

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of Listed Entity	L24129OR1981PLC001020
2. Name of the Listed Entity	PARADEEP PHOSPHATES LIMITED
3. Year of Incorporation	1981
4. Registered office address	5th Floor, Orissa State Handloom Weavers' Co-Operative Building, Pandit J.N Marg, Bhubaneswar - 751 001
5. Corporate Address	3rd Floor, No. 28, Union Street, Off-Cubbon Road, Bengaluru - 560 001
6. E-mail	cs.ppl@adventz.com
7. Telephone	080-46812536
8. Website	www.paradeepphosphates.com
9. Financial year for which reporting is being done	1 st April 2022 to 31 st March 2023
10. Name of the Stock Exchange(s) where shares are listed	(i) BSE Limited (ii) National Stock Exchange of India Limited
11. Paid-up Share Capital	₹ 81,44,97,61,90
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR	Mr. Susnato Lahiri Telephone : 080 46812500 Email : susnato.lahiri@adventz.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)	The disclosure under this BRSR is on a standalone basis, unless otherwise stated.



II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100%

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

Product/Service	NIC Code	% of total Turnover contributed
Manufacture of urea and complex fertilisers	20121, 20122	100%

III. Operations

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

	Number of Plants	Number of Offices	Total
National	2	21	23
International	NA	NA	NA

17. Market served by the entity

a. Number of locations



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

0.06%

c. A brief on types of customers

Paradeep Phosphates Limited caters to a wide array of customers, ranging from agricultural retailers and distributors to farmers, cooperatives, Government agencies, research institutions and potentially even international markets. With farmers as our primary customer base, we recognise the importance of ensuring that our products cater to their needs and address on-the-ground challenges. Our products have positively impacted the lives of over 8 Million farmers.

IV. Employees**18. Details as at the end of Financial Year****a. Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (B)	% (B/A)
EMPLOYEES						
1.	Permanent (D)	1,476	1,412	95	64	5
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total Employees (D+E)	1,476	1,412	95	64	5
WORKERS*						
1.	Permanent (F)	1,010	992	98	18	2
2.	Other than Permanent (G)	-	-	-	-	-
3.	Total Employees (F+G)	1,010	992	98	18	2


* refers to contractual workforce

b. Differently abled Employees and workers



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



19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers

	2022-23			2021-22			2020-21		
 Permanent Employees	Male	Female	Total	Male	Female	Total	Male	Female	Total
	8%	10%	9%	8%	5%	7%	8%	11%	8%
 Permanent Workers*	Male	Female	Total	Male	Female	Total	Male	Female	Total
	8%	18%	8%	5%	0	5%	8%	0	8%

*refers to contractual workforce

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

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

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
Zuari Marco Phosphates Private Limited	Holding	56.10%	No
Zuari Yoma Agri Solutions Limited	Joint Venture	50%	No

VI. CSR Details

22.

(i)

Whether CSR is applicable as per Section 135 of Companies Act, 2013

Yes

(ii)

Turnover (in ₹)

₹ 13,340.72 Crores

(iii)

Net worth (in ₹)

₹ 3,505.21 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)*	2022-23			2021-22		
		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	NA	0	0	NA
Investor (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	2	0	NA	0	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers/ Consumers	Yes	0	0	NA	0	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA
Others (please specify)	Yes	0	0	NA	0	0	NA

***Note:**

Details related to grievance redressal mechanism is covered in the Company's code of conduct and PoSH policy (<https://www.paradeepphosphates.com/investors/corporate-governance>).



For shareholders, the redressal mechanism is available at: <https://www.paradeepphosphates.com/investors/corporate-governance#investor-address>





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

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






S. No.	Material issue identified	Indicate whether risk or opportunity	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	Occupational health and Safety	Risk 	As a responsible employer, we have a responsibility to ensure our workplace is safe and healthy, with no accidents or illnesses. In addition, poor occupational health and safety (OHS) performance results in a direct negative impact on labour costs through decrease in productivity.	In order to mitigate the risk, Paradeep implements robust procedures such as both Goa and Paradeep plants are ISO 45001 certified (Occupational Health and Safety Management Systems). Various safety oriented SOPs have been formulated and its strict implementation is strongly monitored. Regular health and safety training is organised. Additional initiatives included preparing for HIRA. Conducting Hazop study and process safety audit including observation by external agency and CICG inspection by Govt. of Odisha are also carried out.	Negative: Any workplace incidents, especially those resulting in injuries or harm to the workforce, can adversely impact the Company's reputation. Negative publicity and public perception can lead to customer distrust, loss of business opportunities, and difficulties in attracting and retaining skilled employees.
2	Chemical Safety	Risk 	Due to the nature of the operations, the Company is heavily involved in the production or handling of chemicals, particularly phosphates and ammonia. These chemicals can be hazardous if not handled and managed properly, posing various risks to both employees and the surrounding environment.	Paradeep has taken various initiatives to reduce harmful impact of hazardous chemicals: - Various SOPs and safety manuals have been formulated specifying clear instructions on safe handling of the chemicals. - Periodic meetings, training and discussions are undertaken to enable employees to proactively identify hazardous conditions and unsafe practices. - Regular internal and third party audits are conducted and results are shared with the senior management - Adequate PPEs are provided to ensure safety in storage, handling and transportation of chemicals.	Negative: Any incidents related to chemical safety can negatively impact the Company's reputation among stakeholders, customers, and investors. Major accidents or environmental incidents could disrupt operations, leading to production delays or shutdowns, affecting the Company's financial performance.



S. No.	Material issue identified	Indicate whether risk or opportunity	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)
3	Business Ethics	Opportunity 	Good governance helps standardise a company's systems & processes. To ensure ethical conduct across the organisation, various governance oriented policies such as code of conduct, whistleblower policy, PoSH policy, etc. have been formulated. Defined roles and responsibilities of senior management ensure strict implementation and proper review of issues/concerns,	Paradeep Phosphate's Code of Business Conduct and Ethics provides its commitment against aspects such as bribery, gifts, insider trading, harassment, etc. It also mentions the escalation mechanism if an individual wants to raise a concern/complaint. The Company has formulated an ESG Steering Committee to support its commitment towards environment, corporate social responsibility and corporate governance.	Positive: Good corporate governance systems ensure that a company is managed in the interests of shareholders (including minority shareholders).
4	Environmental management	Risk 	Paradeep Phosphate's commitment towards protecting the natural environment and conserving resources has been embedded in our value system. Upholding these principles and complying with applicable regulatory requirements can affect the overall performance and enhance the Company's image with the stakeholders.	The Company's manufacturing plants are ISO 14001 certified (Environmental Management Systems). In the PAT Cycle-1, energy saving targets were achieved. In the PAT Cycle-2, PPL is entitled to purchase 1,926 no of escerts which are purchased from the energy exchange platform. Regular third party energy audits are conducted and regular monitoring of the energy efficiency of our equipment and processes are done to identify key areas of improvement. Compliance with state and central pollution control boards requirements are adhered to at all times.	Negative: In case of any non-compliance with environmental norms and regulations, Paradeep Phosphates can face reputational damage as well as adverse financial repercussions.



S. No.	Material issue identified	Indicate whether risk or opportunity	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)
5	Inclusion and Diversity	Opportunity 	A diverse workforce brings together individuals with different backgrounds, perspectives, and experiences. This diversity of thought fosters creativity and innovation within the Company. When employees from diverse backgrounds collaborate, they can generate a wider range of ideas and solutions, leading to improved problem-solving and a competitive edge in the market.	For strong governance, the Company has a Board Diversity policy in place. Focus on the right talent for the right role during hiring and recruitment, irrespective of individual's gender, religion, and region.	Positive: Inclusive and diverse workplaces increase employee morale and job satisfaction. When employees feel valued and respected for their individuality, they are more likely to be engaged and committed to their work. This positive work environment leads to increased productivity and overall better performance.
6	Responsible Supply Chain	Risk 	As a phosphates manufacturer, Paradeep Phosphates Limited relies on a steady and reliable supply of raw materials. An efficient supply chain ensures that the Company can access the necessary inputs to maintain uninterrupted production and meet customer demands.	To mitigate risk, the Company has taken various initiatives: - Shift to supply of Molten Sulphur from IOCL to reduce overall carbon footprints of the supply chain. - Established a vendor evaluation system for onboarding a new supplier wherein suppliers are required to go through a screening process that includes various ESG criteria such as EHS compliance, safe work practices, etc. - To ensure continuous supply, we have maintained critical vendor partnerships and created alternative domestic sources.	Negative: A diversified supply chain can help withstand unexpected disruptions, such as natural disasters, geopolitical issues, or supplier-related problems. Having alternative suppliers or contingency plans in place ensures continuity of operations during challenging times.

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Community Relations	Opportunity 	Maintaining positive relationships with the local community is crucial for obtaining and retaining the social license to operate. When the Company has the support and trust of the community, and it is more likely to gain approval for its operations and expansion plans, reducing the risk of facing opposition or protests.	The Company's CSR policy provides the overall framework to our approach to community relations and development. Thrust areas of PPL's community development framework include Livelihoods, Education, Health (WaSH- Water, Sanitation and Hygiene), and Environment.	Positive: Positive community relations contribute to a favourable reputation and brand image for Paradeep Phosphates Limited. Being viewed as a responsible and engaged corporate citizen enhances the Company's standing among consumers, investors, and other stakeholders.



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 National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

P1

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

P2

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

P3

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

P4

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

P5

Businesses should respect and promote human rights

P6

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

P7

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

P8

Businesses should promote inclusive growth and equitable development

P9

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

	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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1.b.	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1.c.	Web Link of the Policies, if available	Details of the company's policies can be found on its website: https://www.paradeepphosphates.com/investors/corporate-governance								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none">- Environment Management Systems (ISO 14001)- Occupational Health and Safety Management Systems (ISO 45001)- Information Security Management Systems ISO 27001:2013- Global Reporting Initiative Standards- Good Manufacturing Practice (GMP) Compliant Facilities- Protect and Sustain International Fertiliser Association (IFA)								
5.	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	To adhere to the policies covering each principle and its core elements of the NGRBC.								
6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Overall, the Company's performance is in line with its commitments.								
Governance, leadership, and oversight										
7.	As a leading player in the fertiliser industry in India, Paradeep Phosphates Limited is committed to creating a food-secure nation through innovative and affordable solutions for farmers. By adopting a purpose-led approach, guided by the core values of sustainability, agility, integrity and customer-first, we manage our Environment, Social, and Governance (ESG) impacts. Our approach is designed to create value for our stakeholders and drive excellence beyond profitable growth. As a responsible corporate citizen, we recognise the need to realign our business strategies and priorities to address emerging challenges and risks such as the COVID-19 pandemic. In alignment with this, Paradeep Phosphates in FY 23 has captured the highlights of ESG in BRSR report and is in the process of publishing its second sustainability report guided by the principles of International Integrated Reporting Council's (IIRC) Integrated Reporting Framework, Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (SDGs). The sustainability reports capture the material topics, the achievements in each aspect of environment, social and governance and the concomitant impact. As a practice, the company proactively strives to innovate sustainably across its entire value chain including utilizing green energy.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	Mr. N Suresh Krishnan, Managing Director.								
9.	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Company has formulated an ESG Steering Committee to manage sustainability related issues at the organisation. For more information related to objectives, duties and responsibilities please visit: https://www.paradeepphosphates.com/uploads/content/ppl-esg-steering-committee-charter-09022023.pdf								



10. Details of Review of NGRBC by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually / Half yearly/ Quarterly / Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / Director /board committees / board members, wherever applicable.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Board assesses the report on Business Responsibility on an annual basis. The Company is in compliance with the extant regulations, as applicable.																	

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

P	P	P	P	P	P	P	P	P
1	2	3	4	5	6	7	8	9
The Company's policies are not audited/evaluated by external agencies. However, as a good corporate practice, the policies are reviewed by various committees of the Board of Directors and the Board of Director reviews, amends the policies on periodical basis to incorporate statutory and business requirements.								

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

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



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	The Company provides a detailed review of the business operations of the Company on a quarterly basis and also provides updates on various Government policies, ESG matters, and safety-related issues/concerns. These topics provide awareness on the given Principles.		
Key Managerial Personnel	2	The topics cover the Company's overall business growth, performance in ESG and sustainability, corporate governance practices, employee well-being, innovation and R&D.	100%
Employees other than Board of Directors and KMPs	122	Human right & policy, integrated management system (IMS), energy conservation, biomedical waste, safety & security, and skill development	100%
Workers	101	Human right & policy, integrated management system (IMS), energy conservation, biomedical waste, safety & security, and skill development	98%



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	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement, compounding fees			Nil		

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

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

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

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

Yes, the Company's commitment towards anti-bribery and corruption is embedded in its code of conduct and is applicable to Directors and employees. Bribe is the offer of something of value with the intent to influence an official act of a customer, supplier, Government official or international agency. The Company strongly prohibits improper payments directly or indirectly in all its dealings with customers, Government officials and any other national or international agencies. It can be accessed at:

<https://www.paradeepphosphates.com/uploads/content/codeofbusinessconductandethicsnew1677899628.pdf>



5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the changes of bribery/corruption:

	2022-23	2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	2022-23		2021-22	
	Number	Remarks	Number	Remarks
KMPs	Nil	NA	Nil	NA
Workers	Nil	NA	Nil	NA

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 conflict of interest.

– Not Applicable

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles during the FY 2022-23:

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	NA	NA

2. Does the entity have processes in place to avoid/manage conflict of interest involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has a Code of Conduct (CoC) that deals with conflict of interest. This applies to all employees, including the Board of Directors. A 'conflict of interest' exists when personal interest interferes in any way with the interests of the Company. As a general expectation, Directors/ Employees should avoid actual or apparent conflicts of interest between their personal and professional relationships. If there's a possible conflict of interest, individuals are required to openly disclose all the relevant information and seek guidance from his/her immediate superior and/ or the Chairman of the Audit Committee. After that, the Company may take necessary actions to ensure there's no conflict of interest.



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

ESSENTIAL INDICATORS

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

	2022-23	2021-22	Details of improvements in environmental and social impacts
Research & Development (R&D)	100%	100%	For details on environmental and social benefits driven by the Company, please refer to chapters - (Human Capital), (Intellectual Capital) and (Natural Capital) of the integrated report.
Capex	25%	-	

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

We are in the process of developing a standardised framework for sustainable sourcing.

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

Not available.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

- a) **Plastics (including packaging)**

PPL handles all plastic waste in accordance with the Plastic Waste Management Rules, 2016, and any subsequent amendments. Pre-consumer plastic waste generated within the factory premises, such as incoming raw materials packaging and waste bags produced during the packing of fertilisers, is collected and stored in designated yards/ bins specifically allocated for plastic waste. Subsequently, the Company collaborates with an authorised recycler approved by the Goa State Pollution Control Board to manage the proper disposal of the collected plastic waste. Additionally, for packaging products, PPL has implemented Extended Producer Responsibility (EPR) compliance in accordance with Plastic Waste Management Rules 2016.

- b) **E-Waste**

PPL handles all e-waste as per the E-waste Management Rules, 2016. To ensure proper management, a separate shed is maintained for the storage of all e-waste. All the E-waste generated is sold to dismantlers/recyclers authorised by Goa State Pollution Control Board only. Further, records are maintained in line with the E-Waste Management Rules, 2016. Annual returns in Form 3 are submitted to the Goa State Pollution Control Board on an annual basis.

c) Acid Batteries

Paradeep Phosphates Limited (PPL) has a buyback of used battery policy with the vendor for lead acid batteries.

d) Hazardous waste

The hazardous waste generated from various plant areas is received by stores in closed MS drums/barrels. These drums are neatly stored in the corresponding demarcated area within the Hazardous waste shed. Hazardous waste labels, as per Form 8 of Hazardous Waste Management Rule 2016, are pasted onto the drums/containers to be disposed of. Regarding chemical sludge generated from the effluent recycle plant, the sludge is dried in sludge drying beds and then completely recycled to NPK-A & NPK-B plants. The Management of Hazardous Waste follows a Standard Operating Procedure (SOP).

e) Other waste

It includes waste such as metal scrap, waste activated carbon, rubber scrap, etc.

All solid wastes generated are segregated into separate bins. Bio-degradable wastes is collected in green colour bin, non-bio-degradable waste is collected in blue colour bin and wasted containing oil is collected in gray colour bin.

Non-bio-degradable waste generated at PPL is sent to Goa Waste Management Corporation Limited, Goa, for co-processing/recycling/ disposal.

Bio-degradable waste generated from canteens, offices and households in the township is sent to the vermicomposting unit at PPL premises, which in turn produce organic manure (bio fertiliser).

Construction debris: It is used along with backfilling material for structure / building foundation, and road making.

Sand from filters: Used along with backfilling material for structure / building foundation, road making etc.

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 no address the same.

Yes, EPR is applicable to PPL's activities as per Plastic Waste Management Rules, 2016.

- We strictly adhere to all relevant environmental regulations and guidelines regarding the handling and disposal of plastics and packaging. As per the Plastic Waste Management Rules 2016, Paradeep Phosphates Limited is registered with Central Pollution Control Board (CPCB) as a Brand Owner under Extended Producer Responsibility (EPR) for disposal of plastic waste generated due to PPL's products.
- The Company has been making all efforts to reduce end-user plastic waste and setting an example for other companies.
- The Company is closely working with GEM Enviro Management Private Limited which is a Waste Management Agency (WMA) that specialises in collection and aggregation of all kinds of packaging waste in a professional and organised manner backed by technology on PAN India basis.
- The Company is collaborating with GEM not only to fulfil its EPR (Extended Producer Responsibility) compliances as stipulated under the PWM Rule 2016, amended in 2018 but also to take the lead and set an example towards managing post-consumer plastic waste.
- Under our EPR activity, the Company, in 2022-23 has diverted approximately 1,440 tonnes of post-consumer plastic waste from landfills to recycle, and contribute towards a greener and cleaner environment.



LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective/Assessment (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? (Yes/No). If yes, provide details in the following format?

No life cycle assessment was conducted for any of our products during the reporting period.

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/Assessment (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

No life cycle assessment was conducted during the reporting period.

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 reused input material to total material	
	2022-23	2021-22
Phosphogypsum for Zypmite production	1.01%	0.93%

4. Of the products and packaging reclaimed at end of life of products, amount (in Metric Tonnes (MT)) reused, recycled, and safely disposed, as per the following format:

Not applicable

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

Not applicable

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

ESSENTIAL INDICATORS

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

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care	
		No (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	1,412	882	62%	1412	100%	NA	NA	538	100%	NA	NA
Female	64	42	65%	64	100%	64	100%	NA	NA	47	73%
Total	1,476	924	62%	1476	100%	64	4%	538	36%	47	3.18%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	616	616	100	616	100	616	100	616	100	616	100
Female	4	4	100	4	100	4	100	4	100	4	100
Total	620	620	100	620	100	620	100	620	100	620	100
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-



2. Details of retirement benefits

	PF	Gratuity	ESI	Others – please specify	
2022-23	No. of employees covered as a % of total employees	100%	100%	7%	100%
		100%	100%	8%	100%
2021-22	No. of workers covered as a % of total workers	100%	100%	Nil	100%
		100%	100%	Nil	100%
2022-23	Deducted and deposited with the authority (Y/N/N.A.)	Y	Y	Y	Y
		Y	Y	Y	Y
2021-22	Deducted and deposited with the authority (Y/N/N.A.)	Y	Y	Y	Y
		Y	Y	Y	Y

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard. - Yes/No

Yes

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







Yes.

The Company has a Code of Conduct which covers equal opportunity for all employees and the same can be accessed at:

<https://www.paradeepphosphates.com/uploads/content/codeofbusinessconductandethicsnew1677899628.pdf>



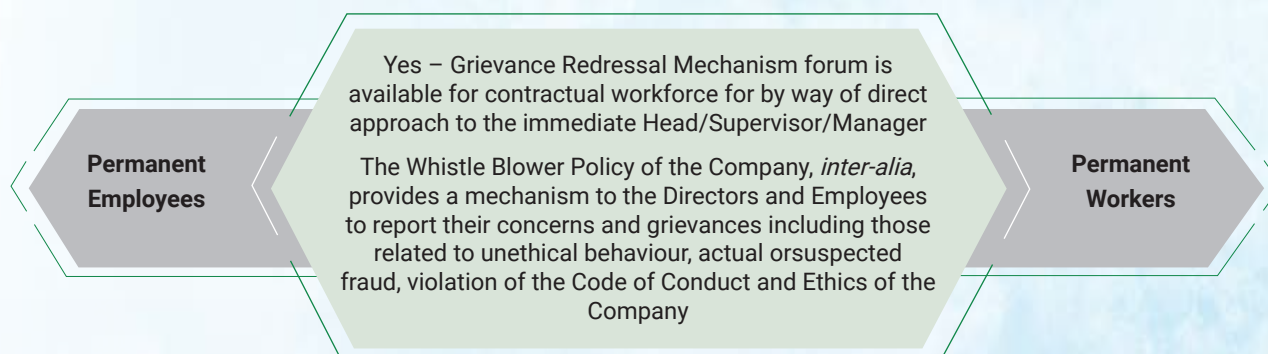
5. Return to work & Retention rates of permanent employees and workers that took parental leave.

Permanent employees			*Permanent workers		
	Return to work rate	Retention rate		Return to work rate	Retention rate
 Male	41%	100%	 Male	27%	100%
 Female	1%	100%	 Female	1%	100%
 Total	42%	100%	 Total	28%	100%

*Permanent workers refer to contractual workforce.

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

Yes/No (If Yes, then give details of the mechanism in brief)



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

Category	2022-23			2021-22		
	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)	% (C/D)
Total Permanent Employees						
Male	1,412	404	28%	857	409	47%
Female	64	19	29%	35	19	54%
Total Permanent Workers*						
Male	992	992	100%	593	593	100%
Female	18	18	100%	5	5	100%

*Permanent workers refer to contractual workforce.

8. Details of training given to employees and workers:

Category	Total (A)	2022-23				Total (D)	2021-22			
		On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	1,412	802	56	1,018	83	857	246	28	277	857
Female	64	25	39	9	15	35	2	5	5	35
Total	1,476	827	56	1,027	80	892	246	27	277	857
Workers*										
Male	992	992	100	-	-	593	-	-	-	-
Female	18	18	-	-	-	5	-	-	-	-
Total	1,010	1010	100	-	-	598	-	-	-	-

*Workers refer to contractual workforce.

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

Category	2022-23			2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,412	1,412	100	857	857	100
Female	64	64	100	35	35	100
Total	1,476	1,476	100	892	892	100
Workers*						
Male						
Female						
Total						

*Workers refer to contractual workforce.



10. Health and safety management system:

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

Yes, we have implemented an occupational health and safety management system. Both of our manufacturing units (Paradeep in Odisha and Zuarinagar in Goa) have been certified under ISO 45001. The coverage is 100% of our entity, and it covers both regular employees and contractors.

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

PPL employs a comprehensive approach to identify work-related hazards and assess risks on both routine and non-routine basis. It further includes the active involvement of the Company's senior executives, zonal safety members and contract workers. To identify the risk and its priority, we have employed Hazard identification and risk assessment (HIRA) which serves as a foundational step in our safety management process.

As part of our routine safety measures, the Company conducts a thorough Why-Why analysis, along with process safety audits, which often involve external agencies for impartial observations. Additionally, the entity undergoes inspections by the Government of Odisha's CIG (Chief Inspectorate of Factories) to ensure adherence to safety standards.

Moreover, we proactively conduct Hazard and Operability (HAZOP) studies and Quantitative Risk Assessments (QRA) to gain deeper insights into potential risks. Based on the findings of these assessments, the Company formulates Standard Operating Procedures (SOPs), Operational Control Procedures (OCP), and Safety Management Plans (SMP), which are rigorously practiced across the organisation.

For non-routine activities that involve higher risk levels, job safety analysis (JSA) is performed to thoroughly assess and mitigate potential hazards. Safety Mobile App is launched that enables instant recording and sharing of unsafe observations. Safety touch initiatives and safety hot spots are implemented to identify unsafe conditions and vulnerable hot spots at the shopfloor. Daily inspections are carried out by dedicated safety officers, ensuring continuous monitoring of safety protocols.

Employee participation is encouraged in safety improvement through a suggestion box placed strategically at various locations. To ensure ongoing commitment to safety, the entity sets Accident Prevention Plans with safety targets, actively overseen by Heads of Departments (HOD) and Heads of Sections (HOS). Regular surveys are conducted to understand the employees' concerns regarding safety. A cross-functional team conducts monthly visits to the plant and contractors' sheds to inspect tools and tackles. The Task Force Committee is established to focus on workplace safety, guiding personnel to adhere to SOPs and enforcing safe practices during shutdown procedures.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No) -Yes**











The Company has a centralised committee in place to which workers can reach out and raise their concerns about work-related hazards. These include the Central Safety Committee (Apex Safety Committee) and Zonal Safety Committees (Sub-Safety Committees). Regular monthly safety meetings are conducted by the contractor wherein workers' concerns can be heard and addressed. In addition, safety suggestion boxes are kept at the gates and canteen and suggestions can be dropped into it. On every third Thursday of the month, mass safety responsiveness (Safety Mann Ki Baat) is organised. Concerns can also be raised during safety theme meeting & morning safety pep talks.



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

Yes

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

Safety Incident/Number	Category	<div>  Employees  Workers </div>	
		2022-23	2021-22
Lost time Injury Frequency Rate (LTIFR) (per one million-person injuries)		0	0
		0.13	0.11
Total recordable work-related injuries (LTA)		0	0
		1	1
No. of fatalities		0	0
		3	1
High consequences work-related injury or ill-health (excluding fatalities)		1	0
		3	2



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

To maintain health & safety culture at workplace, following initiatives have been adopted/implemented:

- Daily safety talk is conducted at the entry gate for contractor people & safety personnel.
- Periodic refresher safety awareness 'Gyaan Sabha' is conducted for all employees.
- Safety rules are displayed across the facilities.
- Regular safety related sessions are undertaken by supervisors including monthly business partner safety meetings. Training on Emergency Preparedness is provided to employees, contractors and to security personnels.
- Implemented Energy Management System (ISO 50001) and 5S certification. The certification (5S) stands for Sort, Straighten, Shine, Standardise and Sustain that encompasses high quality housekeeping & physical environment at the workplace.
- Driver's road safety declaration during entering of new heavy vehicles.
- Audio visual safety induction in Odia, Hindi and English languages for new entrants.
- Water pond made for accidental acid splash at SAP plant.
- New committee constituted for monthly physical inspection of lifting tools and tackles
- Quantitative risk assessment of the industry.
- Recognition to a person in every month's Contribution to Safety Committee (CSC) to recognise an individual's efforts and contributions towards maintaining and improving safety.
- Accident prevention plan made by individual section heads and submitted to the Ministry of Labour, Govt. of Odisha.
- Addressable fire detection system such as optical smoke detectors, response indicators, hooter with flashers, etc. along with repeater panel installed at Navratna Building & emergency Control room.
- New road safety signage's (Cat eyes, median markers, delineators, spring posts, thermoplastic paints and reflectors on trees) installed inside the plant.
- Well maintained workplace model, 'AAINAA' initiated at SAP, CPP, WTP & Offsite plant.
- Adopted 7 industries as Safety Buddies.
- PPE's provided to workers to ensure safety and protection in the plant.
- Cooling vest provided to help support work in high temp/humidity area & confined space.
- Diphoterine solution provided to all sections for immediate assistance on the spot to manage an incident for instances when eyes/body part splashed by a chemical.
- Burn-free First aid kit and blankets provided to all sections.
- STK, GPS, satellite phone, communication earmuff and LED installed near entry gate for better awareness.
- Cross Functional Team constituted to find out the working condition of lifting tools, tackles, sling, wire ropes etc. inside the plant & kept in sheds.

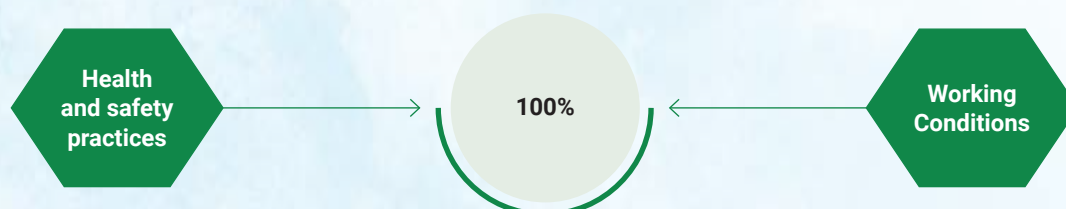


13. Number of Complaints on the following made by employees and workers:

	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)



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.

- We have done Comprehensive Risk Assessment (CRA) in 2011 by M/S-DNV, Hyderabad & in 2012 by M/S Rams Safety Consultants, Chennai. Also, we have conducted gap assessment in Process Safety Management (PSM) in 2013 through partnering with Prism Consultancy, Chennai. As we are IMS Certified, we have the application of HIRA (Hazard identification & risk analysis) with control measures. Job safety analysis is carried out before initiating any critical work, going through process safety management audit (Prism consultancy, Chennai), Industrial Hygiene & Ergonomic Survey was conducted by inviting M/s. Arvind Industrial Hygiene Consultancy- Raipur in 2018 & external safety audit was carried out by M/S-NSC, Mumbai in 2016, 2018 & 2022. It is done as per BS-14489, Factories Act & MAH Rules-2001 rule-9 & OSHA CFR-29 and internal safety audit conducted by internal cross functional team, including CIGC audit.
- All the new machines were subjected to HAZOP study, HIRA & job safety analysis before being put into the job. The proper SOP is followed. The OCP change management is followed. The concerned manager of the plant ensures safe usage of the new machinery.
- All Employees & Contract workers are taking part in Safety awareness programmes conducted regularly. In career advancement Safety is taken into account as KRA for the employees. If there will be incident, 10% of the total value will be deducted from annual pay. For awarding any contract, the previous record of the contractor is taken into consideration in relation to human safety.
- All the incidents (Near miss, First aid, minor, and reportable) are being reported including fire, and investigated thoroughly to find out the root cause and develop a corrective and preventive action plan. A specially trained cross functional team for conducting RCA is in place.

LEADERSHIP INDICATORS

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

Yes

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

Regular audit conducted by the Internal auditor and yearly audit by Statutory Auditors of the Company.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment)

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2022-23	2021-22	2022-23	2021-22
Employees	01	Nil	0	0
Workers	03	02		

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

Yes

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.

- Due to the possibility of incident through daily exposure of workers, first aid boxes are kept in different locations and equipped with the appropriate medicines as per quality of wounds or injuries that may occur in the facility.
- First aid centre established at plant site with 24x7 engagement of one Pharmacist at first aid centre. 60 workers have been trained as first aiders for any medical emergency at the plant site.
- Providing plenty of beverages and pills that contain mineral salts to compensate for liquids and salts lost by the body as a result of exposure to heat. Heat stroke rooms are also established at hospitals for emergencies.
- Workers with heart diseases are excluded from work in cold areas
- Regular BP, HTN & other vitals are measured through the first aid centre inside the facility or site before working at Height .
- Periodical medical check-ups are conducted for workers
- Provided ear plugs or ear caps that fit the noise levels at the work site. In addition to periodical-related medical check-ups conducted to measure their hearing ability.
- Proper masks are provided to restrict dust from entering the body. Regular health checkups are done for employees to assess their medical conditions.
- Instant hospital facilities are readily available, with ambulances, doctors, pharmacists, etc.






PRINCIPLE → 4 Businesses should respect the interest of and be responsive to all its stakeholders
ESSENTIAL INDICATORS
1. Describe the processes for identifying key stakeholder groups of the entity.




At Paradeep Phosphates, we believe that stakeholders play an integral role in business operations and recognise the importance of engaging with stakeholders to understand their concerns, for long-term business sustainability. We have adopted an inclusive approach towards stakeholders by engaging with them through meaningful dialogue and identifying the topics that are of high priority.

Core stakeholders have been identified as individuals or groups of individuals or institutions that contribute to our operational success and strengthen the value of our business chain activities. Also, as part of our materiality assessment exercise undertaken in 2021-22, the Company identified a sample set of internal and external stakeholders to capture their inputs. The key stakeholder groups include employees, customers, suppliers, investors/ shareholders, Government/regulators, industry associations, communities and NGOs.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice, Board Website), 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"> - Satisfaction surveys - Grievance redressal - Annual engagement activities - Meetings with employee associations and unions 	Regular and on a continuous basis	<ul style="list-style-type: none"> - To inform about employees' well-being initiatives - For training and development - To address employees' grievances - Regarding the Company's progress and growth plans
 Customers	No	<ul style="list-style-type: none"> - Annual customer meet - Zonal customer meet - Customer interactive meet 	Regular and on a continuous basis	<ul style="list-style-type: none"> - Ensuring customer satisfaction and needs are met - Resolving customer grievances - Information about products, its use and benefits
 Suppliers	No	<ul style="list-style-type: none"> - Supplier meets - Industry conclave 	Regular and on a continuous basis	<ul style="list-style-type: none"> - Ensuring business ethics and alignment with organisational values - Ensure quality of material is met - Integration of ESG aspects into supplier operations



Stakeholder Group	Whether identified as Vulnerable & Marginalised 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/ Shareholders	No	-Investor meets -Press conferences	Regular and on a continuous basis	- Give updates on the Company's business and financial performance - Regarding growth and future strategy
 Government and Regulatory authorities	No	- Through MoUs - Quarterly - Progress Report - Annual Report	Regular and on a continuous basis	- Regarding clarification on guidelines and advice on technical/regulatory points - Share updates on the Company's initiatives to ensure alignment with regulatory requirements
 NGOs/ Community members	Not all stakeholder groups are considered vulnerable. (In the local community, the Company works with the lower socio-economic section of society)	-Project Meetings -Annual Reviews	Event driven and on need basis	- Provide support to NGOs for social upliftment - Ensure communities we operate in are supported through a network of NGOs - Creating shared value

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 Paradeep Phosphates Limited, we believe that stakeholder engagement is important to identify pertinent issues on economic, environment, and social parameters. We undertook an extensive stakeholder engagement exercise in 2021-22 to identify material topics and mapped the associated risks. The Company periodically reviews stakeholder engagement exercise to identify the material issues which influence both internal and external stakeholders.

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 or the entity.

Yes, we have identified material challenges related to environmental and social topics. The Company has formulated management strategy and risk mitigation techniques based upon the material challenges identified. The Company discloses its management strategy, targets/goals and other non-financial disclosures in the sustainability report every year.

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

We undertake several CSR initiatives to engage with marginalised/vulnerable sections of community stakeholders. The Company focusses on education, livelihood improvement, healthcare, environment, farmer collaboration as part of various CSR programmes.



PRINCIPLE → 5 Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

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

Category	2022-23			2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (A)	No. of employees / workers covered (B)	% (B/A)
Employees						
Permanent	1,476	635	43	892	495	55
Other than permanent	-	-	-	-	-	-
Total Employees	1,476	635	43	892	495	55
Workers*						
Permanent	527	269	51	598	398	67
Other than permanent	-	-	-	-	-	-
Total Workers	527	269	51	598	398	67

*Data pertains to only paradeep plant and workers refer to contractual workforce.

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

Category	2022-23					2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	No. (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,412	0	0	1,412	100	857	0	0	857	100
Female	64	0	0	64	100	35	0	0	35	100
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers*										
Permanent										
Male	992	-	-	992	100	593	0	0	593	100
Female	18	-	-	18	100	5	0	0	5	100
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

*Workers refer to contractual workforce.



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

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BOD)	4	482,500	1	645,000
Key Managerial Personnel	3	64,47,000	Nil	NA
Employees other than BOD and KMP	1,412	9,84,423	64	8,00,319
Workers	992	3,82,938	18	3,55,984

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

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

An aggrieved employee has the option to meet departmental head/concerned supervisor, e-mail or send a letter to discuss his grievances. However, in order to ensure a time bound redressal of grievances; the grievance redressal process follows a three-tier escalation system.

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

Category	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issued	Nil	Nil	-	Nil	Nil	-



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

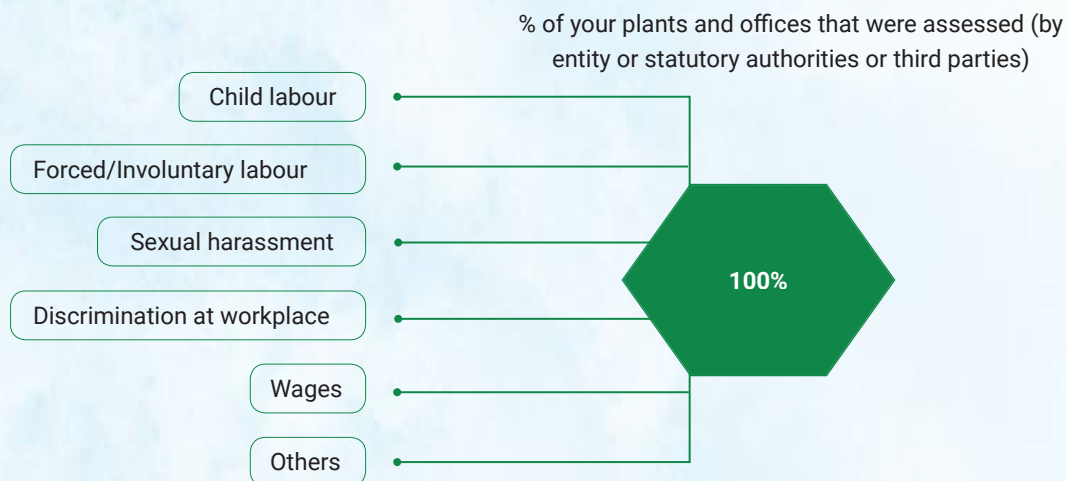
In order to ensure a safe and inclusive work environment, the Company has formalised a Prevention of Sexual Harassment Policy. This includes a strict zero tolerance approach to any form of harassment at the workplace. As part of the policy, Internal Complaints Committee (ICC) has been instituted for redressal of sexual harassment complaint made by the victim and for ensuring time bound treatment of such complaints.

We also have a Whistleblower Policy in place to protect the complainant. The policy outlines the necessary safeguards to allow protected and confidential disclosures.

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

Yes

9. Assessment for the year:



Note - Internal & Statutory auditors conduct quarterly assessments. Government authorities (PF, ESI, and Central Inspection Coordination Group) conduct annual assessments.

10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

Not applicable

LEADERSHIP INDICATORS

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

In 2022-23, we have not modified any business process as a result of addressing human rights grievances/complaints.

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

No human rights due diligence was conducted in the reporting year.

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

Yes, our premises are designed to provide unhindered accessibility to differently abled persons.

4. Details on assessment of value chain partners

Not applicable

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







Not applicable



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	2022-23	2021-22
 Total electricity consumption (A)	9,87,419.36 GJ	9,34,656.39 GJ
 Total fuel consumption (B)	86,15,250.87 GJ	83,84,938.93 GJ
 Energy consumption through other sources (C) - Steam	32,76,547.18 GJ	47,50,473 GJ
 Total energy consumption (A+B+C)	1,28,79,217.41 GJ	1,40,70,068.32 GJ
 Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	96.54 GJ/ ₹ million	135.50 GJ/ ₹ million
 Energy intensity (Total energy consumption/metric tonnes of production)	3.53 GJ/Metric tonnes of production	4.33 GJ/Metric tonnes of production

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

Yes, PPL has conducted Mandatory Energy Audit as a compliance under BEE PAT Cycle -2 in the month of September-2021 through M/s Green Flame Private Limited (Accredited Energy Audit Agency).

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

Yes, ammonia/urea facility identified as designated Consumer (DC) under PAT.

In PAT Cycle-1, energy saving targets were achieved.

In PAT Cycle-2, we are entitled to purchase 1926 no of ESCerts which are purchased from the Energy Exchange Platform.

In PAT Cycle-3 targets are not assigned to fertiliser industries (Urea units).

However, as part of the energy saving programme, we are implementing energy saving projects in two phases: the first phase will be implemented in 2023-24 and second phase will be implemented in 2024-25.

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

Parameter	2022-23	2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface (Municipality, lakes, rivers) water	10,139,745	10,540,352
(ii) Ground water	-	-
(iii) Third party water	-	-
(iv) Sea water/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	10,139,745	10,540,352
Total volume of water consumption (in kilolitres)	10,139,745	10,540,352
Water intensity per rupee of turnover (Water consumed/turnover in Million rupees)	76.01	101.51
Water intensity per rupee of turnover (Water consumed/metric tonne of product)	2.78	3.24

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

No, we have not carried out any independent assessment by an external agency.

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

Yes, we have established Zero Liquid Discharge mechanisms, achieved by a closed-loop water cycle and various recycling routes. To treat wastewater, both manufacturing plants have ETP and STP installed. Treated wastewater is re-used to reduce freshwater use. Installation of a reverse osmosis (RO) plant to treat Cooling Tower Blow-down streams lowered freshwater use even further. The permeate is re-used as cooling tower make-up, while the discarded is utilised as process water at our manufacturing facilities.

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

Parameter	Unit	2022-23	2021-22
NOx	MT	438.75	380.95
SOx	MT	1,259.93	1,137.78
Particulate matter (PM)	MT	483.484	427.635
Persistent organic pollutants (POP)	MT	NA	NA
Volatile organic compounds (VOC)	MT	NA	NA
Hazardous air pollutants (HAP)	MT	NA	NA
Others	MT	11.56	7.83

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

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

Parameter	Unit	2022-23	2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₂ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ eq.	4,45,229.22	4,25,708.92
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ eq.	41,786.97	22,744.25
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ eq./₹ Million rupees	3.65	4.32
Total Scope 1 and Scope 2 emission intensity (per Metric tonne of production)	Metric tonnes of CO ₂ eq./ Metric tonnes of production	0.21	0.34

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

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

Paradeep Phosphates is committed to continuously improving energy efficiency and reducing the carbon footprint of our operations.

We have undertaken various projects for reducing GHG emissions:

- Installation of captive solar plant
- Installation of waste heat recovery system for steam and electricity generation
- Installation of energy-efficient motors
- Replacement of conventional luminaires with LED luminaires

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

Parameter	2022-23	2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	5,783.21	5,086.23
E-waste (B)	7.221	6.786
Bio-medical waste (C)	0.812	0.898
Construction and demolition waste (D)	-	-
Battery waste (E)	2.06	3.37
Radioactive waste (F)	NA	NA
Other Hazardous waste(G)- Used oil, Spent resin, Surplus muck, Spent catalyst, Sludge etc.	3,510.74	3,360.06

Parameter	2022-23	2021-22
Other Non-hazardous waste generated (H)- Metal waste, waste sand, waste carbon etc.	15,13,099.7	15,05,773.21
Total (A+B+C+D+E+F+G+H)	15,22,403.74	15,14,230.55
Waste generated per rupee of turnover (Waste generated in MT / turnover in Million rupees)	11.41	14.58
Waste generated per rupee of turnover (Waste generated in MT / production in MT)	0.42	0.47
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Hazardous Waste		
(I) Recycled	42	6.91
(ii) Re-used	3,316.10	3,261
(iii) Other recovery operations	0	0
Total	3,358.10	3,267.91
Non-Hazardous waste		
(I) Recycled	0	0
(ii) Re-used	36,790.20	30,350.70
(iii) Other recovery operations	0	0
Total	36,790.20	30,350.70
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Hazardous waste		
(i) Incineration	2.97	0
(ii) Landfilling	100.5	50.75
(iii) Other disposal operations Disposed through authorised recyclers/users	49.17	48.01
Total	152.64	98.76
Non-Hazardous Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations- Disposed through authorised recyclers and users	14,78,660.34	14,75,544
Total	14,78,660.34	14,75,544

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

M/s SIMA LABS Private Limited, New Delhi



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

Our approach to waste management is guided by the 4R principle of 'Reduce, Reuse, Recycle and Recover' for management of waste in a compliant and ecologically responsible manner. Across our operations, efforts are made to maximise the reuse of waste. Waste that cannot be reused is disposed of in line with regulatory requirements and statutory guidelines. Simultaneously, the Company is constantly working to reduce the generation of hazardous and non-hazardous waste at its manufacturing facilities.

- Sulphur muck – Sulphur muck generated from production of sulphuric acid is being used as filler in manufacturing of fertilisers. However, molten sulphur from IOCL is used to reduce generation of sulphur muck.
- ETP Sludge – ETP sludge is used as filler in the manufacturing of fertilisers. However, efforts are continued to reduce the effluent to ETP as well as reduction of ETP sludge.

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

We do not operate in ecologically sensitive areas.

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

We have not undertaken any environmental impact assessment in 2022-23.

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

Yes, PPL is compliant with respect to the applicable environmental laws/ regulations/ guidelines in India such as: The Water (Prevention & Control of Pollution) Act, 1974; The Air (Prevention & Control of Pollution) Act, 1981; Noise Pollution (Regulations and Control) Rules 2000; Hazardous and other Wastes (Management and Trans-boundary Movement) Rules 2018; E-Waste (Management) Rules, 2016; Plastic Waste Management Rules, 2016; The Environment (Protection) Rules, 1986.

There have been no instances of non-compliance during the year.

LEADERSHIP INDICATORS

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

Parameter	2022-23	2021-22
From renewable sources		
Total electricity consumption (A)	908.16 GJ	995.42 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	908.16 GJ	995.42 GJ
From non-renewable sources		
Total electricity consumption (D)	211,877.60 GJ	115,322.97 GJ
Total fuel consumption (E)	86,15,250.87 GJ	83,84,938.93 GJ
Energy consumption through other sources (F) -Waste Heat Recovery	40,51,180.78 GJ	55,68,811 GJ
Total energy consumed from non-renewable sources	1,28,78,309.25 GJ	1,40,69,072.90 GJ

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

2. Provide the following details related to water discharged:

Parameter	2022-23	2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment- through ETP/STP	4,204	3,921
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatments	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment	-	-



Parameter	2022-23	2021-22
(v) Others	-	-
- No treatment	-	-
- With treatment	-	-
Total water discharged (in kilolitres)	4,204	3,921

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

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

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

We do not operate in any water-stressed areas.

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

We are presently in the process of accounting our Scope 3 emissions and results will be published in our ESG report for 2022-23.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

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

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Collective action taken, if any
Captive Solar Plant	We have installed a 255kW captive solar power plant at Paradeep manufacturing facility to increase the share of renewable energy in our energy mix.	Reduction in GHG emissions	Not applicable
Molten Sulphur (Steam saving)	We have collaborated with IOCL to procure sulphur in molten state instead of solid state. This eliminates the need of converting solid sulphur to molten sulphur at site	Reduction in GHG emissions: 41 tCO ₂ e annually	Not applicable
Waste Heat Recovery	We have installed a waste heat recovery system at Paradeep facility in sulphuric acid plants. On a daily basis, the waste heat recovery system generates power equivalent to 245 MW	Reduction in GHG emissions: 225,191 tCO ₂ e annually	Not applicable

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

Yes, we have an onsite emergency plan which outlines SOPs in case of various identified disasters to maintain business continuity and ensure personnel safety.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

No adverse impact on the environment was observed in the reporting year.

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

NA

PRINCIPLE → 7 Businesses when engaged 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.

We are associated with eight trade bodies/ associations

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

Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
CII	National
Assocham	National
FAI	National
FICCI	National
Indian Chamber of Commerce	National
IFA	International
Green Triangle Society	State
Goa Management Association	State

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

Not Applicable.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

Not Applicable.

PRINCIPLE → 8 Businesses should promote inclusive growth and equitable development
ESSENTIAL INDICATORS
1. Details of Social Impact Assessment (SIA) of projects undertaken by the entity based on applicable laws.

Not Applicable.

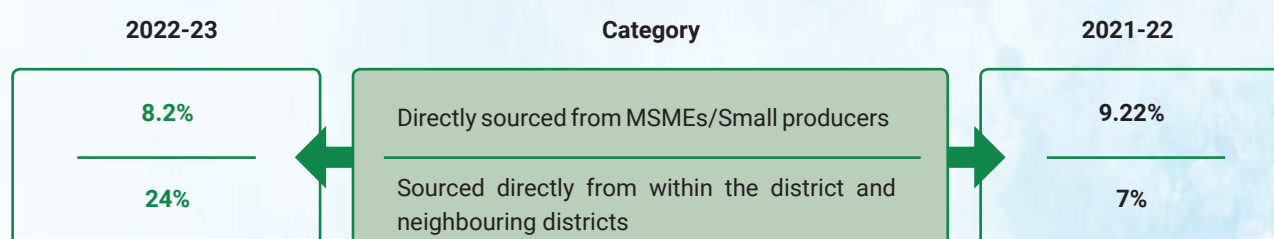
The Company does not have a mandatory requirement of conduct SIA on its projects.

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

Not Applicable.

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

We engage with the community through our NGO partners and in-person meetings. We hold special events to interact with farmers and suppliers to engage with them and redress their grievances.

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

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

The Company is in process of conducting Social Impact assessments in 2023-24 on a voluntary basis.



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

The Company is in process of conducting CSR programmes in aspirational districts from FY24 onwards. The required information will be disclosed from next year onwards.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No) (b) From which marginalised/vulnerable groups do you procure? (c) What percentage of total procurement (by value) does it constitute?

The Company presently does not have a preferential procurement policy. The required information is presently not available.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the entity, based on traditional knowledge:

Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Patents	No	No	NA
Trademark	Owned (Jai Kisaan and Navratna)	No	NA
Copyrights	No	No	NA

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

Not Applicable.

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons % benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
Livelihood And Skill Development	3,794	348
HealthCare and WaSH	39,932	747
Education	9,430	105
Rural Infrastructure Development	1,580	105
Women Empowerment	2,952	440

PRINCIPLE → 9 Businesses should engage with and provide value to their consumers in a responsible manner
ESSENTIAL INDICATORS
1. Describe the mechanism in place to receive and respond to consumer complaints and feedback.

The Company provides customer feedback contact details on all its fertiliser packs. Customers can reach out through phone numbers (06722-229400/600 for Paradeep and 0832-2592673 for Goa) or via email (customerareppl@adventz.com and customercare@adventz.com). Dedicated compliance officers at the Paradeep and Goa sites are responsible for addressing these queries promptly.

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

Environmental and social parameters relevant to the product	100% of the Company's bags carry EPR Registration number
Safe and responsible usage	PPL's teams across all its marketing territories organise farmer meetings regularly to apprise them about soil health awareness and balanced use of fertilisers
Recycling and/or safe disposal	During these meetings, the farmers are also apprised about safe disposal of fertiliser bags after use

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

Customer feedback regarding fertiliser quality/availability, received through the e-mail IDs: customerareppl@adventz.com and customercare@adventz.com, is addressed by respective regional teams.

To raise any concern regarding I.T./cybersecurity, an individual can do so by sending an email to dpmohanty@adventz.com

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

PPL deals in fertilisers for improving soil fertility. By nature, fertilisers are non-hazardous and there are no safety issues involved in their handling. Also, as fertilisers do not have any expiry date, recall is not required.



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

Yes.

The Company ensures highest standards of data privacy and cybersecurity as detailed in its Information Security Management System (ISMS) policy. Also, the Company's Information Management System is ISO 27001:2013 certified and provides for a strong system of checks and balances to protect sensitive information. To raise any concern regarding I.T./cybersecurity an individual can do so by sending an email on dpmohanty@adventz.com

It also has a publicly available privacy policy that provides information to how personal information is collected, processed and protected.

Link to the Company's Privacy policy:

<https://www.paradeepphosphates.com/privacy-policy#:~:text=PPL%20does%20not%20capture%20any,details%20about%20PPL%20%26%20its%20services.>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

So far as the product advertising is concerned, the declarations in product communication are based on nutrient content as per FCO (fertiliser control order) guidelines and product benefits. There have been no instances of issues related to advertising.

LEADERSHIP INDICATORS

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

Information on products and services can be accessed at the Company's weblink:

<https://www.paradeepphosphates.com/brands-and-products>

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

During farmer meetings, they are apprised about soil health and balanced use of fertilisers for better yield.

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

PPL's marketing teams and channel partners try to maintain the availability of key fertilisers throughout the year, particularly during the main seasons – Kharif and rabi as fertilisers are part of essential commodities. Even during the Covid-19 pandemic, the regular supply of fertilisers was ensured, supported well by the Department of Fertilisers, Govt of India.

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)

All the declarations on the Company's packaging are based on the Fertiliser Control Order and Legal Metrology guidelines.

5. Provide the following information relating to data breaches:

- Number of instances of data breaches along with impact - None
- Percentage of data breaches involving personally identifiable information of customers - Zero (0 %)

