%
Female	0	0	-	0	0	-

8. Details of training given to employees and workers:

Category	FY25 Current Financial Year					FY24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Male	3,355	3,342	99.61%	3,348	99.79%	3,361	3,346	99.55%	3,294	98.00%
Female	221	219	99.10%	219	99.10%	191	188	98.43%	181	94.76%
Total	3,576	3,561	99.58%	3,567	99.75%	3,552	3,534	99.49%	3,475	97.83%
Workers										
Male	2,752	23	0.84%	23	0.84%	1,575	28	1.78%	23	1.46%
Female	10	0	0.00%	0	0.00%	6	0	NA	0	NA
Total*	2,762	23	0.83%	23	0.83%	1,581	28	1.77%	23	1.45%

*Total number of casual personnel as on 31-Mar-25 included SLA & Admin staff

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

Category	FY25 Current Financial Year			FY24 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3,355	2,996	89.30%	3,361	3,020	89.85%
Female	221	163	73.76%	191	147	76.96%
Total	3,576	3,159	88.34%	3,552	3,167	89.16%
Workers						
Male	2,752	23	0.84%	1,575	28	1.78%
Female	10	0	0.00%	6	0	0.00%
Total	2,762	23	0.83%	1,581	28	1.77%

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

Health and safety management system implemented by the entity (Yes / No)- Yes

Coverage system

Yes. PI Industries has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) in alignment with ISO 45001 standards, covering all five manufacturing sites and the R&D facility. This system is integral to our operations and enables us to uphold best-in-class safety practices, ensuring the protection of employees, contract workers, visitors, and all relevant stakeholders.

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

PI Industries has established a robust and proactive approach to hazard identification and risk assessment as part of its business continuity and safety framework. Key processes include:

- Safety GEMBA walks are conducted regularly by area managers and leadership to identify unsafe acts and conditions.
- Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) for evaluating risks across routine and specific tasks.
- HAZOP and What-If studies are undertaken prior to the start of operations to evaluate potential process-related risks.
- Pre-Startup Safety Reviews (PSSR) are conducted to verify implementation of HAZOP recommendations before commissioning.
- Management of Change (MOC) protocols are used to assess risks arising from modifications to processes, equipment, or materials, including updates to Piping & Instrumentation Diagrams (P&IDs).
- A structured Work Permit System to ensure control measures are applied for both routine and non-routine activities.

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

Yes. PI Industries has established a safety-first culture that empowers employees and workers to actively participate in hazard reporting and take proactive steps to safeguard themselves. Key elements of the system include:

- Near-miss reporting protocols that enable quick escalation to line managers for investigation and preventive action.
- Mechanisms to report unsafe behaviors and conditions, promoting timely resolution through frontline supervisors.
- Routine safety inspections and audits of workplace conditions and equipment by trained safety personnel.
- Recognition and rewards for workers who demonstrate proactive safety behavior.
- Active safety committees, zonal safety forums, and structured suggestion schemes that encourage worker consultation and engagement.
- A non-retaliation policy that reinforces a supportive environment for raising safety concerns or withdrawing from unsafe situations.

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

Yes. PI Industries provides comprehensive non-occupational medical and wellness services to all employees and workers. Recognizing that employee well-being is critical to overall performance, we have instituted several initiatives:

- Group medical insurance coverage for employees and their dependents.

- Partnerships with reputed hospitals in operational locations to ensure accessible healthcare.
- Ongoing wellness programs covering chronic disease screening (e.g., hypertension, diabetes), bone density checks, weight management, and blood donation drives.
- On-site medical infrastructure, including full-time medical officers, a functional dispensary, and an ambulance, to provide timely care and first aid as needed.

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

Safety Incident/Number	Category	FY25 Current Financial Year	FY24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.09
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0
Assurance has been carried out by an external agency (Yes / No):	Yes, Reasonable Assurance has been undertaken on the indicators in the table above		
Name of external agency	Price Waterhouse Chartered Accountants LLP		

As per the industry standards released by SEBI, number of permanent disabilities is disclosed under High Consequence Work related Injuries/ Ill health by the company

**Including in the contract workforce*

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

At PI Industries, we are deeply committed to fostering a safe and healthy work environment across all our facilities. Our approach is rooted in continuous improvement and proactive risk management, ensuring that health and safety remain integral to our operations. Key measures undertaken include:

- Comprehensive induction training for all new employees and workers before they begin their roles, ensuring awareness of safety protocols.
- Knowledge assessments for new hires to confirm understanding of safety systems and procedures.
- Proactive identification and mitigation of unsafe acts and conditions to prevent recurrence and enhance workplace safety.
- Regular and role-specific safety training based on Training Needs Identification (TNI), keeping the workforce informed on emerging hazards and best practices.
- A risk-based approach to process safety, with a strong focus on preventing high-impact incidents through effective maintenance and controls.
- Implementation of a robust work permit system, with mandatory risk assessments for all job activities.
- Fostering a culture of safety through regular engagement with employees and workers at all levels.
- Systematic reporting and sharing of incidents and learnings to minimize injuries and strengthen preventive measures.
- Recognition and reward programs that reinforce safe behaviors and encourage hazard identification.
- Enhanced workplace organization through strong housekeeping practices and clear visual communication, including labels and signage.

- ISO certification and third-party audits of manufacturing sites to benchmark against global best practices.
- Adoption of safety-enhancing technologies within workplace systems and processes.
- Strict enforcement of safety protocols, including mandatory use of PPE and mobile phone usage restrictions in high-risk areas.
- Periodic review and revision of policies and standards, ensuring alignment with the latest international health and safety frameworks.

These initiatives demonstrate our unwavering commitment to safeguarding the health, safety, and well-being of every individual across our operations.

Please refer to the Human Capital section of the Integrated Annual Report for further details.

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

Assessment Type	Current Financial Year			Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year:

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

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

The Company has implemented a robust, enterprise-wide Integrated Health, Safety, and Environment Management System (HSEMS), backed by a dedicated and independent Occupational Health & Safety (OHS) department. This framework is designed to safeguard the well-being of employees, contract workers, and visitors by embedding safety into every operational aspect and did not face any safety-related incident in its operations in FY 2024-25. This performance highlights our robust safety culture, proactive risk management systems, and commitment to continuous improvement. However, we remain vigilant and continue to enhance our health and safety practices through a range of strategic measures and risk assessments, including:

- Critical Risk Identification exercises conducted across all manufacturing facilities under senior leadership oversight to pre-emptively address high-risk areas.
- Inter-site safety audits focused on evaluating mechanical integrity and the performance of protective devices across process circuits.
- Third-party Quantitative Risk Assessments (QRA) conducted to evaluate chemical storage risks, potential employee exposure, and related operational hazards. Recommendations from these assessments have been integrated into our On-site Emergency Response Plans, which are regularly tested through mock drills.
- Implementation of engineering controls based on findings from Employee Exposure Assessments, ensuring safety at every touchpoint—storage, testing, operations, waste handling, and transport.
- Deployment of gas leak detection systems in critical areas such as the OC lab, storage zones, and process sections, alongside regular fire network adequacy checks.

- Localized safety communication, including prominently displayed work instructions and safety signage in regional languages to ensure clarity and accessibility for all personnel.
- Use of audio-visual tools to improve the impact and retention of safety training programs.
- Reinforcement of engineering best practices and continuous process safety improvements to prevent recurrence of past incidents and near-misses.
- Adoption of best-in-class safety protocols and site-specific practices to foster a culture of accountability and shared ownership of safety.

Furthermore, our plants are highly automated and managed through Distributed Control Systems (DCS) with layered instrumentation and control systems. This automation, combined with a strong behavioral safety program, has helped us maintain a zero-incident environment this year.

Our goal remains unwavering: zero harm through proactive hazard identification, strong governance, continuous training, and the institutionalization of best safety practices across all operational levels

Leadership Indicators

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

In the event of unforeseen events, we have taken measures to provide life insurance coverage to all employees and workers. The employees and workers are covered under:

- Accidental insurance
- Group term insurance linked with Gratuity
- EDLI linked with PF

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

PI Industries undertakes regular compliance assessments of its value chain partners to ensure strict adherence to statutory requirements. These assessments cover key legislations, including the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952, along with applicable schemes such as the Employees’ Provident Fund Scheme (1952), Employees’ Pension Scheme (1995), and Employees’ Deposit-Linked Insurance Scheme (1976).

Oversight is maintained through a structured compliance dashboard, which is monitored at the leadership level. In addition, annual audits are conducted to verify the timely deduction and remittance of all statutory dues, thereby reinforcing accountability and transparency across the value chain.

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 25 Current Financial Year	FY 24 Previous Financial Year	FY 25 Current Financial Year	FY 24 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

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

No. While PI does not have a formal transition assistance program in place, retired employees are occasionally reengaged as advisor-consultants on a case-by-case basis.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	27%

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

Annual audits are conducted of our value chain partners, with a strong focus on Health, Safety, and Working Conditions through our QHSE audit. Audit findings and recommendations are shared with the value chain partners for mutual benefit. In the current year’s assessment, no significant risks or concerns were identified from assessments of health and safety practices and working conditions among value chain partners.

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

Essential Indicators

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

At PI Industries, we recognize that proactive stakeholder engagement is foundational to responsible business and long-term value creation. We have established a structured, iterative process for identifying and engaging with key stakeholder groups, rooted in materiality principles and aligned with global best practices, including those recommended under double materiality frameworks.

1. Stakeholder Mapping and Segmentation:

We begin by systematically identifying stakeholders based on their level of influence on our business and the extent to which they are impacted by our operations. This includes both internal stakeholders (e.g., employees, leadership, and board members) and external stakeholders such as customers, suppliers, investors, regulators, local communities, civil society organizations (including NGOs), academia, and industry bodies.

We use influence-interest matrices and stakeholder salience models to classify stakeholders into tiers, ensuring differentiated engagement strategies based on their priority and relevance.

2. Double Materiality Lens:

To align with the principles of double materiality, we consider two key dimensions when identifying stakeholders and their concerns:

- **Impact materiality:** Understanding how our operations and decisions impact society, the environment, and the economy.
- **Financial materiality:** Assessing how evolving stakeholder expectations and external risks could influence our financial performance and long-term viability.

This approach allows us to engage not just those with a direct business connection, but also those who represent environmental, social, and systemic concerns relevant to our strategy and disclosures.

3. Multi-channel Stakeholder Engagement:

We maintain open and inclusive communication channels, ensuring our stakeholder engagements are regular, two-way, and transparent. These include:

- Employee town halls and pulse surveys
- Customer and supplier feedback mechanisms
- Community consultations and grievance redressal platforms
- Investor roadshows and ESG-focused briefings
- Regulatory interactions and industry forums

These engagements help us capture stakeholder perspectives, identify emerging expectations, and validate key concerns.

4. Materiality Assessment and Prioritization:

In FY 2024-25, we conducted our first double materiality assessment aligned with global sustainability standards. This involved stakeholder interviews, workshops, and surveys to assess the relevance and importance of various ESG issues. The results were mapped against business risks and opportunities to identify key focus areas that form the basis of our ESG strategy.

We also plan to progressively adopt dynamic and forward-looking materiality assessments to capture emerging risks, such as those related to climate, biodiversity, and supply chain resilience.

5. Ongoing Monitoring and Adaptive Engagement:

Recognizing that stakeholder priorities evolve, we continuously monitor shifts in the external landscape through periodic reviews, media scans, peer benchmarking, and ESG trend analyses. This helps us stay responsive to emerging social, environmental, and regulatory developments, while strengthening our stakeholder intelligence systems.

6. Strategic Collaboration and Ecosystem Engagement:

This year, we placed strong emphasis on forging strategic collaborations with stakeholders aligned to our long-term vision—especially in areas like sustainable agriculture, decarbonization, and responsible value chains. By participating in multi-stakeholder platforms and sustainability alliances, we co-create innovative solutions and contribute to collective action on complex issues.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others—please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> • Regular employee engagement initiatives • Annual performance appraisal • Annual employee satisfaction survey • Internal Portal • Townhalls • E-mail communications 	Ongoing	<ul style="list-style-type: none"> • Employee satisfaction • Talent retention • Remuneration and other employee benefits • Grievance resolution • Diversity and equal opportunity • Safety, health and well-being

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others– please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and shareholders	No	<ul style="list-style-type: none"> Annual General Meeting Investors meet and periodic correspondence E-mail communications Company Website Investor presentations 	Ongoing	<ul style="list-style-type: none"> Shareholding pattern Disclosures in the public domain Sustainable growth of business and profitability Timely receipt of dividends New business strategies Business plans Sound corporate governance mechanisms
Customers and partners, including farmers	No	<ul style="list-style-type: none"> Regular meetings with sales associates Website, product brochures, newsletter, social media Forums, seminars and conferences Customer satisfaction survey Field demonstrations and trainings E-mail communications 	Ongoing	<ul style="list-style-type: none"> Customer satisfaction Product innovation and new product development Market competition Investment opportunities Communication to the customer and partners Customer health and safety Productivity
Suppliers	No	<ul style="list-style-type: none"> Annual and half-yearly supplier audits Regular meetings Tendering process Supplier survey Meetings by purchase department E-mail communications 	Ongoing	<ul style="list-style-type: none"> Suppliers' assessment and training Supplier ESG program Sharing business plans Safety, Sustainability objectives, Training Annual supplier meet

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others— please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	Yes	<ul style="list-style-type: none"> CSR initiatives 	Ongoing	<ul style="list-style-type: none"> Sustainable agriculture Community well-being Infrastructure development Local employment Women empowerment Healthcare Impact Assessment
Regulatory bodies	No	<ul style="list-style-type: none"> Compliance reports Corporate website Annual reports 	Ongoing	<ul style="list-style-type: none"> Statutory compliance Product safety Corporate governance mechanisms Environment impact of our operations

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

At PI Industries, we understand that meaningful stakeholder consultation is vital to aligning our business with evolving economic, environmental, and social priorities. While direct engagement with all stakeholder groups is typically managed through various business functions and ESG teams, structured processes are in place to ensure that relevant insights and stakeholder concerns are escalated to the Board and its committees.

Key processes include:

- **Stakeholder Mapping and Materiality Assessments:** Stakeholder feedback is gathered through formal channels including surveys, focus groups, one-on-one meetings, and public consultations. This information feeds into our periodic double materiality assessments, which help identify key ESG issues and inform strategy.
- **ESG Oversight by the Board:** The Board, supported by the Sustainability Council, sets specific ESG targets and reviews progress through regular updates from the executive management. These updates include key stakeholder feedback and emerging ESG risks and opportunities.
- **Integrated Reporting Mechanism:** Our Integrated Annual Report—particularly the “Stakeholder Universe and Engagement” and “Double Materiality Assessment” sections—captures how stakeholder input informs our strategy and decision-making. This feedback loop ensures that the Board remains closely connected to stakeholder expectations.
- **Continuous Communication:** Stakeholder insights, especially on strategic ESG matters, are periodically synthesized and presented to the Board through dashboards, thematic updates, and committee briefings.

This approach ensures that the Board remains responsive and informed, while maintaining transparency and accountability in our sustainability journey.

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 plays a critical role in the identification, prioritization, and management of environmental and social issues at PI.

Details:

Our structured double materiality assessment process involved engaging with a broad cross-section of stakeholders including employees, customers, regulators, suppliers, local communities, investors, and NGOs. These consultations helped us identify and prioritize material topics such as:

- Water consumption
- Safe discharge of wastewater
- Water withdrawals
- Health and safety of workers in the value chain
- Gender equality and equal pay for work of equal value at own workforce

Examples of stakeholder input shaping our policies and actions include:

- **Carbon Neutrality Strategy:** Feedback from institutional investors and customers on climate risk disclosures guided the enhancement of our decarbonization roadmap, including investments in renewable energy and pilot projects for carbon capture and storage.
- **Water Stewardship Measures:** Engagement with communities near our operations highlighted the need for responsible water use. This led to the adoption of initiatives to minimize freshwater consumption and invest in local water conservation projects.
- **Occupational Health & Safety Enhancements:** Inputs from workers and employee representatives influenced improvements in our safety training modules and upgrades to protective infrastructure and engineering controls.

Our approach ensures stakeholder perspectives are not only heard but embedded into the core of our sustainability and operational strategies.

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

We are deeply committed to supporting vulnerable and marginalized groups through our social responsibility initiatives and inclusive stakeholder engagement practices.

Our approach includes:

- **Targeted CSR Programs:** Our community investments are designed to address the specific needs of disadvantaged groups such as women, children, low-income families, and tribal communities. This includes initiatives in education (e.g., scholarships for girl students in STEM), primary healthcare (e.g., health camps in underserved villages), and skill development (e.g., training youth and women for employment opportunities).
- **Direct Community Engagement:** Through regular needs assessments and consultations with community representatives, local NGOs, and Panchayat bodies, we identify concerns of marginalized stakeholders and co-create solutions. These insights shape our CSR project design and execution.
- **Grievance Redressal Mechanism:** We maintain open channels to receive and respond to community grievances, ensuring that the voices of marginalized stakeholders are heard and acted upon.

Details of these initiatives, along with their outcomes, are documented in the Social and Relationship Capital section of our Integrated Annual Report for FY 2024–25.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY25 Current Financial Year			FY24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total C	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3543	3543	100.00%	3,517	3,502	99.57%
Other than permanent	33	33	100.00%	35	34	97.14%
Total Employees	3576	3576	100.00%	3,552	3,536	99.55%
Workers						
Permanent	23	23	100.00%	28	28	100.00%
Other than permanent	2739	0	0.00%	1,553	0	0.00%
Total Workers	2762	23	0.83%	1,581	28	1.77%

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

Category	FY25 Current Financial Year					FY24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Permanent	3543	0	0%	3543	100%	3,517	0	0%	3,517	100%
Male	3322	0	0%	3322	100%	3,326	0	0%	3,326	100%
Female	221	0	0%	221	100%	191	0	0%	191	100%
Other than Permanent	33	0	0%	33	100%	35	0	0%	35	100%
Male	33	0	0%	33	100%	35	0	0%	35	100%
Female	0	0	0%	0	-	0	0	0	0	
Workers										
Permanent	23	0	0%	23	100%	28	0	0%	28	100%
Male	23	0	0%	23	100%	28	0	0%	28	100%
Female	0	0	0%	0		0	0		0	
Other than Permanent	2739	0	0%	2739	100%	1,553	1,553	100%	1,553	100%
Male	2729	0	0%	2729	100%	1,547	1,547	100%	1,547	100%
Female	10	0	0%	10	100%	6	6	100%	6	100%

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in INR lakhs)	Number	Median remuneration/ salary/ wages of respective category (in INR lakhs)
Board of Directors (BoD)	2	1,800*	0	NA
Key Managerial Personnel	1	600	1	133.99
Employees other than BoD and KMP	3,319	9.38	220	7.26
Workers	23	6	0	NA

*Note: This year’s figure includes the Board commission, which was excluded from the amount reported in the previous year.

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

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Gross wages paid to females *as % of total wages	4.37%	4.90%
Assurance has been carried out by an external agency (Yes / No)	: Yes, Reasonable Assurance has been undertaken on the indicators in the table above.	
Name of external agency	: Price Waterhouse Chartered Accountants LLP	

*For the purpose of calculation of gross wages paid to females, expenses such as annual benefits payable, vehicle lease staff rent and bonus have been distributed in the ratio of salary as per salary register between male and female employees.

As per the industry standards released by SEBI, in addition to the permanent employees, salaries to other than permanent employees/workers are also to be considered. We have included the payments to contractors on account of contractual employees and workers in the current year 2024-25. Hence the numbers are not comparable to last year’s number to that extent.

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. We have appointed a dedicated Vigilance and Ethics Officer who is responsible for overseeing and addressing any human rights impacts or issues that the company may cause or contribute to through its operations. This individual acts as the focal point for ensuring adherence to our human rights commitments and ethical conduct across the organization.

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

Our organization has instituted several formal mechanisms to effectively redress grievances related to human rights:

- **Vigil Mechanism:** A comprehensive vigilance mechanism is in place to facilitate the reporting of ethical or compliance-related violations, including human rights concerns. The mechanism, which is publicly accessible via our company website, allows individuals to submit complaints confidentially or anonymously, ensuring protection for whistleblowers. Whistle Blower Policy
- **Regular Employee Engagement:** Monthly meetings involving regional, territory, and zonal managers along with HR Business Partners provide employees a platform to raise concerns in an open and supportive environment. These discussions are aimed at fostering trust, inclusivity, and a respectful workplace culture.
- **Grievance Management Portal:** We have introduced a digital Grievance Management Portal that enables employees to register and track the status of their grievances. Plans are underway to expand the portal’s scope to cover additional departments and functional areas.

For more information, please refer to our Human Rights Commitment:

[Human Rights Commitment](#)

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

Complaint Type	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		3	0	
Discrimination at Workplace	0	0		0	0	
Child Labour	0	0				
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	1	0		0	0	
Other human rights related issues	3	0		0	0	

The above number of complaints includes complaints filed by employees and workers

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

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Total Complaints reported under the Sexual Harassment on of Women at Workplace (Prevention, prohibition and Redressal) Act,2013(POSH)	0	2
Complaints on POSH as a % of female employees / workers	NA	1.02%
Complaints on POSH upheld	0	2
Assurance has been carried out by an external agency (Yes / No)	: Yes, Reasonable Assurance has been undertaken on the indicators in the table above.	
Name of external agency	: Price Waterhouse Chartered Accountants LLP	

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

The Company has implemented a comprehensive procedure for addressing concerns and grievances related to discrimination and harassment. As part of the Prevention of Sexual Harassment (POSH) Policy, we have a dedicated section that ensures the confidentiality of the complainant’s identity, handling all matters with the highest level of discretion. Similarly, our Whistleblower Policy emphasizes the protection of whistleblower anonymity and safeguards against retaliation for reporting protected disclosures.

In alignment with these policies, our Code of Conduct and Human Rights Commitment Policy highlight the importance of addressing every complaint fairly and impartially. Any form of retaliation against individuals raising valid concerns is strictly prohibited, and disciplinary actions are taken against those found responsible. To promote exemplary workplace behavior, regular training sessions on our Code of Conduct are conducted for all employees.

We encourage employees to engage openly with their line managers or HR representatives if they experience or witness discrimination or harassment, ensuring they can do so without fear of retaliation. Our policies guarantee the full protection of complainants and require that all complaints be handled with the utmost confidentiality. Additionally, the POSH Policy ensures rigorous confidentiality of all complaints made under its scope.

For more details, please refer to our policies:

- [POSH Policy](#)
- [Whistleblower Policy](#)

9. Do human rights requirements form part of your business agreements and contracts?

(Yes / No)

Yes, we conduct mandatory evaluations of the EHS management systems of all our vendors, along with specific sustainability aspects. All vendors are obligated to furnish declarations regarding payment of wages, ensuring the health and safety of employees, non-discrimination based on gender, caste, creed, religion, etc., and the absence of child labor. These requirements have also been incorporated into agreements with institutionalized customers.

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%
Others – please specify	NA

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

There were no significant risks / concerns arising from the assessments.

Leadership Indicators

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

Not applicable, as the Company has not received any human rights related grievance or complaint in FY 2024-25.

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

The Company is fully committed to upholding and promoting Human Rights, taking proactive measures to address any potential violations. This includes addressing critical issues such as human trafficking, forced labor, child labor, freedom of association, the right to collective bargaining, equal pay, and discrimination.

Our efforts are focused on fostering equal employment opportunities, ensuring fairness in all organizational processes, interactions, and decisions. We are committed to fostering a safe and respectful workplace, free from harassment, while upholding the fundamental rights of all individuals. As advocates for equal opportunity, we maintain a strict policy of zero tolerance for any form of discrimination.

For further details, please refer to the Company’s Human Rights Commitment Statement available on our website: [Human Rights Commitment Statement](#)

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 majority of our premises are accessible to differently abled visitors. In our efforts to create more inclusive workplaces, we have implemented several measures. These include the provision of disabled-friendly washrooms, handrails on staircases, caution tape markings on stairs, skid-proof mats, and sensor-based taps. Additionally, we have introduced Diversity, Equity, and Inclusion (DE&I) practices wherever feasible in washrooms.

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	27%
Discrimination at workplace	27%
Child Labour	27%
Forced Labour/Involuntary Labour	27%
Wages	27%
Others – please specify	NA

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

There were no significant risks / concerns arising from the assessments

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

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
From renewable sources (in Gigajoules)		
Total electricity consumption (A)	39,488.00	30,744.1
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	2,20,567.20	0
Total energy consumed from renewable sources (A+B+C)	2,60,055.20	30,744.1
From non-renewable sources (in Gigajoules)		
Total electricity consumption (D)	5,59,153.00	5,43,523.73
Total fuel consumption (E)	6,61,371.70	8,90,256.09
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	12,20,524.70	14,33,779.82
Total energy consumed (A+B+C+D+E+F)	14,80,579.90	14,64,523.92
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (In Giga Joules/ INR)	0.00001956	0.00002050
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (In Giga Joules/USD Million)	404.02	468.95
Energy intensity in terms of physical output (In Giga Joules/Metric tonnes)	62.25	56.19
Energy intensity (optional) – (Total energy consumed/ Revenue from operations in INR million)	19.56	20.50

Note 1: Percentage of energy consumed through renewable sources (Energy consumed through renewable sources / total energy consumed) for the FY 24-25 is 17.56%.

There are certain number of company-owned and leased vehicles which are used in operations. During the reporting year, the consumption of high-speed diesel and petrol in these vehicles was estimated by calculating the actual fuel expenditure attributable to these diesel/petrol vehicles, divided by the average price of diesel/petrol for FY 24-25. The Company is in the process of putting in place a mechanism to capture the actual numbers of all these locations/sources in the upcoming years.

For the purpose of the calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @INR 20.66 / USD as per the IMF has been considered for FY 2024-25 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>).

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
<i>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.</i>		
Assurance has been carried out by an external agency (Yes / No)	: Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 24-25, other than Energy Intensity per rupees of turnover and optional energy intensity indicator	
Name of external agency	: Price Waterhouse Chartered Accountants LLP	

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.

Have sites? (Yes / No) No

Targets achieved? (Yes / No) Not applicable for PI Industries Limited as the organization does not fall in the category of industries mandated under PAT scheme as per BEE.

In case targets have not been achieved, provide the remedial action taken, if any: Not applicable

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

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	24,644.28	30,091.76
(iii) Third party water	8,55,766.92	8,52,296.10
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)* (i + ii + iii + iv + v)	8,80,411.20	8,82,387.86
Total volume of water consumption (in kilolitres)	6,22,805.65	5,85,108.87
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (In Kilolitres/INR)	0.000008226	0.000008189
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption / Revenue from operations adjusted for PPP in USD million) (In Kilolitres/USD Million)	169.95	187.36
Water intensity in terms of physical output (In Kilolitres/ Metric Tonnes)	26.18	22.45
Water intensity (optional) – (Total water consumption/ Revenue from operations in INR million)	8.23	8.19

*Water withdrawn is estimated based on the document by the Central Ground Water Authority (CGWA), which specifies that an office employee consumes 45 litres per day per head. This amount is recorded as water withdrawn from third party source. Further the untreated water discharged is considered as 80% of the water withdrawn from source based on Central Pollution Control Board (CPCB) database report dated December 24, 2009. Therefore, it is assumed that of the total water withdrawal, only 20% is consumed for certain locations.

**For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @INR 20.66 /USD as per IMF has been considered for FY 2024-25 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>).

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

Assurance has been carried out by an external agency(Yes / No) : Yes, Reasonable Assurance has been undertaken on Total volume of water consumption, Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) and Water intensity in terms of physical output in the table above for FY 24-25

Name of external agency : Price Waterhouse Chartered Accountants LLP

4. Provide the following details related to water discharged:

Parameter	Treatment	FY 25 Current Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	2,57,605.55	2,97,278.99
No treatment	1,18,581.55	1,35,648.99
With treatment – Tertiary treatment	1,39,024.00	1,61,630.00
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	2,57,605.55	2,97,278.99

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

Assurance has been carried out by an external agency(Yes / No) : Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 24-25.

Name of external agency : Price Waterhouse Chartered Accountants LLP

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

Mechanism implemented? (Yes / No): Yes

Details: Two of the company’s sites; R&D facility at Udaipur and Formulation facility at Panoli are Zero Liquid Discharge units. The company is currently implementing ZLD measures in a phased manner at other manufacturing facilities.

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

Parameter	Please specify unit	FY 25 Current Financial Year	FY 24 Previous Financial Year
NOx	MT	76.77	79.99
SOx	MT	25.60	52.41
Particulate matter (PM)	MT	59.98	74.70
Persistent organic pollutants matter (POP)	MT	N/A	N/A
Volatile organic compounds (VOC)	MT	N/A	N/A
Hazardous air pollutants (HAP)	MT	N/A	N/A
Others – please specify	MT	N/A	N/A

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

Parameter	Unit	FY 25 Current Financial Year	FY 24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	37,199.79	60,471.79
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,13,143.76	1,08,101.10
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonne/INR	0.00000199	0.00000236
Total Scope 1 and Scope 2 emission 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)	MTCO2e/USD Million	41.03	53.98
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO2e/MT	6.32	6.47
Total Scope 1 and Scope 2 emission intensity (optional) – (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations in INR million)		1.99	2.36

*There are certain number of company owned and leased vehicles which are used in operations. During the reporting year, the consumption of high-speed diesel and petrol in these vehicles has been estimated by calculating the actual fuel expenditure attributable to these diesel/petrol vehicles divided by the average price of diesel/petrol for the FY 24-25. The Company is in the process of putting in place a mechanism to capture the actual numbers of all these locations/sources in the upcoming years.

For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @INR 20.66/USD as per IMF has been considered for FY 2024-25 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>).

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

Assurance has been carried out by an external agency (Yes / No): : Yes, Reasonable Assurance has been undertaken on the indicators in the table above, other than Total Scope 1 and Scope 2 emission intensity per rupee of turnover and optional emission intensity indicator, for FY 24-25.

Name of external agency : Price Waterhouse Chartered Accountants LLP

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

Have project? (Yes / No) Yes

Details: Solar power generation through rooftop installations are integrated into manufacturing plants to reduce dependence on fossil fuels. Heat recovery systems capture and repurpose waste heat from industrial operations. We have installed motion sensors to reduce unnecessary power usage in offices and labs. Smart infrastructure implemented across our manufacturing plants and R&D centres has helped achieve significant resource conservation. These initiatives include optimization of HVAC chilled water circuits ensuring efficient cooling operations and AHU running hour adjustments optimizing air handling for energy saving. Improving energy efficiency also remains a key focus and has been implemented through optimization of our chemical processes that reduce energy consumption and recalibrations to existing equipment that resulted in a reduction in electricity usage across manufacturing facilities. Our energy management initiatives have also linked positive impacts across other resource uses. Additionally, the fuel switching initiative implemented at our plant sites in the last financial year has led to a SOx emissions being nearly halved from last year.

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

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
Total Waste generated (in metric tonnes)*		
Plastic waste (A) ¹	587.80	294.24
E-waste (B)	4.27	3.45
Bio-medical Waste (C)	0.03	0.03
Construction and demolition waste (D)	6,183.57	6.15
Battery Waste (E)	4.18	18.45
Radioactive Waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) ²	1,08,721.05	66,528.09
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,529.66	2,252.04

¹ The increase in plastic waste generated is due to the inclusion of both contaminated and decontaminated plastic under a consolidated reporting category which was all sent for recycling. We continue to meet our EPR obligations to transition toward recyclable and biodegradable packaging solutions

² The y-o-y variance in hazardous waste is primarily attributable to enhanced internal reporting and the refinement of waste classification practices aligned with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, and Water Act, 1974.

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
Wooden scrap	93.71	232.97
Metal scrap	2,074.43	1,567.24
Paper	263.65	359.74
Glass bottles	0	3.53
Mix scrap	97.87	88.56
Total (A + B + C + D + E + F + G + H)	1,18,030.56	69,102.45
Waste intensity per rupee of turnover (Total Waste generated / Revenue from operations) (In Metric Tonnes/INR)	0.00000156	0.00000097
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated / Revenue from operations adjusted for PPP in USD million)** (In Metric Tonnes/USD Million)	32.21	22.13
Waste intensity in terms of physical output (In Metric Tonnes/Metric Tonnes)	4.96	2.65
Waste intensity (optional) – (Total waste generated/Revenue from operations in INR million)	1.56	0.977572764
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)*		
Category of waste	Overall	
(i) Recycled	76,429.33	55,697.58
(ii) Re-Used	6,183.57	6.15
(iii) Other recovery operations	3.66	103.06
Total	82,616.56	55,806.79
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)*		
Category of waste	Overall	
(i) Incineration without energy recovery	4,261.21	603.83
(ii) Landfilling	5,521.91	4,909.46
(iii) Other disposal operations#	25,630.88	7,782.37
Total	35,414.00	13,295.66
Waste Intensities (MT of Waste Recovered /Total Waste generated) and (MT of Waste Disposed /Total Waste generated) are 0.70 and 0.30 respectively.		
<i>*Waste is accounted for at the time of disposal and therefore waste disposed has been considered as waste generated.</i>		
<i>**For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @INR 20.66 /USD as per IMF has been considered for FY 2024-25 (Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC).</i>		
<i>#Other disposal operations pertains to waste sent for co-processing</i>		
<i>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.</i>		
Assurance has been carried out by an external agency (Yes / No):	: Yes, Reasonable Assurance has been undertaken on the indicators in the table above, other than Waste intensity per rupees of turnover and optional waste intensity indicator, for FY 24-25	
Name of external agency	: Price Waterhouse Chartered Accountants LLP	

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Plastic	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Recycled	587.80	294.24
(ii) Reused	0	0
(iii) Other recovery options	0	0
Total	587.80	294.24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Plastic	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: E-waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Recycled	4.27	3.45
(ii) Reused	0	0
(iii) Other recovery options	0	0
Total	4.27	3.45
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: E-waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Biomedical waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Recycled	0	0
(ii) Reused	0	0
(iii) Other recovery options	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Biomedical waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Incineration without energy recovery	0.03	0.03
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0.03	0.03

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

Category of waste: Construction and demolition waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Recycled	0	0
(ii) Reused	6,183.57	6.15
(iii) Other recovery options	0	0
Total	6,183.57	6.15

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste: Construction and demolition waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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

Category of waste: Battery waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Recycled	4.18	18.45
(ii) Reused	0	0
(iii) Other recovery options	0	0
Total	4.18	18.45

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste: Battery waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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

Category of waste: Other hazardous waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Recycled	73,303.43	53,232.46
(ii) Reused	0	0
(iii) Other recovery options	3.66	0
Total	73,307.09	53,232.46

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste: Other hazardous waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Incineration without energy recovery	4,261.18	694.49
(ii) Landfilling	5,521.91	4,915.46
(iii) Other disposal operations	25,630.88	7,782.37
Total	35,413.97	13,392.33

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Other non-hazardous waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Recycled	2,529.66	2,163.30
(ii) Reused	0	0
(iii) Other recovery options	0	103.06
Total	2,529.66	2,266.36

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Other non-hazardous waste	FY 25 Current Financial Year	FY 24 Previous Financial Year
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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.

We undertake a Product Lifecycle Approach ensuring that sustainability and responsible innovation guide every phase—from development and manufacturing to usage and disposal. We prioritize waste minimization through focus on E-factor optimization which informs PI’s approach to product life cycle management.

At our facilities, we have implemented targeted measures to enhance wastewater and discharge water quality, ensuring compliance with environmental standards and sustainability goals. Our approach includes process improvements at the source, such as optimized chemical formulations and enhanced production efficiencies to reduce effluent impact. A site wide network ensuring treatable effluent discharge is directed to the Effluent Treatment Plant before being sent through deep discharge pipelines to sea. Further, integration of a multi-effect evaporator (MEE) into our manufacturing plants has enhanced process efficiency, by enabling efficient wastewater treatment and resource recovery while minimizing environmental impact.

We conduct regular effluent monitoring and periodic sampling, ensuring wastewater treatment is tailored to the specific effluent type for maximum effectiveness. Additionally, we maintain strict water discharge controls, supported by routine inspections and audits, reinforcing our commitment to responsible water management and environmental stewardship. At PI, we ensure 100% compliance with the Water (Prevention and Control of Pollution) Act, 1974 which governs wastewater discharge and industrial effluents along with the Hazardous Waste (Management, Handling, and Transboundary Movement) Rules, 2016. We have successfully maintained Chemical Oxygen Demand (COD) levels in wastewater at stable or reduced levels, ensuring consistent environmental compliance and reduced environmental impact. Two of the company’s sites namely, the Formulation unit at Panoli and the R&D facility at Udaipur are Zero Liquid Discharge (ZLD) units. The company is implementing ZLD measures in a phased manner at other manufacturing facilities.

Key initiatives include pre-processing and co-processing waste, dispatch of sorted waste to Treatment, Storage and Disposal Facilities (TSDF) along with detailed tracking of waste generated from our products within our operations. PI’s E-factor initiative focuses on improving recyclability by implementing innovative waste reduction strategies at the design stage for sustainable disposal.

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 there of and corrective action taken, if any.
Not applicable			

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

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

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

We strictly adhere to relevant local and applicable international environmental laws and regulations, integrating compliance into our core operational framework.

At PI, we ensure compliance with the Environment Protection Act, 1986; which stipulates measures governing environmental safety, pollution control, and hazardous waste management, Air (Prevention and Control of Pollution) Act, 1981; which regulates air pollution emissions from industries, Water (Prevention and Control of Pollution) Act, 1974; which governs wastewater discharge and industry effluents, the Hazardous Waste (Management, Handling, Transboundary Movement) Rules, 2016; which hazardous waste generation, storage, transport, and disposal and the Chemical Accidents (Emergency Planning, Preparedness, and Response) Rules, 1996; with provision for response measures for industrial chemical accidents.

S. No.	Specify the law / regulation / guidelines which was not complied	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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In FY24-25, no environmental violations were recorded at any of our manufacturing plant sites or office locations.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: Udaipur, Gurgaon, Davangere
- (ii) Nature of operations: R&D depots and corporate office location
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	24,644.28	30,091.76
(iii) Third party water	42,192	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	66,836.44	30,091.76
Total volume of water consumption (in kilolitres)	66,204.31	30,091.76
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000874423	0.00000041
Water intensity (optional) - the relevant metric may be selected by the entity	0.874422958	0.40831730

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
Water discharge* by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
(ii) Into Groundwater	0	0
(iii) Into Seawater	0	0
(iv) Sent to third-parties - no treatment	632.12	0
(v) Others	0	0
Total water discharged (in kilolitres)	632.12	0

Additional Notes: Water withdrawn is estimated based on the document by the Central Ground Water Authority (CGWA), which specifies that an office employee consumes 45 litres per day per head. This amount is recorded as water withdrawn from third party source. Further the untreated water discharged is considered as 80% of the water withdrawn from source based on Central Pollution Control Board (CPCB) database report dated December 24, 2009.

*No values for water discharged from Udaipur R&D centre, as it is operated as a zero liquid discharge (ZLD) unit

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

Has been carried out by an external agency (Yes / No) : No independent assurance has been carried out on these indicators.

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

Parameter	unit	FY 25 Current Financial Year	FY 24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent	-	-

Note: The organization is currently in the process of setting processes for measurement and reporting of Scope 3 emissions

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.

Not applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	EcoScale tool	The EcoScale tool provides a more comprehensive assessment of chemical reactions through the E-factor optimization approach, by incorporating factors such as cost, safety, environmental impact, and resource efficiency. This offers a practical and accessible method for assessing the sustainability of chemical processes in organic chemistry and for making informed decisions that contribute to more sustainable and cost-effective chemical production.	Improved recyclability and waste reduction at the product design stage

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2	Purchase of Hybrid power	This year, we purchased hybrid (solar and wind) energy for our manufacturing plants in Panoli and Jambusar areas	Increased share of renewable energy
3	Rooftop solar installation	We set up rooftop solar plants starting with Jambusar in June 2022 and later in our Udaipur premises from October 2022. We continue to benefit from these installations in the form of increased share of renewable energy in the total electricity mix.	Reduced dependence on fossil fuel electricity at Jambusar plant and Udaipur R&D centre
4	Fuel Switching initiative	In December 2023, we switched from FO/LDO to LNG in boilers at our Panoli and Jambusar plants. This financial year, we have accrued benefits in the form of reduced non GHG air emissions recorded at plant sites due to fuel switching.	Nearly 50% reduction in SOx emissions from last FY
5	Installation of RO systems	We have set up an RO plant of 650 KLD capacity at our manufacturing facility in Jambusar.	82,513 KL of freshwater consumption reduced
6	Smart infrastructure	Motion sensor installations optimizing power consumption, optimization of HVAC chilled water circuits ensuring efficient cooling operations and AHU running hour adjustments optimizing air handling for energy saving.	Energy conservation
7	Installation of PVC drift eliminators	We have installed PVC drift eliminators to enhance the efficiency and performance of our cooling towers.	Reduced water consumption in cooling towers
8	Development of low-carbon products	Over the past 20 years, we have been strategically building a comprehensive biologicals portfolio, reinforcing our commitment to sustainable agricultural solutions. At present, we have 15 biological products in our product portfolio	Increased share of biodiversity-sensitive products
9	Implementation of reverse-phase chiral separation techniques	We implemented reverse-phase chiral separation techniques to ensure the purity and efficacy of chiral agrochemical compounds and enhance R&D outcomes in the facility	Reduction in solvent usage bringing down input material costs
10	Increase in boiler stack height and installation of AHU cleaning stations	We have increased boiler stack height from 25m to 30m, improving environmental safety and have installed AHU filter cleaning stations ensuring improved air quality for employees.	Improved air quality
11	Integration of Multi-effect Evaporator	Integration of a multi-effect evaporator (MEE) into our manufacturing plants has enhanced process efficiency, by enabling efficient wastewater treatment and resource recovery while minimizing environmental impact.	Waste reduction by concentrating waste streams and cost savings through reduction in energy usage and reducing the volume of effluent to be treated.
12	Steam Purchased (Biomass Generated)	Third-party steam generated from biomass significantly contributed to GHG emission reductions	Saved 11,698.71 Tons of CO2.

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

Our Emergency Response plan, applicable across all manufacturing sites, categorizes events into crisis, emergency, and incidents. The primary protocol prioritizes safety through prompt evacuation or assembly at designated points, with provisions for medical assistance. Facility layouts ensure unhindered access to escape routes and assembly points for all Manufacturing Production Plants (MPPs) and departments. The plan delineates responsible parties for each action

item, ensuring accountability. In unforeseen circumstances, the emergency escalation matrix provides a defined course of action. We also conduct regular drills and exercises assess preparedness, with outcomes documented and integrated for continual improvement.

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.

At present, the entity has not identified any significant adverse environmental impacts arising from its value chain that warrant formal disclosure. However, we recognize the importance of proactively managing potential environmental risks across our upstream and downstream operations. As part of our ongoing commitment to environmental stewardship, we are strengthening our due diligence processes, engaging with suppliers on sustainability expectations, and working towards building a more transparent and responsible value chain. In the coming year, we aim to conduct targeted assessments to identify and address potential hotspots and enhance our mitigation and adaptation measures accordingly.

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

This year, we deepened our ESG outreach to 39 suppliers, including all 22 significant suppliers and 17 additional Tier-1 partners, covering nearly 30% of total procurement spend.

- 8 a. Green credits generated or procured by the entity:** PI Industries Limited has not generated or procured any Green credits at this time
- b. Green credits generated or procured by top ten value chain partners (in terms of value of purchases and sales respectively)**

At this time, there is no available information regarding the generation or procurement of Green credits by the top ten value chain partners.

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

The Company is affiliated with 21 (twenty-one) trade and industry chambers/associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Asia Business Council	International
2	CONFEDERATION OF INDIAN INDUSTRY	National
3	CROPLIFE INDIA	National
4	Indian Chemical Council	National
5	American Institute of Chemical	International
6	AGRO CHEM FEDERATION OF INDIA	National
7	Data Security Council Of India	National
8	BIOLOGICAL AGRI SOLUTIONS	National
9	YPO DELHI CHAPTER	National
10	INTERNATIONAL MARKET ASSESSMENT	International

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

Name of authority	Brief of the case	Corrective action taken
N/A		

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	Role of corporate sector for economic development: Legal Challenges and Opportunities	Participation in round tables discussions and consultations organized by industry associations such CII, FICCI, etc.	Yes	As and when required	https://www.linkedin.com/posts/ciievents_ciilegalservices_conclave-legalservices-activity-7250066416681295873-2byi
2	Catalyzing Inclusive Growth: Accountability, Empowerment, and Skills for a Sustainable India	Participation in round tables discussions and consultations organized by industry associations such ACFI, CSRBox, etc.	Yes	As and when required	https://www.linkedin.com/posts/csrbox_ices2024-ices2024-indiacsrandes_gsummit2024-activity-7252958067292561410-bFQ9/ https:// www.acfiindia.com/meetings-seminars

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Project Name	SIA Notification	Date Notification	Conducted by independent	Result Communicated	Web link
Not applicable since during FY 2024-25, we have not undertaken any projects that require Social Impact Assessments (SIA).					

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)
N/A						

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

Our communities play a crucial role in our growth, and as such, we provide avenues and platforms for them to share their feedback. The Company advocates for a transparent mechanism to address community grievances in a just, fair, and timely manner. We have established a process to receive and resolve concerns or grievances from the community.

A site-level committee, comprising members from various departments such as administration, CSR, and operations, is formed to receive concerns, whether written or verbal, and to work towards their resolution. Thorough investigations are conducted, and concerns are addressed appropriately and promptly. Furthermore, the Company actively engages with the community as part of our development efforts. A summary of these interactions with various stakeholders is outlined below.

Meeting with stakeholder	Periodicity of communication	Type of interaction
Local Community & Local Gram Panchayat along with CBOs like SHGs and others	Monthly basis by Partner and Quarterly Basis by PI Foundation	General meeting with community & CBOs and one to one interaction with Sarpanch Gram Panchayat to seek the feedback and progress update
Non-Government Organizations (NGOs)	Quarterly Basis	General Meeting to seek the feedback and progress update
Government Authorities (Collector, District Development Officer and SDM), MLA, Opinion Leaders & other regulatory bodies Prant & District Level Committees)	Monthly Basis	One to one interaction with Collector, District Development Officer and SDM) and participating in regulatory bodies of Prant & District Level CSR Committees as and when organized.

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Directly sourced from MSMEs/ small producers	7.99%	6.92 %
Directly from within India	72.16%	68.16%

Yes, Reasonable Assurance has been undertaken on the indicators in the table above for FY 24-25. Name of the external agency is Price Waterhouse Chartered Accountants LLP.

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	FY25 Current Financial Year	FY24 Previous Financial Year
Rural	48.49%	50.39 %
Semi-urban	0.79%	0.86 %
Urban	31.77%	32.13 %
Metropolitan	18.95%	16.62%

The locations have been categorized as per RBI Classification System - rural/semi-urban/urban/Metropolitan.

Reasonable Assurance has been undertaken on the indicators in the table above for FY 24-25. Name of the external agency is Price Waterhouse Chartered Accountants LLP

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Negative Social Impact	Corrective Action
Not applicable since during FY 2024-25, we have not undertaken any projects that require Social Impact Assessments (SIA).	

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

S. No.	State	Aspirational District	Amount spent (In INR)*
1	Telangana	Khammam	2,00,00,000
2	Telangana	Warangal Rural	75,00,000
3	Maharashtra	Jalgaon	

*The amount indicated reflects the overall programme-level expenditure, with aspirational districts included as key focus areas within the broader initiative.

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

No, we don't have a preferential procurement policy which gives preference to any supplier. Procurement is done solely based on parameters like cost, quality, sustainability, etc.

(b) From which marginalized /vulnerable groups do you procure? N/A

(c) percentage of total procurement (by value) does it constitute? N/A

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:

Intellectual Property	Owned Acquired	Benefit Shared	Calculate Benefit Share
Not applicable			

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

Authority Name	Brief Case	Corrective Action
Not applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	No. of Children benefitted by supplementary study/educational materials.	6,825	100%
2.	Improving learning outcomes	5,330	100%
3	Vocational training program on chemical plant operations, DDU Nadiad	100	100%
4	Vocational skilling program to rural youths at Skill Development Centre, Jambusar	500	100%
5	CoE - Capacity building program on Chemical/ Industrial Disaster Risk Management	853	Nil

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
6	Support to girls' education	500	100%
7	Supporting Research Scholars and though leadership for policy research	18	Nil
8	Support to education for differently abled children	250	100%
9	Preventive Health Care through 3 Mobile Medical Vans	84,646	100%
10	Saving little hearts	51	100%
11	Safe drinking water in rural communities	3,702	100%
12	Supporting oxygen supply continuity in the hospitals in rural areas	50,000	100%
13	Upkeeping and maintenance of school toilets under Swacch Bharat Abhiyan	3,500	100%
14	Project Asmita	6,300	100%
15	Water conservation through DSR technology	7,926	7%
16	Project Bandhan	10,057	71%
17	Project Sahyog	11,000	Nil
18	Jivodaya	263	10%
19	Green belt development	5,000	100%
20	Development of rural road Infrastructure & need based support to the communities in local rural area	11,223	100%

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

Essential Indicators

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

We have established multiple customer support channels to ensure that queries and complaints are addressed efficiently and transparently. A dedicated ticket management system is in place to log, escalate, and resolve complaints within defined timelines based on their nature.

Customers can reach us through the following channels:

- Phone: Our toll-free number is available during business hours for customer support. Upon receiving a query or complaint, a ticket is generated and assigned to the relevant team for resolution within a specified timeframe. If needed, the system follows a predefined escalation matrix to ensure timely action.
- Company Website: Customers can also connect with us via the 'Contact Us' page on our website by submitting their queries or complaints using their mobile number and email ID. The submissions are reviewed and forwarded to the appropriate department for resolution.

Following is the link where all channels of communication are given: <https://www.piindustries.com/ContactUs.aspx>

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Services	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Complaint Type	FY25 Current Financial Year		Remarks	FY24 Prev Financial Year		Remarks
	Received during the year	Pending resolution at the end of year Pending		Received during the year	Pending resolution at the end of year	
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	18		1	22	Pending at Consumer Forums across India since last 5 years

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

	Number	Reasons for recall
Voluntary Recall	None	Not applicable
Forced Recall	None	Not applicable

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

Yes, PI Industries Limited has established a robust cybersecurity policy designed to proactively address risks and safeguard the confidentiality, integrity, and availability of its information assets, including those related to data privacy. As an ISO 27001:2022 certified organization, PI upholds stringent information security management standards.

To ensure compliance across all levels, the company has implemented comprehensive corporate policies and initiatives. Cybersecurity and IT risks are identified as key focus areas within the organization’s broader risk management policy, which outlines clear mechanisms for their assessment and monitoring. Additionally, PI’s data privacy policy is structured to inform consumers about the type of data collected and retained, promoting transparency, and building trust.

Web Link:

<https://www.piindustries.com/Privacy-Policy>

<https://www.piindustries.com/Media/Documents/Risk%20Management%20Policy.pdf>

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.

No such instance recorded.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: Nil
- b. Percentage of data breaches involving personally identifiable information of customers: Nil
- c. Impact, if any, of data breaches: Not applicable

Reasonable Assurance has been undertaken on the indicators in the table above for FY 24-25. Name of the external agency is Price Waterhouse Chartered Accountants LLP.

Leadership Indicators

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

Channels/Platforms available (Yes / No) - Yes

Web Link

At PI Industries, we have different websites/ platforms through which we provide information on the products and services to our stakeholders.

We continue to display information on our products and services on multiple platforms such as:

1. PI's website- <https://www.piindustries.com>
2. Social Media Handles:
 - a. LinkedIn - <https://www.linkedin.com/company/pi-industries-ltd/>
 - b. Instagram Handle - <https://www.instagram.com/piindltd/>
 - c. Facebook ID - <https://www.facebook.com/PiindustriesLtd>
 - d. Twitter - <https://twitter.com/PIINDLTD>
3. Other handles where PI products and services are published
 - a. <https://www.facebook.com/PIMitra>
 - b. <https://www.youtube.com/@piindustries1603>
 - c. <https://www.youtube.com/@PIMitra>

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

The Company regularly conducts large-scale demonstration sessions and distributes brochures to educate consumers on the safe and responsible use of its products. This is complemented by clear and informative product labelling and packaging to ensure proper understanding and usage.

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

The Company remains in constant touch with its business partners and informs them of any risks/discontinuation of essential services through emails and phone calls.

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)

We comply with all local regulations related to product registration and sales. In addition, we prioritize transparency and safety by supplying detailed Material Safety Data Sheets (MSDS) with our products. These sheets include comprehensive information on chemical composition, regulatory requirements, hazard classification, logistics details, and guidelines for safe storage. To ensure accessibility, we provide MSDS in local languages for farmers, distributors, retailers, and sellers.

In our biannual B2B customer satisfaction survey, we achieved 86% customer satisfaction score based on an assessment of customers representing 88% of our revenues. A similar survey conducted among B2C customers yielded a score of 8.1 out of 10 along with a net promoter score of 45 indicating high satisfaction rates among our customer base.

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