



ACCELERATING  
INNOVATION TO FOSTER  
**A RESILIENT  
TOMORROW**

SUSTAINABILITY REPORT  
2022-23

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## About the report

We are delighted to present our inaugural Sustainability Report that offers insights into our approach, efforts, and performance towards relevant Environmental, Social, and Governance (ESG) material issues in addition to our annual report. We want to demonstrate through this report how Insecticides (India) Limited (IIL) is moving towards building a sustainable future, maintaining a strong social licence to operate, and producing long-term value for stakeholders and investors. The target audience for the sustainability disclosures are stakeholders with a direct or indirect relationship with the company.

## Scope and Boundary

The report discloses non-financial information, activities, and sustainability initiatives of our organization for FY 2022-23 i.e., April 01, 2022, to March 31, 2023, as per Global Reporting Initiative (GRI) Standards. A GRI content index can be found at the end of this report.

Our reporting boundary is inclusive of the operations that fall directly under the control of IIL. The environmental performance data disclosed in the report covers our manufacturing plant sites located at Chopanki (Bhiwadi, Rajasthan), Dahej (Bharuch, Gujarat), Samba & Udhampur (Jammu & Kashmir). The disclosure regarding the social aspects and our relationship with the stakeholders covers our corporate office and regional offices, in addition to our manufacturing facilities.

## External Assurance

Limited assurance has been obtained for the ESG Disclosure by an independent assurance provider, Ernst & Young Associates LLP, following International Standards on Assurance Engagements 3000 [ISAE 3000 (Revised)]. The assurance letter is attached to the report and can be found on page 48.

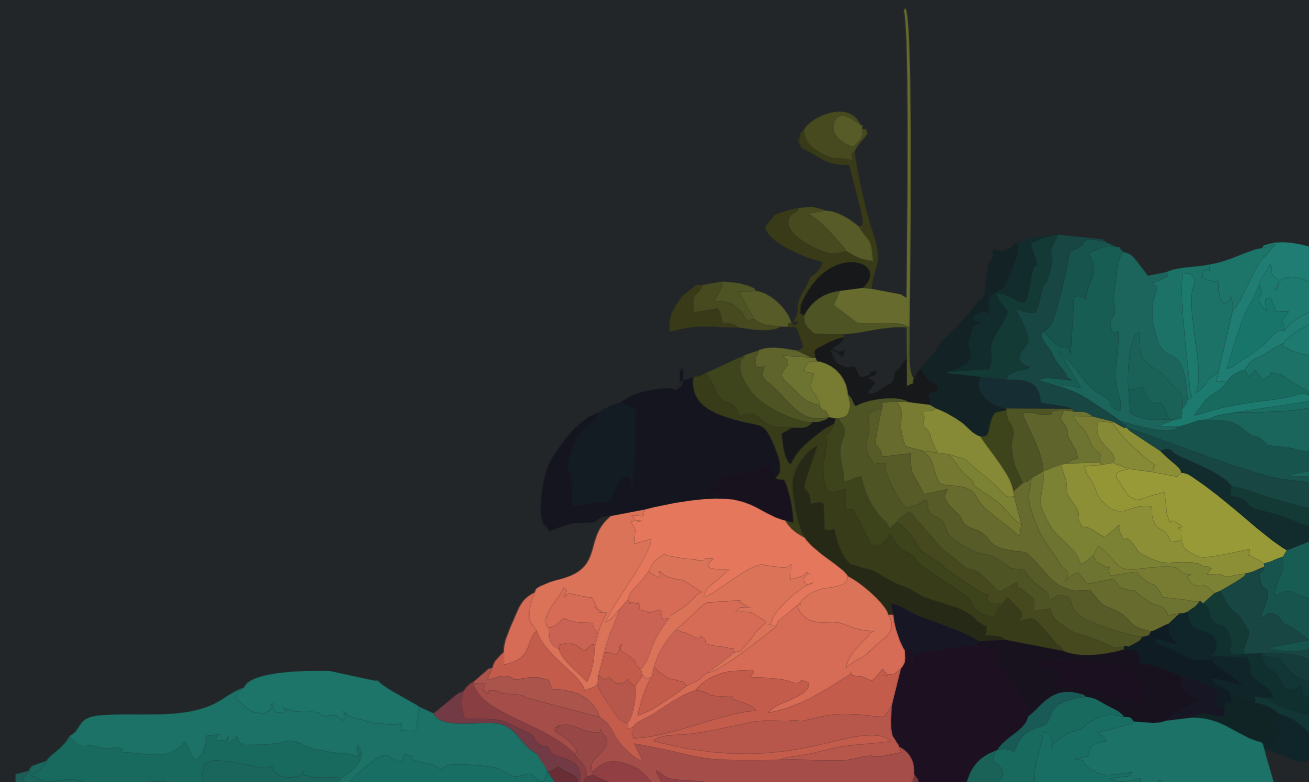
## Focus

Feedback on our sustainability report is appreciated by our stakeholders. We would be happy to hear from you. Kindly share your feedback at:

✉ [investor@insecticidesidia.com](mailto:investor@insecticidesidia.com)

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TO GROW SUSTAINABLY IS THE WAY FORWARD

# MESSAGE FROM OUR CHAIRMAN

“To ensure society’s progress in a rapidly changing world, we at IIL are committed to creating an environment that promotes holistic and sustainable growth for the nation and nature at large”

The world has gone through unprecedented changes in the last few years, which has made us realize, that the need to understand the impact on the environment and society has never been more prevalent than now.

As an organization, we have become cognizant of our responsibility of generating economic value for our stakeholders in a sustainable and inclusive manner. To this end, last year we embarked on the journey of sustainability, understanding our impact, and formalizing our ESG practices.

As the first step in this journey, with immense pleasure, I would like to present you with the first Sustainability Report for IIL, highlighting our commitment to sustainable and inclusive growth. With this report, we strive to communicate our efforts in delivering agrochemical products in an environmentally feasible and socially ethical manner.

With best wishes  
**Mr. H. C. Agarwal**  
Chairman



# MESSAGE FROM MANAGING DIRECTOR

“We are striving to create a sustainable foundation that transforms our society and protects the environment. We at IIL are driving some meaningful initiatives to reinforce a greener and prosperous tomorrow.”



Over the years, we all have seen the perils of climate change and its subsequent challenges and understanding these challenges and adopting a sustainable approach in our business and operations is the only way we can mitigate these challenges.

Owing to the same, last year we started our ESG journey, by understanding and identifying the issues that are relevant to us as an organization and to our stakeholders. We also formalized our ESG strategy that will guide us way forward in this ambitious journey. With this report, we want to communicate our efforts to our stakeholders towards the same.

**Mr. Rajesh Aggarwal**  
Managing Director



# OVERVIEW OF THE ORGANIZATION

Insecticides (India) Limited is one of India's leading manufacturers of crop protection and nutrition products. We have a dominant presence among the farmer community, owing to our unique portfolio and ability to understand the need of our customers. Our focus is to provide the latest crop protection solutions even to small and marginal farmers.

Headquartered in Delhi, we commenced our operations in 2001 and started our first manufacturing plant in Chopanki Rajasthan in 2002. Over the years, we have spread our operations across the country and have established six facilities to manufacture formulation and technical-grade products in the crop protection and nutrition category in four categories: Insecticides, Herbicides, Fungicides, Biologicals and Plant Growth Regulators (PGRs). We also own the prestigious "Tractor Brand", which is highly popular among the Indian farmer community.

We have expanded our business by providing environment-friendly, and high-efficacy products to the farmers. Our business is driven by our reliance on an innovation-driven basis, distinctive capabilities, solid fundamentals, and a defined plan to focus our thoughts. We are a future-focused company rooted in innovation, quality, and manufacturing excellence that makes us a preferred choice for a growing and ever-evolving global farmer community.

## OUR JOURNEY



## OUR VISION, MISSION, AND GUIDING VALUES

We think that businesses that adopt a responsible and sustainable method of working will prosper in the future by keeping up with the quickly evolving demands of the customers. Our beliefs are embedded with this fundamental concept. The principles by which we run our business includes being attentive to our customers, developing high-quality products that are more sustainable, implementing process improvements, and establishing a culture that is motivated by respect and ethics.



### OUR VISION

To be every farmer's first choice for sustainable agriculture.

### OUR MISSION

Empower farmers with effective world-class products and services that are affordable and accessible.

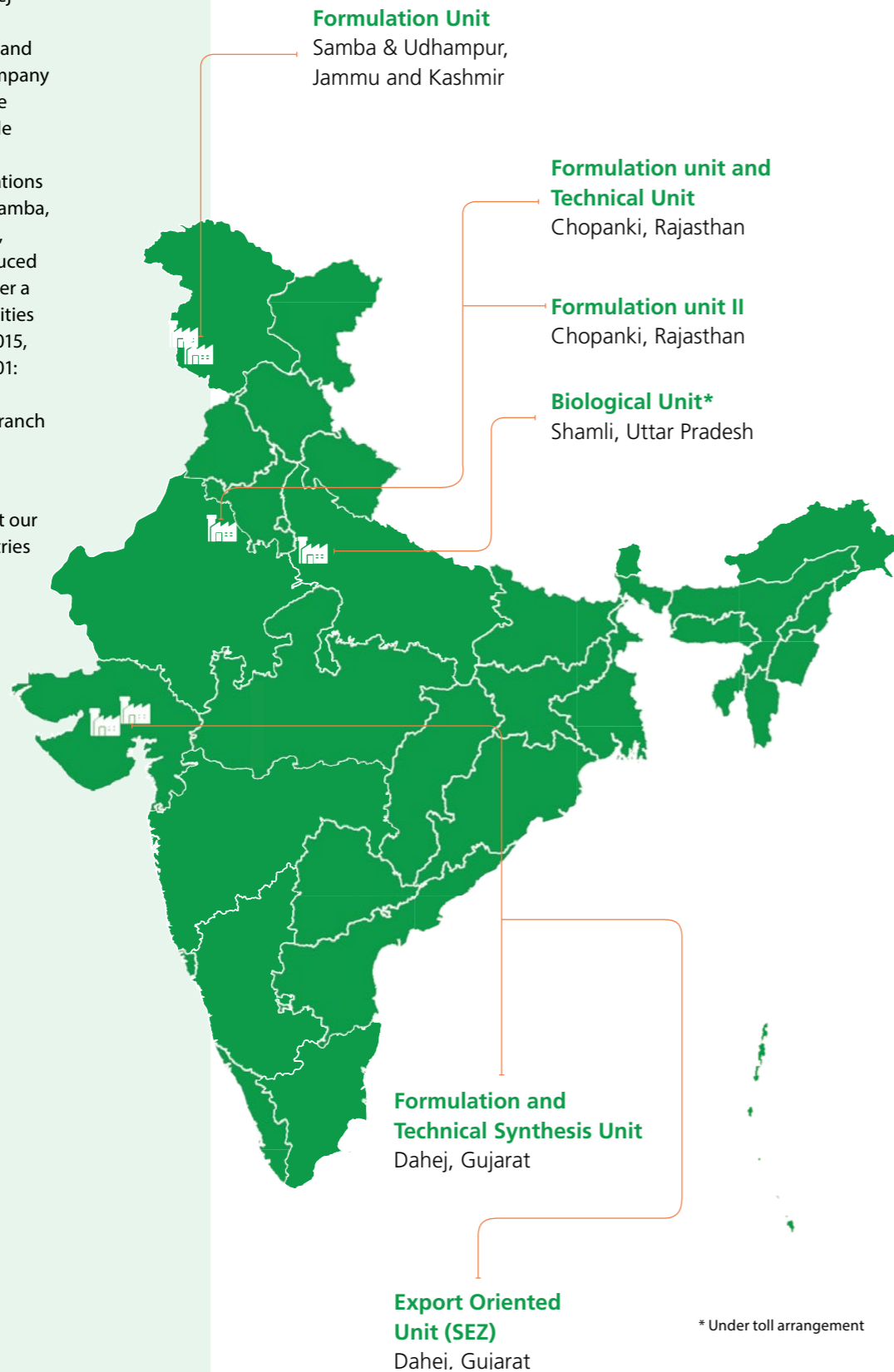
## BRAND PRINCIPLES



# OUR PRESENCE

ILL's state-of-art manufacturing facilities are located at Chopanki (Rajasthan), Samba and Udhampur (Jammu & Kashmir), and Dahej (Gujarat). We have technical synthesis plants at Chopanki and Dahej, which provide the company with a competitive advantage in backward integration, while formulations products are manufactured at various locations including Chopanki, Dahej, Samba, and Udhampur. Furthermore, biological products are produced in Shamli, Uttar Pradesh, under a toll arrangement. All our facilities are certified with ISO 9001: 2015, ISO 14001: 2015, and ISO 45001: 2018. We have built a strong domestic presence with 28 branch offices.

In addition to catering to the Indian market, we also export our goods to more than 22 countries spread across the globe.



# PRODUCT PORTFOLIO

ILL provides a wide variety of crop protection and nutrition products, including fungicides, insecticides, and herbicides as well as Biological and Plant Growth Regulators (PGRs). We have expanded our offering by adding biologicals with the goal of sustainable expansion. Our product line includes specialized products that provide integration and synergy in crop protection, helping us to establish ourselves as a solution provider.

*ILL has 21+ technical products, 105+ formulation products including 35 Maharatna products to cater to the farmer's community.*

<h2>HERBICIDES</h2> <p>Used to prevent and control weeds in crops</p> 	<h2>INSECTICIDES</h2> <p>Used to effectively control the insects in crops</p> 
<h2>FUNGICIDES</h2> <p>Used to prevent and control different diseases in crops</p> 	<h2>BIOLOGICALS</h2> <p>Used for the good health and productivity of the crops</p> 



# AWARDS AND ACCOLADES



Export Excellence Award, 2023

IIL has been bestowed with a Gold award for FY 2018-19 and a Silver award for FY 2019-20 in the one-star exports house category at the EXPORTS Excellence Awards. The event was organized by the Federation of Indian Export Organizations (FIEO) in Mumbai. These awards were postponed until March 2023 due to the pandemic. Hon'ble Smt. Anupriya Patel, Minister of State for Commerce and Industry, Govt. of India presented the award to Mr. Rajesh Aggarwal, MD, IIL, and Mr Shrikant Satwe, Head of International Business.

Insecticides (India) Limited won accolades at FICCI India Chem Awards 2022; recognized for Excellence in Exports: A total of 108 applications were received from over 45 companies competing in 14 award categories.



FICCI India Chem Awards 2022

At the "PMFAI-SML Annual Awards 2023" event, we were thrilled to be part of the celebration that recognized the achievements of leading agrochemical companies in the industry. Insecticides (India) Limited (IIL) was honoured to receive the prestigious "Successful Company of the Era" award, a testament to our unwavering dedication to providing farmers with top-quality crop care products and effective solutions. This recognition reaffirms our commitment to excellence and our positive impact on the farming community. Additionally, the Managing Director of Insecticides (India) Limited, Mr. Rajesh Aggarwal, was honored with the distinguished 'Leader of the Year - Agrochemicals' award during the ceremony. This prestigious recognition acknowledges Mr. Rajesh Aggarwal's exceptional leadership skills and contributions to the agrochemical industry. Under his capable guidance, IIL has consistently experienced growth and success since its establishment.



PMFAI-SML Annual Awards 2023



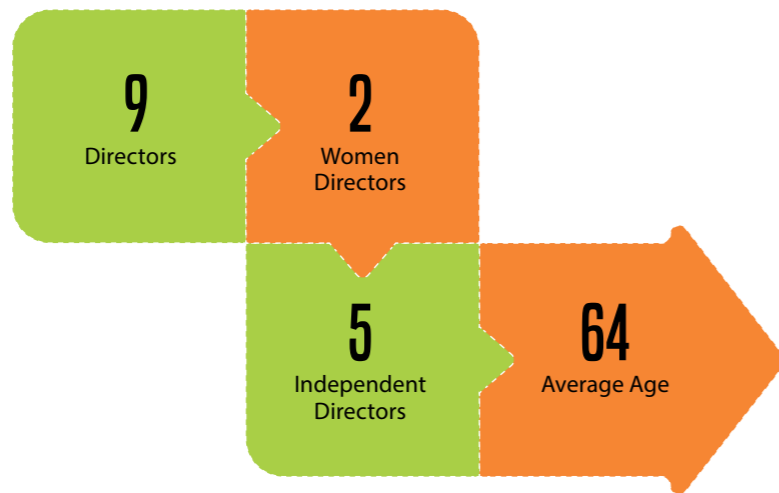
Excellence in Agriculture Award

# OUR GOVERNANCE

At ILL, we believe in developing and fostering a meaningful relationship with our stakeholders. We are committed to upholding the corporate governance standards and adhering to the requirements of Corporate Governance set out by the Ministry of Corporate Affairs (MCA) and the Securities and Exchange Board of India (SEBI). The board has instilled an ethos of integrity, transparency, and accountability in its work.

## OUR BOARD

We are cognizant of the role the board plays in ensuring effective governance across the organization. It regularly evaluates the company's business strategy to make sure it is responsive to the constantly shifting external environment and consistent with the company's mission and long-term goals. Our board is made up of independent and executive directors, comprising both men and women, who have the abilities, expertise, and necessary experience to ensure that the direction needed to carry out the Company's plan into the future, benefits stakeholders, and subsequently creates value.



## SKILL SET OF OUR BOARD MEMBERS



At present, the Board has constituted five committees dealing with specific areas/activities which concern the company. The Board supervises the execution of its responsibilities by the committees and is responsible for their action.



## KEY POLICIES AND CODE

We have implemented various procedures and policies that ensure organized and efficient business conduct. We also have a **Business Responsibility Policy** in place that is prepared in line with the principles of "National Guidelines on Responsible Business Conduct" (NGBRC). This policy applies to all employees, senior management personnel, and directors and ensures that we comply with company values, ethics, and other legal requirements. We strive to adhere to all the policies in their true spirit. Additionally, all these company policies are circulated throughout the company and are easily accessible on the local intranet as well as the company website.





## SUSTAINABILITY GOVERNANCE

We have reconstituted our Corporate Social Responsibility committee as Corporate Social Responsibility and Sustainability committee. The committee's focus will be on identifying, evaluating, and monitoring various environmental, social, and governance issues that are relevant to our company's operations. The goal of this development is to successfully integrate a sustainability framework into the organization's overall operation. Based on focus areas and priorities coming from the global picture, the Risk Management Committee will oversee setting up the strategic direction, targets, and priorities for the sustainability agenda in the company. We have also identified a core team that includes representatives from each department across all plant locations and head office who will identify, evaluate, and monitor diverse environmental, social, and governance aspects relevant to our business. This group of highly qualified individuals will be instrumental in delivering a more effective and concise message about sustainability. The primary purpose of this governance structure is to successfully implement a framework for sustainability and integrate it into the overall operations of the company. The team will oversee defining objectives, ESG targets, strategic direction, and priorities for our sustainability agenda.

### MEMBERS OF CORE TEAM

Mrs. Nikunj Aggarwal

Mr. Sandeep Aggarwal

Mr. Sandeep Kumar

Ms. Anamika Mallik

Dr. Mukesh Kumar

Mr. Sanjeev Aggarwal

Mr. Shishir Chandra

Mr. Rana Shekhar

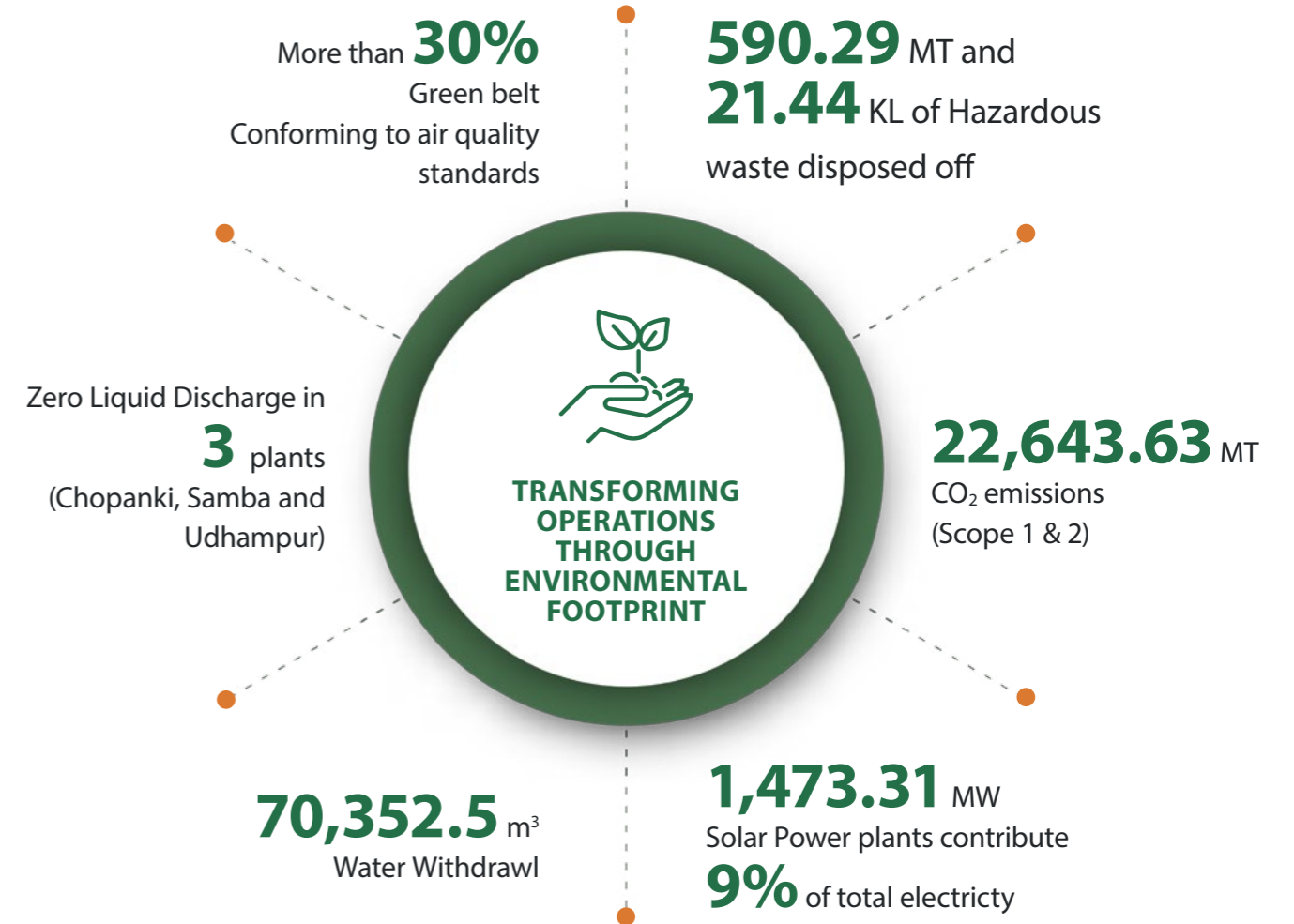
Mr. Naresh Gupta

Mr. Kiran Prajapati

Mr. M. K. Rao

Mr. Jitender Aggarwal

## OUR ESG PERFORMANCE



**1,472** permanent employees strength

₹ **271.91** lakhs CSR spend



**11.3** average training hours per employee

Scored **4.2** out of **5** in Employee Happiness Survey

**22** Patents\*

State of the art QC laboratories with NABL accreditation



**5** Independent Directors

No complaints filed pertaining to corruption or any other environmental and social non compliances.

**4** R&D Units

\*as of 30<sup>th</sup> September 2023



## SUSTAINABILITY AT IIL

Insecticides (India) Limited (IIL) recognizes the importance of sustainability in today's world, where environmental concerns are at an all-time high. We understand our responsibility to ensure that our products and practices are sustainable and environmentally friendly. Therefore, we not only have made sustainability a core business principle, but also strive to imbibe sustainable practices in our operations, products, and services. This report section aims to provide an overview of sustainability at IIL, including our efforts to align sustainability with our business objectives.

### MANAGEMENT APPROACH TO ESG EFFORTS

Our management has a focussed approach that emphasizes the importance of Environmental, Social, and Governance (ESG) factors in our business operations. We have implemented several initiatives to reduce our environmental impact, such as optimizing resource utilization, reducing carbon emissions, and promoting renewable energy. Additionally, we are focussing on promoting employee well-being and maintaining a safe and healthy workplace, demonstrating our commitment to social responsibility. We have also established robust systems and processes to ensure transparency, accountability, and compliance with regulatory requirements, highlighting our dedication to sound governance practices. By adopting a comprehensive approach to ESG, we aim to create sustainable long-term value for all the stakeholders, while contributing to the overall sustainable development.








### STAKEHOLDER ENGAGEMENT

Dedicated stakeholder engagement enables open communications that, in turn, allow us to better understand and address the challenges and opportunities that are of concern to our stakeholders. We have a dynamic relationship with our stakeholders and the stakeholder engagement process is influenced by their emphasis on our strength and ability to create value for all.

We at IIL, believe in having an open and transparent dialogue with our stakeholders. On our road ahead, we further plan to integrate sustainability aspects in our regular communications with stakeholders at every level, thus strengthening our mechanism to identify challenges and opportunities.

Our strategy is to have ongoing communication with all the stakeholders and seek their feedback regularly. We try to incorporate their feedback into our strategy development. We have a mechanism to collect and respond to the feedback provided by our stakeholder groups. We have identified farmers, investors/shareholders, employees, communities, suppliers, and regulatory bodies as our key stakeholder groups. The respective teams are entrusted with all the engagement responsibilities for each stakeholder group.

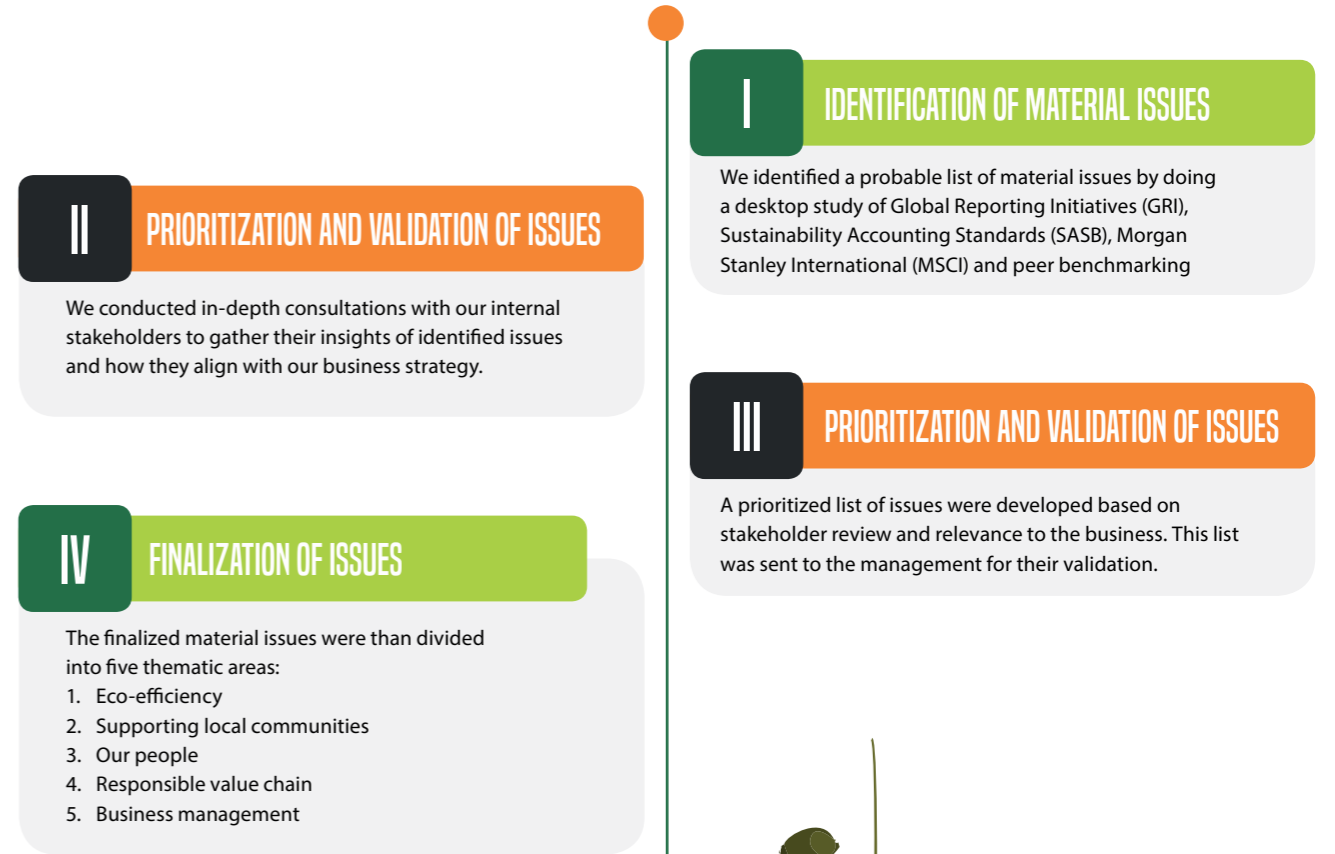
We interact with the following stakeholder groups who are either impacted by our organization or whose actions can be expected to affect our strategy. Through varied engagement channels, we maintain frequent contact with our stakeholders, and these vital exchanges help us to continuously improve.

Stakeholders	Engagement platforms	Topics covered
 Farmers	<ul style="list-style-type: none"> <li>Awareness campaigns</li> <li>Visits</li> <li>Farmer meetings</li> <li>Mass media, social media and call centers</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of the right usage of agrochemicals</li> <li>Understanding the challenges faced by them while using insecticides and herbicides</li> </ul>
 Shareholders	<ul style="list-style-type: none"> <li>Annual Report</li> <li>Press Releases</li> <li>Investor Presentation</li> <li>Corporate Website</li> <li>Quarterly and Annual Results</li> <li>Corporate Announcement on Stock Exchanges</li> </ul>	<ul style="list-style-type: none"> <li>Financial information</li> <li>Return on investment</li> <li>Company developments</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>Induction program</li> <li>Conferences</li> <li>Engagement surveys</li> <li>Workshops</li> <li>Training program</li> </ul>	<ul style="list-style-type: none"> <li>Benefits provided to employees</li> <li>Understanding challenges faced by employees</li> </ul>
 Communities	<ul style="list-style-type: none"> <li>Community visits</li> <li>Interaction with Local Bodies in areas of operation</li> <li>CSR Activities</li> </ul>	<ul style="list-style-type: none"> <li>Understanding challenges faced by these communities</li> <li>Feedback on CSR activities carried out</li> </ul>
 Suppliers	<ul style="list-style-type: none"> <li>Open house vendor meets</li> <li>Meetings through associations</li> </ul>	<ul style="list-style-type: none"> <li>Vendor assessment and review</li> <li>Pricing and quality issues</li> <li>Supply chain issues/ solutions</li> </ul>
 Regulatory Bodies	<ul style="list-style-type: none"> <li>Regulatory filings</li> <li>Facility inspections</li> <li>Annual reports</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with regulatory requirements</li> </ul>
 Media	<ul style="list-style-type: none"> <li>Advertisements</li> <li>Social Media</li> <li>Newsrooms</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of the right usage of agro-chemicals</li> <li>Our work with farmers</li> </ul>

## MATERIALITY ASSESSMENT

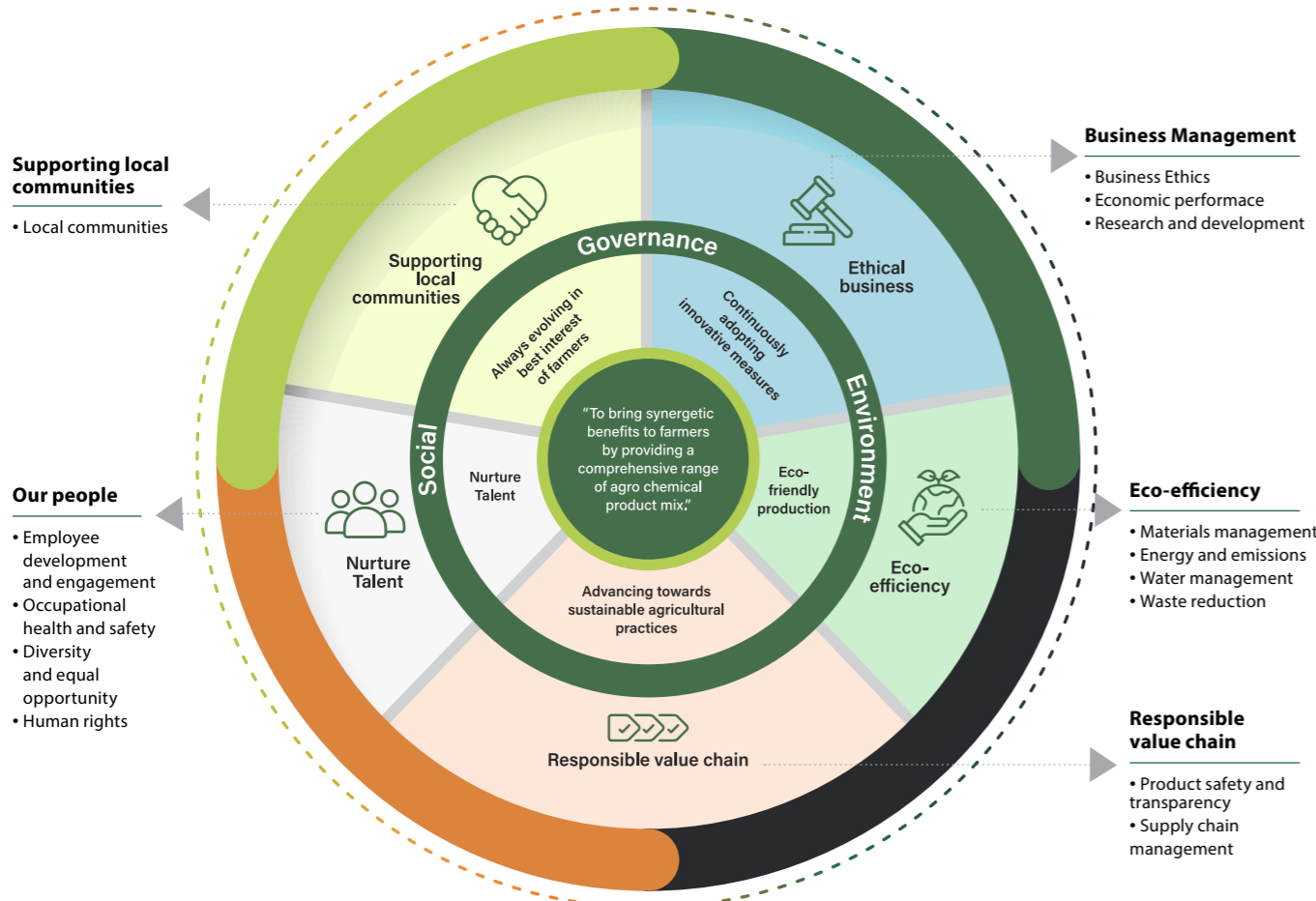
As a stepping stone in this journey of sustainability, we conducted our first materiality assessment to identify and prioritize the issues that have a direct or indirect impact on us and our ability to create value for our stakeholders. We adopted the Global Reporting Initiative's (GRI) definition of material aspects while conducting this assessment.

As part of our materiality assessment, we conducted consultations with our internal stakeholders to understand their concerns and how they impact us as an organization and supplemented these discussions with an understanding of what our peers are doing and industry research. We referred to the Sustainability Accounting Standards Board's (SASB) materiality matrix and MSCI's industry-specific materiality map to identify the issues that will be most material to us. We have also identified key performance indicators against these material issues to disclose our progress.



# OUR ESG FRAMEWORK

Each of the identified material issues is further grouped under five thematic pillars i.e. Eco-efficiency, supporting local communities, our people, responsible value chain, and business management which are driven by our values and our commitment to communicate transparently.



Material Topic	Why it is material
<b>Business Ethics</b>	Within the organization, business ethics practices are obligatory to build an environment of trust, accountability, integrity, and transparency. It also aids in building trust between the company and stakeholders.
<b>Economic Performance</b>	Economic performance directly impacts the company's financial health and sustainability. It also influences a chemical company's ability to attract investors, lenders, and suppliers.
<b>Material Management</b>	Effective material management practices help the organization's costs, minimize waste, optimize resource utilization, and maintain compliance with regulations.
<b>Energy and Emissions</b>	Within and outside the organization, energy use and greenhouse gas emissions are significant contributors to its environmental impact and operating costs.
<b>Water Management</b>	Effective water management ensures the organization's operations are sustainable and minimizes environmental impact. Proper water management practices can help reduce its water waste and mitigate the risks associated with water scarcity.
<b>Waste Reduction</b>	Hazardous and non-hazardous waste generated during manufacturing can pose environmental and human health risks and can be costly to manage. By implementing waste reduction strategies, organizations can reduce its environmental impact and operating costs.
<b>Product Safety and Transparency</b>	Chemical products can pose risks to human health and the environment, so it is essential for an organization to prioritize product safety and provide transparent information about the chemicals it uses in its products to build trust with customers and other stakeholders.
<b>Supply Chain Management</b>	Effective supply chain management practices are critical for ensuring product quality, safety, and timely delivery while minimizing environmental impact.
<b>Employee Engagement and Development</b>	By fostering employee engagement and development, a chemical company can build a culture of innovation, continuous improvement, and social responsibility, which can lead to improved business performance and stakeholder satisfaction.
<b>Occupational Health &amp; Safety (OHS)</b>	Chemical handling is a high safety risk. Thus, the OHS system ensures the well-being of employees, reduces the risk of accidents and injuries, and helps to minimize liabilities and associated costs.
<b>Diversity and Equal Opportunity</b>	It can foster innovation, attract, and retain top talent, and enhance the company's reputation and social license to operate. This can ultimately contribute to the company's long-term success and financial performance.
<b>Human Rights</b>	Human rights touch all aspects of a company's operations. Respecting the human rights of all stakeholders is both a legal and ethical imperative.
<b>Local Communities</b>	Maintain a long-lasting relationship with the local communities and giving back to society is of prime importance.
<b>Research and Development</b>	R&D plays a crucial role in offering a competitive advantage to the organization.

# BUSINESS MANAGEMENT

## ECONOMIC PERFORMANCE

Our organization's ideology and integrated thinking, which are reflected in our financial performance, relationships with our stakeholders, and interactions with the environment, underpin our ability to produce long-term value. For us to run a long-term viable company model, strong economic performance is a prerequisite. In addition to being a requirement for us to run a long-term viable business model, it also gives us the ability to meet stakeholder expectations and be responsible for the growth of our shareholders. The company's focus on R&D innovation and efficient supply chain management has enabled

it to increase its market share and expand its product portfolio. While challenges such as fluctuating raw materials costs and regulatory compliance exist, Insecticides India Limited is well-positioned for continued success.

A basic indicator of how an organisation has produced wealth for stakeholders is provided by information on the generation and distribution of economic value. During the reporting year, we generated economic value of ₹1,80,259.24 lacs out of which we retained ₹6,298.75 lacs.

## BUSINESS ETHICS

We place the highest priority on upholding high standards of moral behaviour. As we develop, it becomes more crucial than ever for us to model morality, accountability, and sound governance. At IIL, ethical behaviour serves as the cornerstone of all activities. We believe that by adopting ethical business practices and upholding laws governing the environment and human rights, guided by open communication and accountability, we can create long-term value for our firm. We regularly act on issues connected to regulatory compliance and corporate ethics to guarantee that we adhere to ethical business practices.

We adhere to the idea that trust is built through ethical practices, transparency, and accountability. In keeping with our guiding principles, we always work to encourage practices and frameworks that guarantee open dialogue with all our stakeholders and ethical business conduct at all levels.

We at IIL, uphold human rights principles and ensure that all employees are treated with dignity and respect. The company has established a comprehensive human rights policy that guides its operations and interactions with stakeholders. This policy emphasizes the importance of protecting human rights, including non-discrimination, and fair treatment. The company also recognizes its responsibility to respect the rights of workers, customers, suppliers, and the communities in which it operates.

During FY 2022-23, **no complaints** were filed against us pertaining to corruption or any other environmental and social non-compliances. Similarly, during the reporting year, there were no incidences of human rights violations as child-labour, forced labour, involuntary labour, and sexual harassment.

## RESEARCH & DEVELOPMENT

At IIL, we believe that Research and Development (R&D) is crucial to drive innovation and create new products, services, and technologies. Investing in R&D enables us to stay ahead of our competitors by meeting the evolving needs of our customers. Through R&D, we continuously improve our existing products in terms of efficacy and process, develop new ones, and explore new markets. Furthermore, R&D allows us to proactively identify and address any potential challenges in our operations, resulting in increased efficiency, reduced costs, and improved profitability. We as an organization firmly believe that R&D is fundamental to our long-term success, as it empowers us to stay competitive, grow, and adapt to the constantly changing business environment.

*Chopanki was the IIL's first R&D centre and was established in 2004*

*We have been bestowed with the prestigious GLP (Good Laboratory Practise) compliance certification for one of our Research Labs at Chopanki, Rajasthan by National Good Laboratory Practice (GLP) Compliance Monitoring Authority (NGCMA) of Department of Science & Technology (DST), Government of India. This is a highly coveted accreditation so far awarded to just 51 labs in India.*



### R&D - OAT & IIL Chopanki

Invent novel crop protection molecules for India and International markets



### R&D Biological

To invent new biological solutions for crops



### R&D Dahej

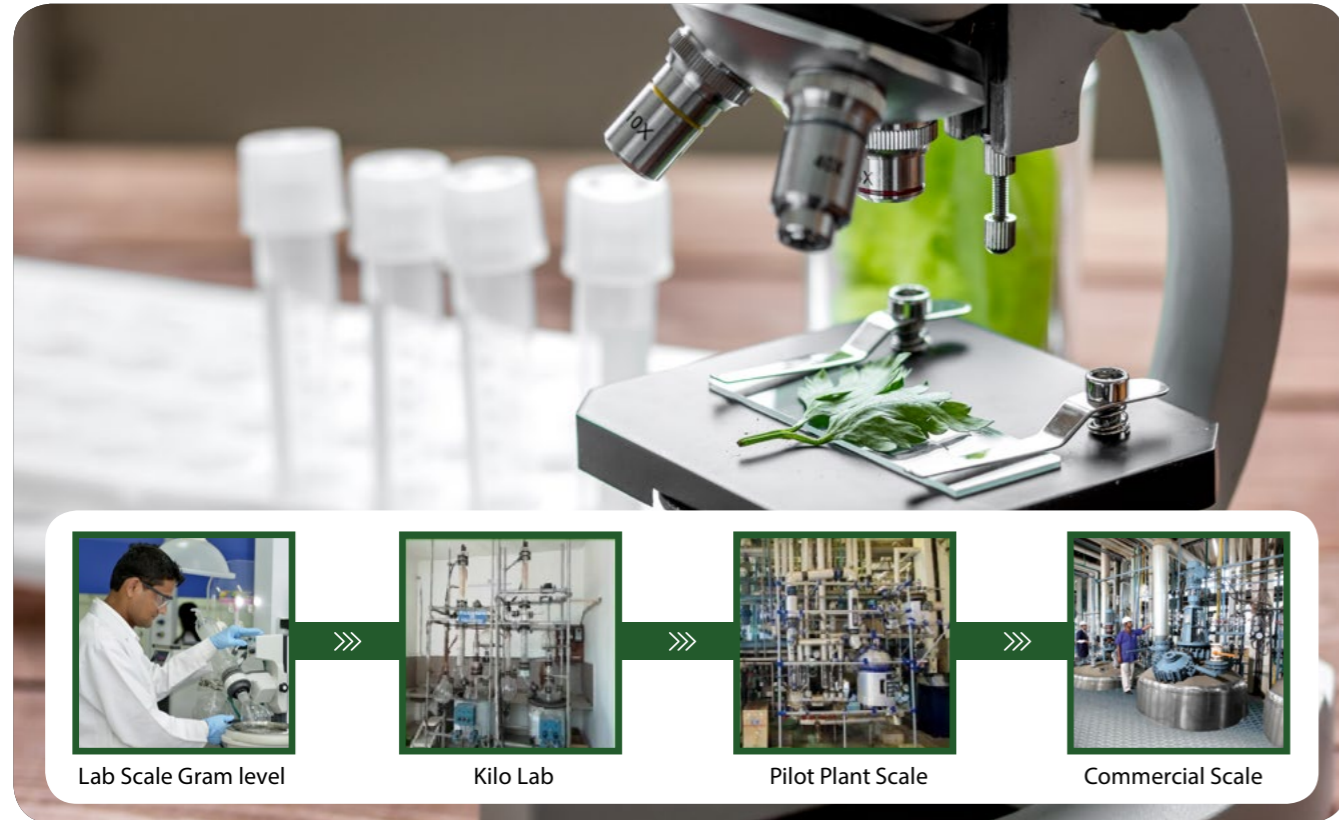
Process improvement and technical development of existing products with respect to cost



### R&D Chopanki

IIL Inhouse R&D Centre recognized by DSIR, Ministry of Science and Technology, New Delhi GLP certified

We have successfully developed internal end-to-end capabilities from the production of new products at the lab to the commercialization of the product by scaling up the development processes at our cutting-edge R&D facilities. We have highly skilled subject matter experts working on the creation of several specialist crop protection solutions.



Process of scaling up from lab to commercial

**Digital transformation at Dahej's QC department:**

We have replaced our previous manual process of sending out paper-based analysis reports for in-process and finished good products to plant personnel with Google Drive to monitor data, transfer information, and take prompt action in batches. This digital transformation has led to significant time savings, reduced paper usage, faster corrective actions, and real-time process assessment. The system also empowers the plant manager to assess product quality remotely, enhancing efficiency, quality control, and decision-making. We are excited about the positive impact of this technology on our operations.

The three NABL<sup>2</sup> – accredited QC Labs at IIL are home to devoted professionals that perform a variety of chemical reactions with the use of analytical tools including the GC<sup>3</sup>, GC Mass<sup>5</sup>, AAS<sup>6</sup>, UV<sup>7</sup> and Infrared Spectrophotometer, and MSMS<sup>8</sup>, – among others. IIL's research and development team consists of over 60 scientists specializing in the fields of chemistry and biology. We have also established an invention R&D center in a joint venture with a research-based Japanese giant, OAT Agrio Co. Ltd., which aims to develop new innovative products for the first time for Indian farmers and the international markets.

Our R&D efforts are driven by a commitment to innovation and a focus on developing solutions that meet the needs of our customers while also benefiting the environment. By mobilizing our expertise in new product formulations and combinations, we aim to continue launching latest technology products that improve the lives of farmers and contribute to sustainable agriculture.

2 National Accreditation Board for Testing and Calibration Laboratories  
3 Gas Chromatography

4 High Performance Liquid Chromatography  
5 Gas Chromatography Mass Spectrometry  
6 Atomic Absorption

7 Ultraviolet Spectrophotometer  
8 Micro Small Medium Scale Industries

# ECO-EFFICIENCY

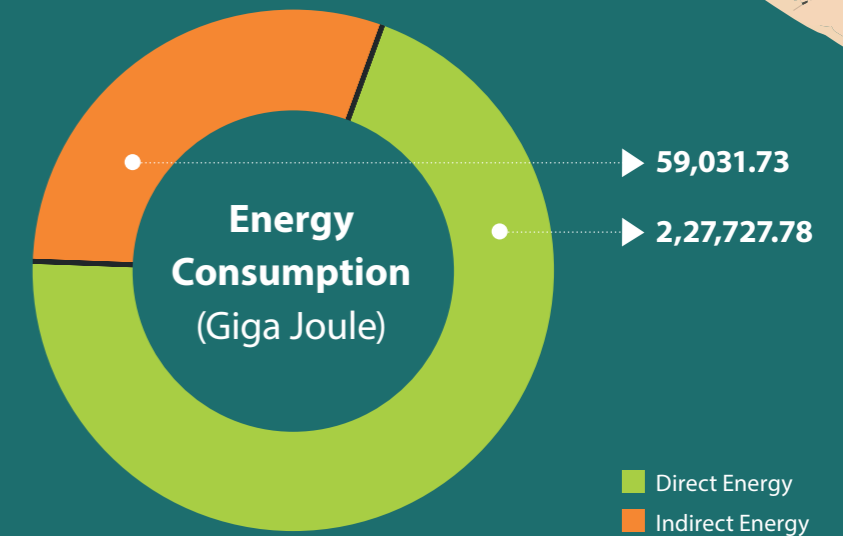
We are aware of our responsibility to preserve the ecological equilibrium and are steadfast in our commitment to preserve a sustainable ecology. We work tirelessly to ensure that resources are used as efficiently as possible while also considering the impact on the environment. We make continuous efforts towards reducing carbon emissions, energy consumption, water consumption, and waste generation by improving operational efficiencies. We also focus on promoting biodiversity within the vicinity of our plants by conducting a tree plantation drive every year at all plants. Moreover, all plants are ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 compliant.



## ENERGY AND EMISSIONS

### ENERGY

As responsible corporate citizen, we are aware of the challenges in meeting society's needs considering the world's rigorous environmental regulations, rising energy prices, expanding demand for energy, and new supply chain models. Our main areas of concentration have been energy conservation and energy efficiency in such a situation. We use diesel, natural gas, biomass, furnace oil, and grid electricity to meet our energy needs. The following table summarises the direct and indirect energy use for matters and operations during the reporting year.



Direct Energy Source	Quantity	Unit
Diesel	92,875.50	GJ
Natural Gas	60,880.83	GJ
Biomass Briquette	68,065.33	GJ
Furnace oil	2,193.32	GJ
Wood	3,712.80	GJ

Indirect Energy Source	Quantity	Unit
Electricity purchased from the grid	53,727.80	GJ
Renewable electricity	5,303.93	GJ

*ILL has a strong focus on sustainable practices and is committed to reducing its carbon footprint. To achieve this goal, we decided to maximize the use of renewable energy sources, specifically solar energy, across its operations.*

*In 2020, we started planning to install solar power plants across our manufacturing units to generate electricity from renewable sources. The project was aimed at reducing the company's dependence on non-renewable sources of energy and lowering its carbon emissions. After a thorough evaluation of various factors such as location, capacity, and cost, we identified two manufacturing units, located in Chopanki and Dahej, as ideal sites for the installation of solar power plants.*

*In early 2021, we started the installation of solar power plants at its Chopanki and Dahej manufacturing units. The project involved the installation of solar panels on the rooftop of the manufacturing units. The solar panels had a combined capacity of 1.2 MW.*

*Encouraged by the success of the project, we plan to expand our solar power capacity across other manufacturing units as well. The company believes that the adoption of renewable energy sources is crucial for achieving sustainable growth and is committed to playing its part in mitigating climate change.*



*Solar Panels installed in Warehouse of Dahej plant which leads to reduced green house effects*

## EMISSIONS

Climate change is one of the greatest threat humanity is facing in 21st century, and countries and businesses all around the world are developing strategies to mitigate its impact on economies and society at large. At IIL, we are committed to reduce GHG emissions from our operations optimizing our processes and adopting low-carbon technologies. We also monitor our Scope 1 and 2 emissions through a comprehensive monitoring system. This system enables the company to estimate and report its emissions accurately and identify areas for improvement. By keeping track of these emissions, we aim to take targeted action to reduce our environmental impact. Our GHG emissions for this financial year are tabulated below:

Emissions	Quantity	Unit
Scope 1	12,047.31	tCO2e
Scope 2	10,596.32	tCO2e

Air pollutants have a significant impact on both health and the environment. The air pollutants produced by our manufacturing plants include SOx, NOx, and particulate matter. Through efficient operational controls, we proactively adhere to all legislative norms and requirements in the locations where we operate. We continuously track the air emissions like NOx, SOx, and particulate matter, keep them within permissible limits, and take preventive measures to lessen their negative impacts. To decrease the emission of ozone-depleting substances (ODS), including hydrofluorocarbons (R-22, R-32, R-134a), we also monitor and improve our manufacturing processes. The following table lists the air emissions and ozone-depleting substance (ODS) emissions for the reporting year:

Air Emissions	Quantity	Unit
NOx	58.27	tonnes
SOx	22.23	tonnes
PM	26.18	tonnes

ODS	Quantity	Unit
R-22	9.52	tCO2e
R-32	2.49	tCO2e
R-134a	50.08	tCO2e

## WATER MANAGEMENT

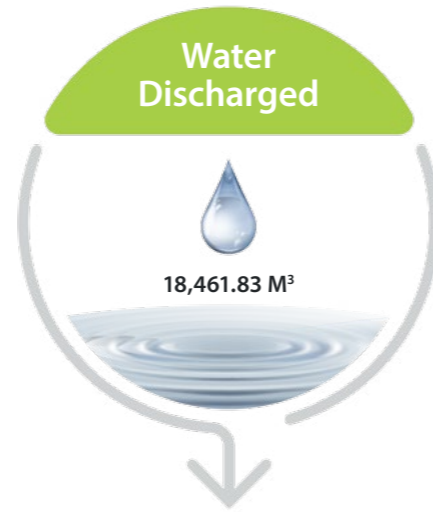
We are cognizant of the fact that water is a finite resource that must be conserved for the benefit of business as well as the community at large. All our manufacturing sites depend heavily on water; thus, we are accountable for reducing any negative impact that our operations may have. We have been carefully monitoring our water input and adhering to the regionally permitted withdrawal limitations. For our manufacturing facilities, we withdraw water from resources such as municipal supply water and groundwater.

Water withdrawal by source	Quantity	Unit
Third party water	63,979	M <sup>3</sup>
Groundwater*	6,373.5	M <sup>3</sup>

\* Due to non-functional water meters at the Udhampur and Samba plants, an average calculation method was employed to determine water withdrawal. Based on the consent to operate, an estimated average withdrawal of 5KL and 6.5KL was assumed for Udhampur and Samba respectively.

ILL has implemented a zero liquid discharge (ZLD) system across three plants (Chopanki, Udhampur and Samba) which allows us to treat and recycle all the water used in our manufacturing and domestic processes, ensuring that no wastewater is discharged into the environment.

Domestic effluents are treated by a sewage treatment plant and used for gardening whereas all industrial effluents are processed through an effluent treatment plant.



## MATERIALS MANAGEMENT

Every manufacturing process requires the utilization of resources to produce finished products. At ILL, we strive to rationalize material consumption, especially for virgin resources, while improving the quality and performance of our goods. We hold a firm belief in the judicious use of resources both inside and outside the organization. We continuously work to decrease the quantity of raw materials and packaging consumption. At ILL, we procure a wide range of raw materials including chemicals, solvents, dyes, adjuvants, and emulsifiers. The following table summarises the raw material and packaging material consumption data for the reporting year:

Raw Materials	Quantity	Unit
Raw materials used by weight	47,575.43	Tonnes
Raw materials used by volume	7,375.83	KL
Packaging materials used by weight	20.93	Tonnes
Packaging materials used by numbers	2,04,67,237	Number

## WASTE REDUCTION

We seek to reduce waste, across all our waste streams. We know employing sound waste management practices can reduce both our environmental impact and the expense of disposing of waste. We try to manage all of our garbage in accordance with local laws, either by properly disposing it off or by sending it to the permitted recyclers. Our key focus is to recycle and reuse and make continuous efforts to dispose of or process waste in an environment-friendly manner. The hazardous waste that gets generated in the organization post-production is sent to authorized third-party agencies certified under State Pollution Control Board. These agencies either recycle or incinerate depending on the nature and characteristics of the waste. The following table summarises the garbage produced throughout the reporting year:

Categories	Quantity	Unit
Solid hazardous waste generated	563.22	Tonnes
Liquid hazardous waste generated	21	KL
Hazardous waste generated	1,220	Number
Solid hazardous waste diverted from disposal (reused within the plant)	1.82	Tonnes
Liquid hazardous waste diverted from disposal (reused within the plant)	0.14	KL
Solid hazardous waste directed to disposal (landfilled + incinerated)	588.47	Tonnes
Liquid hazardous waste directed to disposal (landfilled + incinerated)	21.3	KL
Hazardous waste recycled	1,025	Number







# OUR PEOPLE

Our employees are one of our most valuable resources and nurturing and empowering them is of paramount importance in our journey of success. At IIL, we strive to build a workplace that is inclusive and promotes a culture of individual satisfaction and progress. We prioritise our employees' rights, equality of opportunity, workplace health and safety, and general-being. This assists us in fostering positive relationships with our employees. As part of our commitment to provide a conducive environment to our employees, we strive to provide certain benefits to our employees such as life insurance, healthcare coverage and disability coverage.

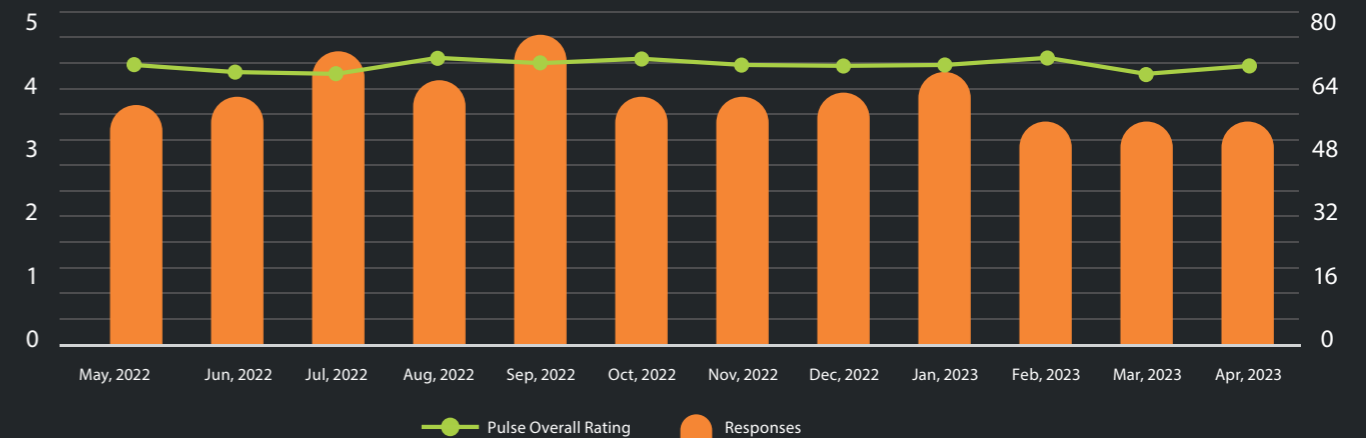
Category	Male	Female
Board of Directors	7	2
Permanent Employee	1,439	30
Temporary Employee	639	1

We always work to foster a "listen to act" culture within our firm. A responsive and hence effective employee management system must, in our opinion, be fostered through ongoing employee involvement. In addition to our employee engagement platforms and activities, we also engage with our employees through an annual survey. In this survey, we try to determine how satisfied they are with their jobs, the opportunities that are given to them, and their general concerns to identify areas that could be improved

## HAPPINESS SURVEY: Creating a happy culture

*In line with our philosophy of creating a positive work environment for our employees, we conduct an annual happiness survey to measure employee well-being and satisfaction within the workplace.*

*The survey includes a range of factors that contribute to overall job satisfaction, such as the work environment, job responsibilities, compensation and benefits, opportunities for growth and development, and relationships with co-workers and managers. We believe that these factors are critical for creating a positive work culture and fostering a sense of belonging among employees. By addressing employee concerns and improving the work environment, we can create a more engaged and motivated workforce.*



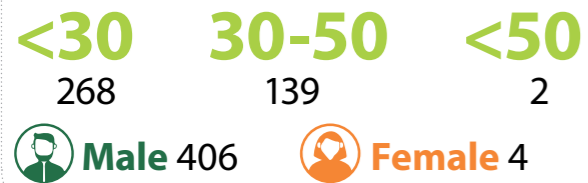
## 4.2 Score out of 5 in FY 2023

*Additionally, measuring employee happiness over time has helped us to track the effectiveness of our efforts to create a more satisfying workplace. We are committed to fostering a culture of transparency and openness, and a happiness survey is a key tool for achieving this goal. The survey results are shared with all the employees, and the company uses the feedback to develop action plans and implement changes that benefit employees.*

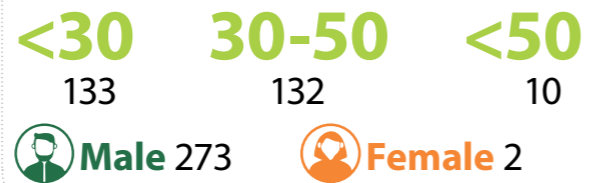
# EMPLOYEE ENGAGEMENT AND DEVELOPMENT

We endeavour to attract, train, and retain the brightest talent. We have a comprehensive recruitment procedure that helps us to choose the most qualified individuals for our company. Additionally, one of our primary objectives is to develop policies and strategies that not only promote talent development, work-life balance, and but also professional advancement. We continuously strive to invest on training employees both inside and outside the organization, thereby strengthening their capabilities.

### Total employees hired by age and gender



### Employee turnover by age and gender



### Employees Engagement activities At IIL

Dummy text and retain the brightest talent. We have a comprehensive recruitment procedure that helps us to choose the most qualified individuals for our company. Additionally, one of our primary objectives is to develop policies and strategies that not only promote talent development, work-life balance, and but also professional advancement.



Diwali celebration



Independence day celebration



Environment day celebration



Cricket day celebration

### Workers development program at plant sites

We conduct 5-10 days worker development programs to enhance employee awareness and skills related to productivity, and leadership to promote productivity and performance across the organization. The programs also aim to enhance employee motivation and participation in suggestion schemes to drive innovation and continuous improvement. Overall, the worker development programs at IIL are an essential component of the process to create a positive work culture that fosters continuous learning, growth, and improvement.

The Program primarily focussed on Five Areas

- Safety
- Quality
- Cost & Delivery
- House Keeping-5S
- Employee Motivation

### Employees Engagement activities At IIL



### DIVERSITY AND EQUAL OPPORTUNITY

At Insecticides India Limited, diversity, and equal opportunity are core values that are imbibed into our culture and operations. We firmly believe that diversity brings unique perspectives and experiences, which can lead to innovation and better decision-making.

To foster a diverse and inclusive workplace, we have established policies and practices that promote equal opportunity for all employees, regardless of their caste, gender, religion, age, or other personal characteristics. This includes fair hiring practices, training and development opportunities, and a workplace free of discrimination and harassment.

All decisions with respect to recruitment and promotions are made solely based on qualifications, viewed in relation to the requirements of the position. All managers and functional heads are directly responsible for the application of this policy and for ensuring that everyone in their department understands and adheres to this policy. Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their manager. Employees can raise concerns and make reports without fear of reprisal.



### OCCUPATIONAL HEALTH AND SAFETY

We place an immense priority on occupational health and safety owing to the nature of our operations. We know a safe and healthy work environment is essential for the well-being of our employees, as well as for the long-term success of the Company. To this end, we have implemented robust health and safety policies and procedures and provide regular training and awareness programs to all our employees. We also work to identify and mitigate occupational health and safety risks in all our operations. By prioritizing occupational health and safety, we are fostering a culture of safety, improving employee well-being.

To identify and manage health and safety hazards and enhance our performance on these metrics, several safety measures have been implemented at our corporate office and manufacturing facilities. All our contractors and workers attend safety training and drills, at our facilities. All our manufacturing facilities are certified with occupational health and safety management systems and ISO 45001.



Safety toolbox training

#### Hours of safety training at each plant

Below table provide details about the safety related training conducted across all our plants. It highlights number of participants and man-hours.

Description	Unit	Measure
Chopanki	Number of participants	768
	Hours	768
Dahej	Number of participants	436
	Hours	3,270
Samba	Number of participants	506
	Hours	506
Udhampur	Number of participants	213
	Hours	213

## HUMAN RIGHTS



At IIL, we firmly believe that maintaining and advancing human rights is essential because these rights are fundamental to every human being, regardless of their gender, caste, or religion. These rights, which encompass a wide spectrum of human experiences and are described in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, include the rights to life and liberty, as well as the rights to education and employment. We must respect human rights and take caution to avoid causing or contributing to violations of human rights in order to be good corporate citizens. We at IIL, uphold human rights principles and ensure that all employees are treated with dignity and respect. We have established a comprehensive human rights policy that guides our operations and interactions with stakeholders. This policy emphasizes the importance of protecting human rights, including non-discrimination, and fair treatment.

## RESPONSIBLE VALUE CHAIN SUPPLY CHAIN MANAGEMENT

At IIL, we recognise the important role our suppliers play in the success of the organisation. To realise the need of our growing business, we put emphasis on developing strong bonds based on mutual trust with our suppliers. With the help of different engagement platforms and channels, we strive to maintain an open communication to understand their concerns and challenges and lay down our expectations.

We also strive to maximize the sourcing of raw materials and services locally, thus reducing unnecessary expenses such as the transportation of raw materials and associated environmental impacts. We have established long-term market-driven partnerships with local vendors.

### IIL's Backward Integration

- Helps to reduce dependency on imports/ third parties for key raw materials
- Helps us save procurement and logistics cost
- Helps in the reduction of waste generation
- Helps us in controlling the supply chain process in a more efficient manner
- Helps us ensure a timely supply of raw materials for production
- Helps us optimize cost

We maintain a fair process of selecting our suppliers without any external or internal influence. We conduct extensive supplier assessments. For vendor evaluation, we use a standard framework and an internal vendor form. Our criteria for evaluating suppliers are-



### Financial Information Bank details Competitors they work with

Taking financial information and competitor analysis for a supplier's work helps in assessing their stability, potential risks, and competitiveness in the market.



### Due Diligence

Due diligence for supplier involves a systematic process of assessing and verifying their reliability, credibility, and ethical practices before entering into a business relationship.

## PRODUCT SAFETY AND TRANSPARENCY

We recognise that farmers are one of our key stakeholders and their well-being and upliftment is our priority. We are committed to providing goods that not only amaze our customers but also adhere to the safety and quality requirements set forth by law.

We label all our products according to government regulations and international standards, ensuring that they are safe for use and do not pose any health or environmental risks.

The labelling includes information on the product's active ingredients, dosage, and usage instructions, enabling customers to use the products effectively and safely. Our marketing and labelling efforts are aligned with our commitment towards promoting responsible and sustainable agricultural practices. We regularly engage in awareness campaigns and training programs to educate farmers on the safe and sustainable use of its products.

We have adopted ISO 9001: 2015, an internationally recognized standard that outlines the specifications for a quality management system (QMS). We adhere to the ISO 9001 standard for demonstrating our ability to consistently deliver goods and services that not only meet our customers' expectations but also all the legal requirements. We have also received coveted NABL accreditation for three of our labs.



### Three of our labs are NABL Accredited Labs

*To continually improve the effectiveness of Quality Management System through innovative products, processes, and systems.*

*To achieve customer delight by setting challenging standards of performance.*



## SUPPORTING LOCAL COMMUNITIES

We recognise our responsibility to not only address challenges but also ensure balanced and inclusive growth in the communities we operate. We strive to build long-lasting relationships with these communities and create a positive impact through our community initiatives. We employ a holistic approach in our CSR initiatives that helps us to meet the needs of these communities but also help them flourish.

collaboration with several non-profit organizations (NGOs) such as Navjyoti India Foundation, Subhaksiksha Educational Society, Maharaja Agrasen Hospital Charitable Trust, Brahma Kumaris Educational Society, and others, is responsible for implementing our CSR programs and activities. These initiatives primarily focus on farmer awareness, education and preventive health care in both rural and urban areas of India. In the fiscal year 2023, we have allocated INR 269 Lakhs towards our CSR endeavours.

The Insecticides (India) Limited's CSR wing, IIL Foundation, in

## NURTURING GROWTH, EMPOWERING FARMERS

At Insecticides (India) Limited, commitment to sustainable agricultural practices and farmer empowerment is at the core of our mission. IIL places great importance on providing comprehensive education to farmers, focusing on key areas of knowledge that promote responsible and effective agricultural practices.

To effectively educate farmers, we employ various methods of communication. We conduct personalized one-on-one meetings, nukkad (street corner) meetings, and small-scale gatherings where our experts interact directly with farmers. These platforms facilitate knowledge exchange and address specific concerns, ensuring that farmers receive personalized guidance. Additionally, we leverage videos as a convenient and accessible medium to disseminate educational content. These videos cover product usage, application techniques, and best practices, allowing farmers to access valuable information at their convenience.

One of our primary goals is to ensure the safe and judicious use of crop protection and nutrition products. Through our "Sahi mantra" (right time, right product, right dosage, right method) approach, we emphasize the importance of using our crop care products correctly. We educate farmers on the appropriate dosage, application techniques, and the significance of adhering to label instructions. This knowledge enables farmers to optimize the effectiveness of our products while minimizing any potential adverse impact on the environment.

Through these comprehensive educational initiatives, IIL empowers farmers with the knowledge and skills necessary to make informed decisions regarding crop protection. By promoting responsible practices and providing valuable guidance, we strive to contribute to sustainable agriculture and the overall well-being of farmers and the environment.

### Testimony of a small farmer

"Sir, Namaste! My name is Jampaiah!! With the sole idea of serving the entire farming community in the entire State of Telangana group created by you has been serving farmers by giving timely solutions to crops related issues/problems and rendering services to all the farmers. I convey my heartfelt and sincere thanks to FAST group.



# FARMER AWARENESS

## Project kisaan jagrukta abhiyaan

In an extraordinary endeavour to enhance agricultural practices in India, IIL has embarked on a transformative CSR initiative known as Project kisaan jagrukta abhiyan. This remarkable project aims to educate and empower farmers by providing them with invaluable knowledge on the safe and judicious utilization of crop protection and nutrition products. A dedicated team of agricultural experts has been assembled to actively engage with farmers and impart crucial insights on best practices. The project's initial phase witnessed farmer meetings

held in four states of Punjab, Haryana, Andhra Pradesh, and Rajasthan. The overwhelming positive response received from farmers further fuelled the expansion of this initiative nationwide. The fundamental objective of the project is to extend its reach far and wide, ensuring that farmers from every corner of the country benefit from its invaluable guidance. By educating farmers on the dos and don'ts of agrochemical usage, the project is committed to revolutionizing agricultural practices and enhancing yields for farmers across India.



*IIL Foundation has partnered with the Foundation for Agriculture Sustainability and Transformation (FAST) to launch a digital intervention for farmers in Telangana, Andhra Pradesh, and Karnataka. The initiative aims to provide farmers with regular updates on crop weather and infestation through customized WhatsApp messages, YouTube Live programs, and e-newsletters. Around 400 direct recipients and 30 indirect groups including agricultural officers, input dealers, and NGOs benefit from the program. The initiative has helped a large number of Telugu-speaking farmers since its launch and features expert advice from agricultural officers, input companies, and progressive farmers.*

### MoU with Sardar Vallabhbhai Patel University of Agriculture & Technology

IIL Foundation, the CSR arm of Insecticides (India) Limited, has entered into a three-year Memorandum of Understanding (MoU) with Sardar Vallabhbhai Patel University of Agriculture & Technology (SVPUAT) in Meerut, Uttar Pradesh. This collaboration aims to promote advanced Agri-extension activities and enhance farmer awareness in the region. The MoU was signed by Mr. Sandeep Aggarwal, representing IIL Foundation, and Dr. R. K. Mittal, the esteemed Vice Chancellor of SVPUAT.

Under this collaborative initiative, the IIL Foundation will partner with the Krishi Vigyan Kendra, which operates under SVPUAT's Directorate of Extension, to educate farmers on the responsible use of crop protection products. This collaborative effort signifies a significant stride towards empowering farmers with knowledge and promoting sustainable agricultural practices. It is expected to have a positive impact on the agricultural sector, contributing to the well-being of farmers and the overall economy of the nation.



*The farmers of Guntur region were facing a serious challenge in managing black thrips in Chilli crop. Recognizing the importance of addressing this issue, Insecticides (India) Ltd.'s CSR wing, IIL Foundation, organized an educational seminar on "Management of Black Thrips in Chilli Crop." Over 200 dealers and farmers participated in the seminar and showed great enthusiasm and interest in all the sessions. The program was a resounding success, as the attendees were able to gain valuable insights and knowledge on how to manage black thrips effectively.*

### Insecticides jaroori hai

IIL Foundation has unveiled a new initiative called "Insecticides Jaroori Hai" on popular social media platforms such as Facebook and YouTube, with a primary focus on farmer welfare. This program is designed to offer farmers access to affordable, research-based products and farming techniques. By leveraging the digital platform, the initiative aims to express gratitude to farmers for their invaluable contribution to the food supply chain while dispelling misconceptions about insecticide usage. The platform provides authentic farming information, offering practical solutions to address the challenges faced by farmers. Through "Insecticides Jaroori Hai," IIL Foundation endeavours to support farmers and promote sustainable agricultural practices.



# TESTIMONIES

My salutations to Sri Ramachandra Murthy and Ramachandra Rao. I have been following this group closely right from the day of its formation. Even after retirement you have been trying to help farmers and trying to contribute to the welfare of farmers by working hard, day in and day out, I convey my congratulations/compliments. I request you to Continue these services and I pray God/Almighty on behalf of all farmer brothers to give you health and well-being.

**-Pabba Srinivas**  
Mahabubabad

We are happy with our knowledge sharing with loads of cumulative experiences and collective contributions for Nation Building through the agri ecosystem.

\*This project is aimed to benefit farmers in Andhra Pradesh and Telangana, parts of Karnataka.

**#FAO #ICAR #Government #Industry**

I am Naveen, B.Sc. Ag; AEO, Balanagar, Mahabunagar dist. I am going through your articles in the Fortnight newsletter -is an excellent one. That's not only useful for farmers but also useful for Agri sector officers. Please add me in that group sir! I will forward the articles to all our AEOs. They also follow us. Thank you, sir!

**-Naveen**  
General Secretary; Graduate AEOs. Association of Telangana.

## PROMOTING EDUCATION

### Project vidhya

ILL Foundation's Project vidhya stands as a beacon of hope, ensuring that children in rural and underprivileged areas have access to quality education. The project extends unwavering support to government schools, aiming to provide students with a conducive learning environment. It was first initiated in the villages and small towns of Punjab, Rajasthan, Odisha, Gujarat, J & K, and Bihar.

Under Project vidhya, ILL Foundation undertakes a range of impactful activities such as:

- Adopting village schools to help enrol vulnerable children in the class.
- Distribution of books, stationeries, and study materials to children in vulnerable conditions.
- Empowering the local community with dignity and respect by organizing and teaching them self-sustainable livelihood programs



*ILL Foundation has partnered with Subhaksiksha Educational Society to set up home shelters for orphaned children across the capital of our country.*

The ILL Foundation's commitment to supporting education in rural areas is exemplified by their partnership with government schools in the Alwar district of Rajasthan. Notably, the foundation has constructed a spacious shelter in the common area of Rajkiya Uchh Madhyamik Vidhayalaya, Jodiamev, Alwar, providing protection to students from extreme weather conditions. Over the years, the foundation has been a consistent source of assistance to the school, offering additional teachers, support staff, classroom furniture, and computer labs. These initiatives have significantly increased student enrollment and daily attendance, particularly among girls. It has also encouraged students to participate in extracurricular activities, regardless of scorching summers or heavy rains. Furthermore, ILL Foundation has constructed separate toilet blocks for boys and girls at Rajkiya Uchhmadhyamik Vidhyalaya, Tapukhera, further enhancing the educational experience and well-being of students in rural areas.

The ILL Foundation's dedication to empowering children through education is commendable, as they strive to make a lasting difference in the lives of students in rural and underprivileged communities.



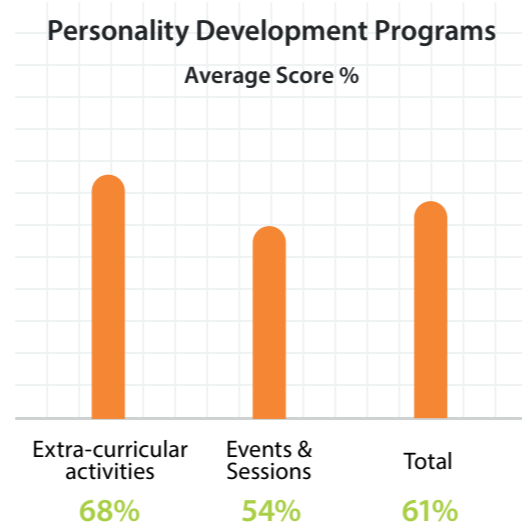
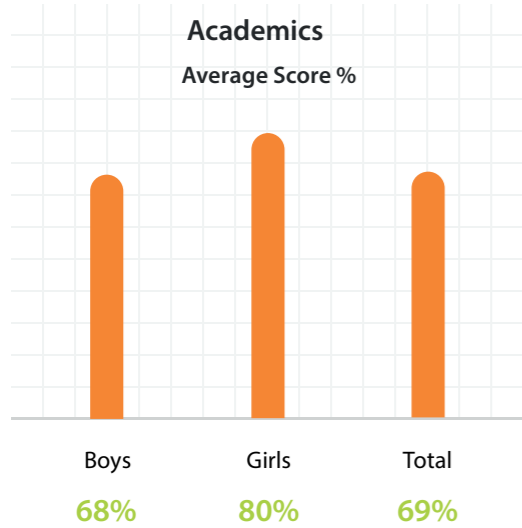
### Remedial Education Project

Numerous young people are still exposed to high crime rates in communities throughout Northern India. Consequences of such communities show their impact on society in the form of youngsters dropping out of school, engaging in delinquent behaviour, and women living in dangerous environments, to name a few. To address such issues, we partnered with Navjyoti Foundation on their remedial education project.

The project focuses on issue of high dropout rate in government schools by not on improving the learning outcome

and strengthening the concepts of the children but also promoting holistic development of children by engaging them in activities such as arts, crafts, music etc. During the reporting year, we provided monetary support towards classroom activities of grade I students from the Government schools of Bawana area in Delhi. The class supported by us saw a retention rate of 98.8% against a target of 80%. Under the project several assessments against classroom learning were conducted where average results were 69% against a target of 50%.

### Assessment report of the class supported by IIL



India is predominantly populated by rural communities, where even basic primary education is a luxury for the children. Moreover, formal education need infrastructure and need is not easy to manage due to various constraints. In light of this, Bharat Lok Shikhsa Parsihad developed a model of one teacher one school known as Ekal Vidyalaya. They have established schools in states of Uttar Pradesh, Himachal Pradesh and Jammu and Kashmir.

Under this program, Ekal teams survey these remote villages and select a young matriculate from same village with consent of Village Panchyat and appoint them as teacher. The teacher teaches basic reading, writing and arithmetic to students aged 6-14 years. Children get education in these Ekal Vidyalayas for four to five years and then join schools to get formal education. IIL foundation has partnered with the NGO to maintain schools and provide trainings to these young teachers.

*In the year 2022-23, IIL foundation extended support to Maharaja Agrasen Technical Education Society to launch Nursing and paramedical courses in Maharaja Agrasen University located in Himachal Pradesh.*



## PROMOTING HEALTHCARE

### Maharaja Agrasen Hospital Charitable Trust

The trust was established with a goal to provide medical care to all irrespective of their caste, creed or economic status. The trust is currently running two hospitals in the capital of the country where free of cost services is provided to economically weaker patients. The trust has decided to build a new cancer wing in one of their hospitals. To the same, IIL has provided monetary support and will be continuing to do so in upcoming years.

*In an effort to promote health and eradicate hunger, the IIL Foundation aligned with Brahma Kumari's Educational Society during the financial year 2022-23 for their mega community kitchen.*

### IIL Foundation Dispensary

IIL foundation has decided to open a dispensary to provide necessary medical aid required by old people and people who have lost their eye sight. The project is done in collaboration with Shri Agrasen andh vridh.



## GRI CONTENT INDEX

GRI Standard	Disclosure	Unit
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	2
	2-2 Entities included in the organization's sustainability reporting	6
	2-3 Reporting period, frequency and contact point	2
	2-4 Restatements of information	N.A.
	2-5 External assurance	2
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	2-7 Employees	29
	2-8 Workers who are not employees	29
	2-9 Governance structure and composition	11-13
	2-22 Statement on sustainable development strategy	4-5
2-29 Approach to stakeholder engagement	15-16	
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	17-19
	3-2 List of material topics	17-19
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	20
<b>GRI 205: Anti-corruption 2016</b>	205-3 Confirmed incidents of corruption and actions taken	20
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GRI Standard	Disclosure	Unit
<b>GRI 303: Water</b>	303-3 Water withdrawal	27
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<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	25
	305-2 Energy indirect (Scope 2) GHG emissions	25
	305-6 Emissions of ozone-depleting substances (ODS)	26
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	26
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	306-4 Waste diverted from disposal	28
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<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	30-31
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	29
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	34-35
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<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	11, 29
<b>GRI 417: Marketing and Labelling 2016</b>	417-1 Requirements for product and service information and labelling	37



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## Independent practitioner's assurance report

**The Management and Board of Directors**  
**Insecticides India Limited**  
401-402 Lusa Tower  
Azadpur Commercial Complex, Delhi  
India

### Scope

We have been engaged by Insecticides India Limited to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, hereafter referred to as the engagement, to report on Insecticides India Limited's performance on the following sustainability indicators (the "Subject Matter") as included in their ESG Report 2023 for the period from 1st April 2022 to 31st March 2023 (the "Report").

- 1) Energy Consumption within the organization
- 2) Hazardous Waste
- 3) Training conducted during the reporting period
- 4) Number of women in the workforce
- 5) CSR Spent
- 6) Number of bribery/corruption cases

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

### Criteria applied by Insecticides India Limited

In preparing the ESG Report 2023, Insecticides India Limited applied the Global Reporting Initiative (GRI) Standards (Criteria). As a result, the subject matter information may not be suitable for another purpose.

### Insecticides India Limited's responsibilities

Insecticides India Limited's management is responsible for selecting the Criteria, and for presenting the ESG Report 2023 in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate

records, and making estimates relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

### EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)'), and the terms of reference for this engagement as agreed with Insecticides India Limited on 22<sup>nd</sup> September 2022. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

### Our Independence and Quality Management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the subject matter and related information and applying analytical and other appropriate procedures.

Our procedures included:

- The scope of our work for this assurance engagement was limited to the review of information pertaining to sustainability performance indicators (as defined above) for the period 1st April 2022 to 31st March 2023.
- Conducted interviews with select personnel and corporate teams to understand the process for collecting, collating, and reporting the subject matter as per GRI Reporting Standard.
- Carry out assurance review including verification of the sample data and information reported at the following manufacturing units and corporate headquarters in Delhi, India.

1. Dahej Tech-Gujarat	2. Chopanki- Rajasthan
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- Review of consistency of data/information within the report for the identified sustainability indicators
- Checked calculations and methodologies outlined in the Criteria.
- Undertook analytical review procedures to support the reasonableness of the data.
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in the collection, transcription, and aggregation processes followed.
- Review of the Company's plans, policies, and practices, pertaining to their social, environment and sustainable development, so as to be able to make comments on the completeness of the reporting and the degree to which EY believes the report provides a fair and honest representation of the Company's activities

We also performed such other procedures as we considered necessary in the circumstances.

**Emphasis of matter**

The assurance scope excludes:

- Data and information outside the defined reporting period of 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023
- Data and information on the economic and financial performance of the Company;
- Data, statements, and claims already available in the public domain through Annual Report, ESG Report, or other sources;
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Company's compliance with regulations, acts, and guidelines with respect to various regulatory agencies and other legal matters.

**Conclusion**

- Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the subject matter for the period 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023 in order for it to be in accordance with the Criteria.

**Restricted use**

- This report is intended solely for the information and use of Insecticides India Limited and is not intended to be and should not be used by anyone other than Insecticides India Limited.

Saunak Saha  
 For and on behalf of Ernst & Young Associates LLP.  
 12 September 2023  
 Gurgaon, India



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