Business Responsibility & Sustainability Report

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I Details of the listed entity

1.	Corporate Identity Number (CIN) of Listed Entity	L20122OR1981PLC001020
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 – 751001
5.	Corporate Address	3rd Floor, No. 28, Union Street, Off-Cubbon Road, Bangalore – 560001
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	April 01, 2025 to March 31, 2026
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	₹1038,17,05,940
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR	Mr. V. Vinay Telephone: +91-9552037300 Email: v.vinay@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)	On standalone basis
14.	Name of Assurance Provider	TUV India Private Limited
15.	Type of Assurance obtained	Reasonable

II. Products/services

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

S. N.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing & Trading of fertilisers	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100%

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

S. N.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of urea and other organic fertilizers	2012	15.00%
2.	Manufacture of straight mixed, compound or complex inorganic fertilizers	201203	64.00%
3.	Wholesale of fertilizers and agrochemical products	467902	17.00%

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III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	31	35
International	NA	NA	NA

* Mangalore Chemicals and Fertilizers Limited (MCFL) merged with Paradeep Phosphates Limited (PPL) in FY 2025-26. 04 plants represent facilities in Goa, Mahad, Mangalore, Paradeep.

19. Market served by the entity:

a. Number of locations

Location	Number
National (No. of States)	18
International (No. of Countries)	0

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

Nil

c. A brief on types of customers

The Company serves a broad spectrum of customers, including agricultural retailers, distributors, farmers, cooperatives, government agencies, and research institutions. With farmers as our core customers, we are dedicated to aligning our products with their specific needs and addressing the unique challenges they face. This commitment has helped us develop products that have positively impacted over 12+ million farmers' livelihoods.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. N.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
		EMPLOYEES				
1.	Permanent (D)	2,163	2,060	95.2%	103	4.8%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total Employees (D+E)**	**2,163**	**2,060**	**95.2%**	**103**	**4.8%**
		WORKERS				
1.	Permanent (F)	-	-	-	-	-
2.	Other than Permanent (G)*	4,945	4,715	95.3%	230	4.7%
3.	**Total Employees (F+G)**	**4,945**	**4,715**	**95.3%**	**230**	**4.7%**

*During the current reporting period, the Company undertook a review of its workforce classification and reporting methodology. Based on this review, certain workforce categories previously reported under permanent workers have been reclassified as “Other than Permanent Workers” to accurately reflect the nature of their engagement. Accordingly, workforce-related disclosures for the current year have been presented in line with the revised classification approach.

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b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	2	18.2 %
Key Management Personnel (including Directors) *	3	0	0 %

* One Key Managerial Personnel is also part of Board of Directors

22. Turnover rate for permanent employees and workers

	FY 2025-2026			FY 2024-2025			FY 2023-2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.4%	5.8%	7.40%	6.3%	8.2%	6.3%	10%	9.5%	10.2%
Permanent Workers	0	0	0	8%	0	8%	14.3%	66.7%	40.5%

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

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

S. N.	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
1.	Zuari Marco Phosphates Private Limited	Holding	50.31%	No
2.	Zuari Yoma Agri Solutions Limited	Joint Venture	50%	No

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VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹ Million.): 2,18,263.40

(iii) Net worth (in ₹ Million): 67,827

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web -link for grievance redress policy)	FY 2025-2026			FY 2024-2025		
		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	19	0	NA	1	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

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

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

S. N.	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 (OHS)	Risk	Ensuring a safe and healthy workplace is crucial for employee welfare and productivity. Poor OHS measures can lead to accidents, illnesses, and a subsequent increase in labor costs due to lower productivity and higher medical expenses. Additionally, it can result in legal liabilities and regulatory fines.	Proactive measures are in place to implement an effective OHS program at PPL. Four of PPL's manufacturing plants, located in Paradeep, Mangalore, Mahad, and Goa, are certified to the prestigious ISO 45001 standard, underscoring our commitment to the highest international benchmarks for occupational health and safety. We have implemented a comprehensive suite of safety protocols that include well-defined Standard Operating Procedures (SOPs), regular health and safety training for all employees, and ongoing monitoring to ensure a safe working environment. To further bolster our safety culture, we conduct rigorous initiatives such as Hazard Identification and Risk Assessment (HIRA), Hazop studies, and process safety audits. Additionally, our safety framework is reinforced through external safety audits and inspections, including the CICG inspection by the Government of Odisha, ensuring continuous improvement and regulatory compliance.	**Negative:** Workplace incidents not only pose risks to employee safety but can also damage the Company's reputation, leading to negative publicity and a decline in public perception. This can erode customer trust, result in missed business opportunities, and create challenges in attracting and retaining top talent. Additionally, regulatory fines and compliance-related penalties can impose significant financial strain, further complicating the organization's operations and long-term growth

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S. N.	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)
2	Chemical Safety	Risk	The production and handling of hazardous chemicals like phosphates and ammonia are integral to the Company's operations but are inherently risky. Improper management of these substances can result in spills, leaks, and other accidents, posing severe risks to employee safety and the environment. Such incidents can attract regulatory scrutiny, environmental penalties, and disrupt our production processes.	Our comprehensive SOPs and safety manuals outline clear, step-by-step guidelines for the safe handling of chemicals. To reinforce these protocols, we conduct regular training sessions, periodic safety audits, and ensure that all employees are equipped with the necessary Personal Protective Equipment (PPE). These proactive measures not only prepare our team to recognize and address potential hazards but also guarantee strict adherence to safety standards, fostering a culture of safety and compliance across the organization.	**Negative:** Chemical safety incidents can significantly tarnish the Company's reputation with stakeholders. Major accidents or environmental violations may disrupt operations, causing delays or shutdowns that impact financial performance. Additional costs from cleanup efforts and potential legal liabilities further strain resources.
3	Business Ethics	Opportunity	Good governance and ethical conduct are fundamental to building stakeholder trust and sustaining long-term growth. Ethical practices help prevent legal issues, enhance corporate reputation, and ensure sustainable business operations.	The Company's Code of Business Conduct and Ethics underscores its firm stance against unethical practices, including bribery, gifts, insider trading, and harassment. The code also outlines clear escalation mechanisms for individuals to raise concerns or complaints, ensuring accountability and transparency. To further our commitment to sustainability and responsible corporate governance, we have established an ESG Steering Committee. This committee plays a pivotal role in steering initiatives related to environmental stewardship, corporate social responsibility, and governance.	**Positive:** Good corporate governance systems ensure the Company is managed in the interests of all shareholders. This can lead to increased investor confidence and better access to capital. Ethical conduct enhances customer loyalty and employee morale, contributing to overall business growth and financial stability.

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S. N.	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)
4.	Environmental management	Risk	Our industry is under constant scrutiny for its environmental impact. A strong commitment to environmental protection and resource conservation is crucial for sustainable operations and meeting regulatory requirements. Non-compliance can result in legal penalties, cleanup costs, and significant reputational harm.	Our manufacturing plants are ISO 14001 certified, demonstrating our commitment to international environmental management standards. We also conduct regular third-party energy audits and ongoing monitoring that allow us to pinpoint areas for improvement, while strict adherence to state and central pollution control Board regulations ensures continuous compliance with environmental requirements.	**Negative:** Non-compliance with environmental norms can result in significant financial repercussions, including fines, legal fees, and disrupt operations, increased operational costs due to mandated corrective actions. Additionally, this may also lead to reputational damage that can can cause loss of customer trust and business opportunities, further impacting financial performance.
5.	Inclusion and Diversity	Opportunity	A diverse and inclusive workforce fosters creativity and innovation, essential for solving complex problems and maintaining a competitive edge. In the agricultural sector, where diverse needs and challenges are prevalent, inclusivity can drive better product development and customer satisfaction.	We have a Board diversity policy in place that ensures robust governance. We also focus on inclusive approach to talent attraction to acquire the right talent for the right role during recruitment, irrespective of the candidate's gender, religion, region, caste, sexual orientation, creed, race, etc.	**Positive:** A positive and inclusive work environment drives productivity and overall better performance, translating to improved financial outcomes. Additionally, a strong reputation for diversity and inclusion can attract top talent and enhance the Company's market position.

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S. N.	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)
6.	Responsible Supply Chain	Risk	An efficient and resilient supply chain is critical for uninterrupted production and meeting customer demands. Disruptions can lead to production delays, increased costs, and potential loss of market share.	An efficient and resilient supply chain is critical for uninterrupted production and meeting customer demands. Disruptions can lead to production delays, increased costs, and potential loss of market share.	**Negative:** A diversified supply chain builds resilience to disruptions such as natural disasters, geopolitical issues, or supplier problems. Having alternative suppliers or contingency plans ensures operational continuity, mitigating financial risks associated with supply chain disruptions.
7.	Community Relations	Opportunity	Building and maintaining positive relationships with local communities is essential for fostering mutual trust and support. Being a responsible corporate citizen helps ensure that our operations are welcomed and supported, which is crucial for sustainable growth and development.	Our Corporate Social Responsibility (CSR) policy shapes our commitment to fostering positive community relationships and driving sustainable development. With a strong focus on livelihoods, education, health (specifically Water, Sanitation, and Hygiene - WaSH), and environmental sustainability, we strive to make a tangible impact. Through proactive and meaningful community engagement, we aim to build lasting trust and improve the well-being of the communities we serve.	**Positive:** Building strong community relations not only enhances our reputation and brand image but also strengthens our position with consumers, investors, and other key stakeholders. By fostering trust and demonstrating a commitment to social responsibility, we create deeper customer loyalty and more robust investor relationships, ultimately driving long-term business success.

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SECTIONB: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1 a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y								
b. Has the policy been approved by the Board? (Yes/No)	Y								
c. Web Link of the Policies, if available	Details of the Company's policies can be found on our website: https://www.paradeepphosphates.com/investors/corporategovernance								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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.	• Environment Management Systems (ISO 14001:2015) • Occupational Health and Safety Management Systems (ISO 45001:2018) • Information Security Management Systems ISO 27001:2013 • Energy Management System (ISO 50001-2018) • Quality Management System (ISO 9001:2015) • Good Manufacturing Practice (GMP) Compliant Facilities • Protect and Sustain Certification (International Fertilizer Association (IFA))								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Description about targets are given below: **Social Dimension:** • Increase the share of women in all management cadre to overall 6% by FY 2030 (baseline: 2024) • Growth in the Specially Abled Workforce from 0% to 0.50% by FY 2030 (baseline: 2024) • To implement a minimum of 4 man days for learning hours for every employee by 2026 • 100% employee coverage for the ESG Governance & Policy Training by the year 2025 (baseline: 2024) • Achieve a growth of 15% in the Life Impacted/ Beneficiaries by the year 2026 (baseline: 2024) **Environmental Dimension:** • Reduce energy intensity by 5% by 2027 compared to the baseline year FY 2023-24 (baseline: 2024) • Decrease the Scope 1 and 2 emission intensity by 5% (baseline: 2024) • Reduction in PM / NOX / SOX Intensity by 5% by 2027 compared to the baseline year (baseline: 2024) • Fall in specific water consumption by 5% by 2028 compared to the baseline year (baseline: 2023) • Reducing freshwater consumption by 10% by 2028 compared to the baseline year (baseline: 2023) **Governance Dimension:** • A 100% increase in Suppliers sign off PPL's Supplier Code of Conduct (tier 1) by 2026 (baseline: 2023) • Rise in the ESG Awareness Training of All Employees (100%) - Board of Directors, Senior Management, Employees by 2025 (baseline: 2024) • Surge in IT learning hours that is a 100% coverage in digital and cybersecurity by the year 2025 (baseline: 2024)								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	• Implemented a minimum of 4 man days for learning hours for every employee by 2026. • Achieved a growth rate of 55% in life impacted/ beneficiaries by the year 2026 compared to 2024 baseline. • ESG awareness training is provided to 100% of employees and 90% for Board of Directors, Senior Management. • IT trainings were conducted for 20% of employees totaling 510 hours. • The overall energy consumption and scope 1 and 2 emissions intensity per million ₹ has reduced by more than 8.4% and 3.7% respectively. • The water consumption intensity per million ₹ has reduced by 19.3% as well and waste generation intensity has come down by 34.5%. • All tier I suppliers adhere to the PPL's Supplier Code of Conduct.								

Governance, leadership, and oversight

7. Statement by Director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements:

At Paradeep Phosphates Limited (PPL), sustainability is integrated into our business strategy, with a clear focus on measurable performance, governance discipline, and long-term value creation. As we present our Business Responsibility and Sustainability Report (BRSR) for FY 2025–26, we reaffirm our commitment to integrating environmental stewardship, social responsibility, and robust governance into every aspect of our operations.

The year under review has been strategically significant, with the integration of Mangalore Chemicals and Fertilizers Limited (MCFL) into PPL's operations. With four (04) manufacturing facilities now under a unified platform with a total production capacity of 3.9 million metric tonnes per year, this scale-up brings both opportunities and challenges, particularly in ensuring consistent ESG governance, data systems, and operational standards across all facilities. During the year, we initiated the alignment of ESG policies, internal control mechanisms, and reporting structures across entities to enable uniform accountability and comparability.

Governance excellence continues to underpin our ESG approach and reflects through our comprehensive portfolio of ISO certifications including ISO 9001, 14001, 50001, 45001, and 27001. This serves as testament to our persistent emphasis on quality assurance, energy optimization, occupational safety, and environmental stewardship. Our sustainability disclosures are aligned with globally accepted frameworks (GRI, SASB, TCFD) and are subject to external assurance, enhancing reliability and stakeholder confidence. In recognition of these efforts, PPL achieved a score of 76/100 in the S&P Global Corporate Sustainability Assessment 2025, securing a place in the CSA Yearbook 2025 and positioning us in the top 2% of companies globally in the chemicals sector.

On the social dimension, our commitment to India's farming community continues to guide our strategic priorities. We are expanding our engagement with farmers through agronomic advisory, soil health awareness, and customized crop nutrition solutions aimed at enhancing productivity and resilience. Withing the organization, we have maintained a strong focus on occupational health and safety, with an increased emphasis on preventive risk management, contractor safety, and capability building. The integration of a larger and more diverse workforce post integration has further necessitated focused interventions in employee engagement, training, and cultural alignment, which remain ongoing priorities.

While, from the environmental standpoint, our focus remains on resource optimization and operational efficiency improvement. All operating facilities are connected to continuous emission monitoring systems, improving transparency and real-time environmental performance tracking. While progress has been made, we acknowledge that reducing carbon intensity and transitioning toward more sustainable inputs remain ongoing priorities.

Innovation, strategic foresight, and continuous enhancement constitute the guiding principles of our organizational trajectory. We remain focused on stakeholder transparency and the creation of sustained value across our stakeholder ecosystem through our annual sustainability and BRSR disclosures. I take this opportunity to acknowledge the continued support of our Board, the commitment of our employees and the trust placed in us by our stakeholders. We remain focused on strengthening our ESG performance and contributing meaningfully to India's agricultural sustainability and broader development goals.

Mr. N Suresh Krishnan
Managing Director & CEO

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	**Mr. N Suresh Krishnan** Managing Director & CEO

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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 constituted a Corporate Social Responsibility (CSR) and ESG Committee comprising of following Board Members: Mrs. Rita Menon - Independent Director (Chairperson) Mr. N Suresh Krishnan - Managing Director (Member) Mr. Karim Lotfi Senhadji - Non-Executive Director (Member) Further, the Company has also constituted ESG Steering Committee comprising of senior management to oversee environmental, social, and governance matters across the organization. This committee provides the Board of Directors with updates on ESG priorities and the progress achieved.								

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Company's policies are periodically reviewed by Department heads, Directors, Board committees, or Board members as needed. The Board also evaluates the BRSR annually.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	All units of the Company are in compliance with statutory requirements.																	

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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No, the Company's policies are not audited or evaluated by external agencies. These policies are reviewed by various committees of the Board of Directors, and the Board periodically reviews and amends them to cater the 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	P1	P2	P3	P4	P5	P6	P7	P8	P9
• The entity does not consider the principles material to its business (Yes/No) • The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) • The entity does not have the financial or/ human and technical resources available for the task (Yes/No) • It is planned to be done in the next financial year (Yes/No) • Any other reason (please specify)	All Principles are covered by required policies.								

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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

Business 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	1	ESG	90 %
Key Managerial Personnel	3	Code of Business Conduct, Anti Bribery and Anti-Corruption and Human Right,Prevention of Sexual Harassment (POSH), ESG	100 %
Employees other than Board of Directors and KMPs	12	Human right policy, integrated management system (IMS), energy conservation, biomedical waste, safety & security, and skill development.	100 %
Workers	142	Human right policy, integrated management system (IMS), energy conservation, biomedical waste, safety & security, and skill development.	100 %

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	NIL	NA	No
Settlement, compounding fees	NA	NA	NIL	NA	NA

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 were monetary on non-monetary action has been appealed.**

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

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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, our Company has a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy in place, which applies to everyone working with or on behalf of us. This includes all levels of management, employees (permanent, temporary, or fixed term), directors, consultants, contractors, casual workers, agency staff, agents, and any individual or entity associated with us or our subsidiaries.

Our commitment to ethical business practices is embedded in our Code of Conduct. We strictly prohibit the offering, giving, receiving, or soliciting of bribes or any form of improper payment—whether directly or indirectly—in all interactions with customers, suppliers, government officials, international agencies, or any other third party.

For further information, please refer to the following documents:

- **Anti-Bribery and Anti-Corruption (ABAC) Policy:** https://www.paradeepphosphates.com/uploads/content/anti-bribery-anti-corruption-abac-policy.pdf
- **Code of Business Conduct and Ethics:** https://www.paradeepphosphates.com/uploads/content/code-of-business-conduct-and-ethics-coc.pdf

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

	FY 2025-2026	FY 2024-2025
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	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

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

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	69.55	72.35

Accounts payable exclude allowances for Rebates / Incentives expected to be settled in cash with customers

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	43.90%	35.42%
	b. Number of trading houses where purchases are made from	24	23
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	81.46%	88.29%
Concentration of Sales*	a. Sales to dealers / distributors as % of total sales	90%	93%
	b. Number of dealers / distributors to whom sales are made	6,155	6,050
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	5.1%	4.6%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	46%	48%
	b. Sales (Sales to related parties / Total Sales)	3%	6%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Workshop and awareness session on PPL's Suppliers' Code of Conduct and Supplier's Assessment framework	60%

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 Business Conduct and Ethics that provides clear guidelines on managing conflicts of interest. These provisions apply to all employees, including members of the Board of Directors.

To prevent and manage conflicts of interest:

- Directors are expected to avoid situations where personal interests may conflict with the Company's interests.
- Any actual or potential conflict must be disclosed promptly. Directors are required to recuse themselves from decision-making in such matters.
- Prior approval from the Board is required if a director intends to take up employment with a competitor. However, serving on the Board of another group Company does not require prior approval.
- Gifts or entertainment valued over ₹5,000 are not permitted if they could lead to a conflict of interest or influence decision-making.
- Directors must use Company assets responsibly and in line with Company policies.
- Disclosures made under Section 184 of the Companies Act, 2013, are considered sufficient for conflict-of-interest purposes.
- In the event of a potential conflict, individuals must disclose all relevant facts and seek guidance from their immediate supervisor and/or the Chairman of the Audit Committee. The Company will assess the situation and take appropriate steps to address or resolve the conflict.

For more detailed information, please refer to the full policy here:

https://www.paradeepphosphates.com/uploads/content/code-of-business-conduct-and-ethics-coc.pdf

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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.**

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
Research & Development (R&D)	100%	100%	Following technologies have been implemented related to environmental performance improvement • New alkali scrubber • CIP and heat exchanger • Cesium catalyst for converter 1st bed • SAP catalyst • Storm water and STP improvement • GP 2 permitter ditch height increase • Land development • Environmental lab NABPL upgradation
Capex	20%	5%	

2. a. **Does the entity have procedures in place for sustainable sourcing?**

Yes, we have established a robust supplier assessment framework to support sustainable sourcing, currently being implemented to evaluate suppliers against key Environmental, Social, and Governance (ESG) criteria. This includes systematic supplier screening, mandatory adherence to PPL's Supplier Code of Conduct, and ESG risk assessments through structured questionnaires. Regular senior management reviews ensure the framework remains effective and aligned with our sustainability goals. By enabling data-driven decision-making, it promotes responsible sourcing and the adoption of sustainable practices across our supply chain. Additionally, we conduct awareness sessions to help suppliers enhance their ESG performance, reinforcing our shared commitment to ethical and environmentally responsible business practices.

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

NA

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 manages plastic waste in accordance with the Plastic Waste Management Rules, 2016 and subsequent amendments. Pre-consumer plastic waste generated across its operations, including raw material packaging and fertilizer packing bags, is segregated at source, collected, and stored in designated areas before being handed over to authorized recyclers approved by the relevant Pollution Control Boards for environmentally sound recycling and disposal.

To address end-of-life management of plastic packaging, PPL has implemented an Extended Producer Responsibility (EPR) framework in line with regulatory requirements. The Company collaborates with authorized recyclers and certified waste management agencies for the collection, transportation, processing, and recycling of post-consumer plastic packaging waste, ensuring responsible resource recovery, regulatory compliance, and promotion of circular economy practices.

b) **E-Waste :**

PPL manages e-waste in accordance with the applicable E-Waste (Management) Rules 2022. E-waste generated across its operations is collected and stored in dedicated facilities designed to ensure safe handling and prevent environmental contamination. The Company maintains records of e-waste generation and disposal as required under the regulations and submits the prescribed statutory returns to the relevant Pollution Control Boards.

To ensure responsible end-of-life management, PPL channels all e-waste only through authorized dismantlers and recyclers approved by the relevant regulatory authorities. Through this approach, the Company promotes the safe recovery of valuable materials, environmentally sound recycling practices, and compliance with regulatory requirements, while minimizing the environmental impact associated with electronic waste.

c) Acid Batteries :

PPL manages waste batteries in accordance with applicable regulatory requirements and established waste management practices. Used batteries generated across operations are collected and stored safely to prevent environmental contamination and ensure proper handling throughout their lifecycle.

To support responsible end-of-life management, the Company follows a buyback arrangement with authorized vendors for used lead-acid batteries. Through this mechanism, spent batteries are recovered and channelled for authorized recycling and material recovery, promoting resource conservation, regulatory compliance, and environmentally sound disposal practices.

d) Hazardous waste :

PPL manages hazardous waste in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016 and established Standard Operating Procedures. Hazardous waste generated across its operations is segregated at source, collected in closed containers, and stored in designated hazardous waste storage areas to ensure safe handling and traceability. All containers are labelled in accordance with regulatory requirements, and waste is managed through defined procedures designed to prevent environmental contamination and ensure compliance with applicable regulations.

The Company follows a responsible approach to the treatment, recycling, and disposal of hazardous waste. Wherever feasible, waste streams are recovered and reused within the manufacturing process, such as the recycling of chemical sludge generated from effluent treatment operations into fertilizer production. Other hazardous waste streams, including used batteries and materials requiring external treatment, are channelled through authorized recyclers, vendors, or disposal agencies approved by the relevant Pollution Control Boards. Through these measures, PPL promotes resource recovery, safe disposal, and environmentally sound management of hazardous waste throughout its lifecycle.

e) Other waste such as metal scrap, waste activated carbon, rubber scrap :

PPL follows a structured waste management approach focused on segregation, resource recovery, recycling, and responsible disposal. Across its manufacturing locations, waste is segregated at source into designated streams such as biodegradable, non-biodegradable, and recyclable waste to facilitate appropriate treatment and maximize recovery opportunities. The Company continuously seeks to divert waste from disposal by promoting reuse and recycling wherever it is feasible.

Key practices adopted across the organisation include:

- Organic waste management: Biodegradable waste generated from canteens, offices, clubs, and residential townships is processed through biogas plants, biodigesters, organic waste converters, and vermicomposting units. These systems convert organic waste into biogas and organic manure, which can be beneficially utilized as bio-fertilizer.
- Recycling and recovery: Recyclable waste streams, including metal scrap, waste activated carbon, rubber scrap, and other recoverable materials, are channelled to authorized recyclers or processing agencies for material recovery and reuse.
- Management of non-biodegradable waste: Non-recyclable waste is handed over to authorized waste management agencies for co-processing, recycling, or environmentally sound disposal in accordance with applicable regulations.
- Construction and process waste reuse: Construction debris and spent filter sand are reused wherever feasible for backfilling, foundation work, and road construction activities, reducing the need for virgin materials and supporting circular resource use.
- Municipal waste integration: In locations where municipal collection systems are available, household waste generated in townships is managed through authorized municipal agencies for further treatment and processing.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes). 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.

Extended Producer Responsibility (EPR) is applicable to PPL, in line with the Plastic Waste Management Rules, 2016 and subsequent amendments. PPL is registered with the Central Pollution Control Board (CPCB) as a Brand Owner and ensures compliance with all relevant environmental regulations for plastic waste handling and disposal.

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- We strictly adhere to all relevant environmental regulations and guidelines for handling and disposing of plastics and packaging. Paradeep Phosphates Limited is registered with the Central Pollution Control Board (CPCB) as a Brand Owner EPR for the disposal of plastic waste generated by PPL's products.
- We are committed to reducing end-user plastic waste and setting an example for other companies. PPL collaborates closely with GEM Enviro Management Private Limited, a Waste Management Agency specializing in the collection and aggregation of various packaging waste types across India, using technology to streamline the process.
- This collaboration with GEM helps PPL fulfill its EPR compliance requirements as stipulated under the Plastic Waste Management Rules, 2016, and its amendments in 2018. It also demonstrates our leadership in managing post-consumer plastic waste.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessment (LCA) or for its services (for service industry)? (Yes/No).

We have undertaken the Life Cycle Assessment of three of our key products, i.e. Urea (46:0:0), NPK (15:15:15:09) and DAP (18:46:0) to identify the environmental impacts directly attributable to the functioning of a product throughout its life cycle.

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 significant social or environmental concerns and/or risks arised from production or disposal of our products, through the Life Cycle Perspective/Assessment (LCA) process.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Phosphogypsum for Zypmite production	1.54%	1.39%
Fly Ash used into SSP which is generated from Coal	0.01%	-

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

	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	350.61	-

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

Not Applicable.

The Company's fertilizer products are chemical in nature and cannot be reclaimed, as they are fully consumed during end use. However, the Company reclaims packaging materials used for bagged products in accordance with EPR guidelines.

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:**

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	2,060	2,060	100%	2,060	100%	0	0	2,060	100%	0	0
Female	103	103	100%	103	100%	103	100%	0	0	0	0
Total	**2,163**	**2,163**	**100%**	**2,163**	**100%**	**103**	**4.76%**	**2,060**	**95.20%**	**0**	**0**
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Other than Permanent workers											
Male	4,715	4,715	100%	4,715	100%	0	0	0	0	0	0
Female	230	230	100%	230	100%	230	100%	0	0	0	0
Total	**4,945**	**4,945**	**100%**	**4,945**	**100%**	**230**	**4.44%**	**0**	**0**	**0**	**0**

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.04%	0.03%

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2. Details of retirement benefits:

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	2.2%	25%	Y	2%	24%	Y
Others– please specify	100%	100%	NA*	100%	100%	Y

Additional benefits are extended to employees as part of wellbeing initiatives.

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, we are an equal opportunity employer. When recruiting, developing, and promoting our employees, our decisions are based solely on performance, merit, competence, and potential. We have fair, transparent, and clear employee policies that promote diversity and equality, in accordance with applicable laws and the provisions of the Company's Code of Conduct. This 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.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	-	-
Female	100%	100%	-	-
Total	**100%**	**100%**	**-**	**-**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes, the Company has a well-defined grievance redressal mechanism to address employee concerns and encourage open communication. It follows a three-tier escalation process to ensure timely and effective resolution, offering multiple channels for employees to raise issues, thereby supporting transparency and accountability. Contractual workers can approach a designated Grievance Redressal Mechanism forum by reaching out to their immediate Head, Supervisor, or Manager. Additionally, the Company's Whistle Blower Policy offers a confidential platform for Directors and Employees to report concerns related to unethical behaviour, fraud, or violations of the Code of Conduct and Ethics.

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

Category	FY 2025-2026			FY 2024-2025		
	Total employees/ workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	% (D/C)
	Total Permanent Employees					
Male	2,060	286	14%	1,392	326	23%
Female	103	18	17%	65	18	28%
	Total Permanent Workers					
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2025-2026					FY 2024-2025				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
	Employees									
Male	2,060	2,060	100%	1730	83.98%	1,392	974	70%	1,195	86%
Female	103	103	100%	88	85.43%	65	29	45%	24	37%
Total	**2,163**	**2,163**	**100%**	**1,818**	**84.04%**	**1,457**	**1,003**	**69%**	**1,219**	**84%**
	Workers									
Male	4,715	4,715	100%	0	0	3,111	1,336	43%	0	0%
Female	230	230	100%	0	0	71	36	51%	0	0%
Total	**4,945**	**4,945**	**100%**	**0**	**0**	**3,182**	**1,372**	**43%**	**0**	**0%**

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

Category	FY 2025-2026			FY 2024-2025		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
	Employees					
Male	2,060	2,060	100%	1,392	1,392	100%
Female	103	103	100%	65	65	100%
Total	**2,163**	**2,163**	**100%**	**1,457**	**1,457**	**100%**
	Workers					
Male	NA	NA	NA	NA		NA
Female	NA	NA	NA	NA		NA
Total	**NA**	**NA**	**NA**	**NA**		**NA**

10. Health and safety management system:

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

PPL has implemented an Occupational Health and Safety Management System (OHSMS) in accordance with ISO 45001:2018, the internationally recognized standard for occupational health and safety management. The system is certified by accredited third-party certification bodies and is designed to proactively identify and manage workplace risks, strengthen safety performance, and foster a strong safety culture across the organization.

The OHSMS covers 100% of the Company's manufacturing operations, including the Paradeep (Odisha), Zuarinagar (Goa), and Mangaluru facilities, as well as both permanent employees and contractors

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working at these sites. The scope of certification encompasses the manufacture of ammonia, urea, NPK complex fertilizers, ammonium bicarbonate, sulphuric acid, specialty plant nutrients, fertigation products, soil conditioners, and related chemical products, ensuring a comprehensive and consistent approach to occupational health and safety across PPL's operations.

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 follows a comprehensive and risk-based approach to identifying work-related hazards and assessing risks across its operations. Hazard Identification and Risk Assessment (HIRA) is conducted for all routine and non-routine activities to systematically identify potential hazards, evaluate associated risks, and implement appropriate control measures in line with the hierarchy of controls. Risk assessments are reviewed periodically to ensure their continued effectiveness and relevance to operational conditions.

To manage process and operational risks, the Company undertakes specialized studies and assessments, including Hazard and Operability (HAZOP) studies, Quantitative Risk Assessments (QRA), Job Safety Analysis (JSA) for high-risk non-routine activities, and comprehensive process safety audits. Any new process, equipment installation, or modification to existing operations is subject to a formal Management of Change (MoC) process to identify and mitigate potential risks prior to implementation. Findings from these assessments are used to strengthen Standard Operating Procedures (SOPs), Operational Control Procedures (OCPs), Safety Management Plans (SMPs), and other operational controls.

The effectiveness of risk management measures is reinforced through multiple monitoring and engagement mechanisms, including:

- Regular safety inspections by dedicated safety officers and the Fire & Safety Department across all operational areas.
- Periodic third-party safety audits and independent assessments by external experts to identify improvement opportunities.
- Near-miss reporting systems and digital safety platforms that enable employees and contractors to report unsafe conditions, unsafe acts, and potential hazards.
- Cross-functional safety committees, task force teams, and departmental reviews that monitor safety performance and implementation of corrective actions.
- Employee participation through safety surveys, suggestion schemes, safety observations, and awareness initiatives to strengthen the organization's safety culture.
- Regulatory inspections and compliance reviews conducted by relevant statutory authorities.

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 established a centralized committee system for workers to raise concerns about work-related hazards. This includes the Central Safety Committee (Apex Safety Committee) Safe Operations Committee, Works Safety Committee and Zonal Safety Committees/ Sectional Safety Committees (Sub-Safety Committees) which are crucial for fostering a culture of safety and accountability. Regular monthly safety meetings conducted by contractors to provide a platform for addressing workers' concerns directly. Safety suggestion boxes placed at the gates and canteen offer an anonymous feedback mechanism, ensuring that every voice can be heard without fear of reprisal.

Additionally, mass safety responsiveness sessions (Safety Mann Ki Baat) are organized every third Thursday of the month, reinforcing the importance of safety in daily operations. Concerns can also be raised during safety theme meetings and morning safety pep talks, providing multiple avenues for workers to engage in the safety dialogue. These measures are not just procedural but are integral to creating a proactive safety culture at PPL.

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

Yes

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

Safety Incident/Number	Category	FY 2025-2026	FY 2024-2025
Lost time Injury Frequency Rate (LTIFR) (per one million-person injuries)	Employees	0	0.96
	Workers	0	0.58

Safety Incident/Number	Category	FY 2025-2026	FY 2024-2025
Total recordable work-related injuries (LTA)	Employees	0	1
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The information regarding measures taken to ensure a safe and healthy workplace is mentioned below:

Leadership & Responsibility

- Sectional heads are responsible for ensuring the safety and health of workers under their control. The unit head is committed to the safety and health of factory workers and the general public in the vicinity.
- Safety Officers coordinate between sectional heads and the unit head, acting as catalysts for safety-related matters.
- Every HOS/HOD sets an accident prevention plan, including reporting near misses, first aid cases, and identifying unsafe actions/conditions.
- A structured incident investigation system is in place for all injuries and near-miss events to prevent recurrence.
- A monetary reward and letter of appreciation is given to employees and contract workers who report near-miss incidents or unsafe conditions.

Awareness Sessions & Training

- An annual safety training calendar is formulated, with monthly status reports monitored by the safety department.
- Daily safety briefings are held at the entry gate for contractors and safety staff.
- Periodic safety awareness sessions, known as 'Gyaan Sabha,' are organized for all employees, supplemented by on-the-job and mobile safety training at work locations.
- Supervisors conduct regular training sessions, including monthly safety meetings with business partners and weekly sessions for contractor supervisors on various safety topics.
- Audio-visual safety induction is provided in multiple languages (Odia, Hindi, and English) for new entrants.
- Safety Digital Display Screens at factory gate entrances continuously play safety education content.
- Monthly recognition is given to individuals for their contributions to the Central Safety Committee (CSC).
- Extensive training is regularly imparted on fire prevention, basic firefighting, rescue operations, usage of personal protective equipment, emergency management, work permit systems, and Safety, Health and Environment management systems.
- Short safety orientation films are screened for visitors before factory entry.
- Public Awareness Programmes are conducted periodically in institutions and villages surrounding the factory to impart awareness on operations, safety, health, and environmental management systems, with distribution of emergency response pamphlets.
- Safety Buddies Program: The Company has implemented a comprehensive program, adopting and mentoring smaller industries to improve their safety standards through knowledge sharing, training, and resource support.

Systems, Procedures & Signage

- Energy Management System (ISO 50001) and 5S certification (Sort, Straighten, Shine, Standardize, and Sustain) have been implemented to ensure high-quality housekeeping and a safe physical environment.
- Work permit system and Lock Out-Tag Out (LOTO) system are followed during all maintenance jobs to ensure safety of employees and contract workers.
- Hazard Identification and Risk Assessment (HIRA) is carried out for all activities in each department, with significant hazards recorded in a Risk Register. Operational Control Procedures (OCP) have been developed for activities involving significant risks, reviewed annually and made accessible via the Company's internal portal.
- All plant modifications undergo HAZOP studies, with recommendations implemented during execution.
- Preventive Maintenance System is followed with each mechanical equipment assigned a unique ID in SAP system, with frequency set based on criticality and automated due date alerts.

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- Trip interlock systems, audio-visual alarms, and safe shutdown systems are provided across all plants to prevent incidents and control abnormal variations in process parameters.
- Control systems prevent formation of flammable mixtures inside reactors.
- Condition monitoring and Remaining Life Assessment (RLA) studies are conducted for all critical equipment with implementation of OEM recommendations.
- Work permit system ensures controlled hot work with strict supervision.
- Material Safety Data Sheets (MSDS) of all chemicals are available in plant control rooms and on the internal portal. Hazard communication boards are displayed near hazardous chemical storage areas. A comprehensive chemical safety guide has been prepared and distributed to all employees.
- Well-maintained workplace model AAINAA (Advance Action in Industries to Abate Accidents) implemented across multiple locations.
- Safety rules are prominently displayed throughout the facilities.
- New road safety signs including cat eyes, median markers, delineators, thermoplastic paint, and tree reflectors have been placed inside the plant.
- New heavy vehicle drivers are required to sign a road safety declaration upon entry.
- Technology deployment includes GPS in hazardous tankers, thermal imaging cameras for electrical inspection, STK systems, satellite phones, communication earmuffs, and LED displays at entry gates.
- Safety leaflets in regional languages have been printed and issued to contractor workers, and Transport Emergency Cards distributed to tanker drivers.

Engineering Controls & Equipment Safety

- Machine guarding has been provided for all moving parts with regular painting and maintenance/replacement.
- Gas detectors (Ammonia, Hydrogen, LPG, Natural Gas) are installed at relevant handling areas with alarms connected to the main control room.
- Earthing and bonding is provided for all vessels and pipelines handling flammable chemicals to prevent static charge accumulation.
- Lightning conductors cover all plant areas.
- Burner Management Systems are provided in fired heaters to prevent backfire and furnace explosions.
- Area classification for electrical equipment in hazardous areas is implemented as per standards.
- High vents are provided in all plants. Negative draft is maintained in furnaces to prevent leakage of hot flue gases and toxic by-products.
- Separation distance is maintained between storages and heat sources.
- Non-sparking tools are used for maintenance in areas handling flammable substances.
- Regular thickness surveys are conducted for Ammonia and Natural Gas pipelines, and marine unloading arms are regularly pneumatic tested.
- Ammonia flare stack safely disposes of ammonia gas during abnormal pressure rise in storage tanks.
- All pressure vessels are examined by a competent person once every two years as per Karnataka Factories Rules, 1969, with reports maintained in Form-7.
- All lifting machines, tools, and tackles are examined annually by a competent person as per Karnataka Factories Rules, 1969, with reports maintained in Form-32.
- A cross-functional team and recently formed committee conduct monthly inspections of lifting tools, tackles, slings, and wire ropes.

Fire Prevention & Emergency Response

- A full-fledged Fire & Safety Department functions round the clock, manned by qualified and trained personnel, equipped with:
    - Fire Tender (4000 litres water capacity, 2500 litres foam, 3200 LPM discharge)
    - Multipurpose Fire Tender (3000 litres water, 250 litres foam, 1000 Kg DCP powder, with Ultra High-Pressure pump)
    - Trailer Fire Pump (1800 LPM capacity)
- Advanced fire detection systems featuring optical smoke detectors, response indicators, hooters with flashers, and repeater panels have been installed.
- Water mist fire extinguishers from Advanced Firefighting Technology, Germany, are available.
- 10,000 litres of foam compound is stored on-site for emergencies.
- Underground fire hydrant system has been revamped with new header pipes and additional auto-start pumps meeting latest standards.

- Transformers are protected with High Velocity Water Spray System.
- Water pond constructed for emergency acid splash situations.
- Mutual Aid arrangements are available from neighboring industries.
- On-site Emergency Plan approved by the Director of Factories is available, with emergency mock drills conducted every six months with District Crisis Group members and observers from neighboring industries. Internal drills are also conducted for localized scenarios.
- Emergency plans are accessible on the internal portal and distributed as handouts to all employees.
- Waste materials are removed regularly, and grass cutting is performed around areas with fire hazard potential.

Health & Medical Facilities

- High priority is given to health and hygiene monitoring at the workplace.
- Annual health checkups are conducted for all employees and regular contractor workers. Employees in high noise areas undergo annual audiometry tests. Those working in hazardous process plants undergo Pulmonary Function tests and vision tests as per statutory requirements.
- Well-equipped Occupational Health Centre (OHC) functions round the clock with a qualified doctor and trained male nurses, equipped with 6 beds, latest medical equipment, centralized oxygen system, ECG machine, automated external defibrillator, oxygen concentrator, and suction apparatus.
- Well-equipped hospital on campus provides round-the-clock health services to employees and their families.
- A total of 33 first aid boxes are strategically placed at various locations inside the factory.
- Diphoterine solution is available in all sections for immediate treatment of chemical splashes to eyes or body.
- Burn-free first aid kits and blankets have been distributed to all sections.
- Drinking water is tested periodically for potability, with samples analyzed for E-Coli and Coliform organisms by third-party laboratories.

Workplace Monitoring

- Monitoring of chemical concentration and particulate matter in work environment is carried out once every six months.
- Noise level measurement is conducted in all plant areas periodically.
- Illumination survey is carried out for the entire factory once every six months.
- Hygiene & Ergonomics surveys, Ventilation & Illumination surveys, and Process Safety Management gap assessments are conducted periodically.

Personal Protective Equipment

- Personal Protective Equipment (PPE) is provided to workers to ensure their safety and protection within the plant.
- Cooling vests are provided to support workers in high-temperature, high-humidity areas and confined spaces.

Safety Promotional Activities

- Safety promotional campaigns including National Safety Day, Fire Service Week, Road Safety Week, National Electrical Safety Week, Odisha Disaster Preparedness Day, and Chemical Disaster Prevention Week are observed with various training programmes and competitions such as safety slogan contests, safety sketch contests, safety quizzes, proper usage of PPE contests, and rescue operation contests.
- Safety posters and slogans are displayed at various locations throughout the factory.
- A quarterly SHE Newsletter is published and circulated to all employees.
- SHE suggestion scheme encourages employees to express opinions, suggestions, and concerns on Safety, Health and Environment systems.
- Safety Awards are given to contractors for best safety performance.
- Government 10-point action plan is implemented, including Annual Safety Calendar, Safety Touch, Safety Hot Spots, and Use of Technology.

Assessments & Audits

- Audits performed by DuPont certified executives and external consultants.
- Internal audits, external audits, CICG audits, Hygiene & Ergonomics surveys, Ventilation & Illumination surveys, and Process Safety Management gap assessments are conducted during the year.
- Worker participation is ensured in safety committees, with contract workers included as members in Plant Level Safety Committees and Central Safety Committee. Departmental level SHE Communication meetings are conducted once every three months with participation from all employees and contractor workers.

Business Responsibility & Sustainability Report (Contd.)

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

	FY 2025-2026			FY 2024-2025		
	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	NA	0	0	0
Health & Safety	0	0	NA	0	0	0

14. Assessments for the year:

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

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.

Not Applicable as there are no reportable safety related incidents in the year 2025-26.

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.

The Internal auditor conducts regular audits, and a yearly audit is performed by the 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)

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-2026	FY 2024-2025	FY 2025-2026	FY 2024-2025
Employees	0	0	00	00
Workers	0	0	00	00

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

Yes

5. Details of assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	Nil
Working Conditions	Nil

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

PRINCIPLE 4

Business 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.**

   Our process for identifying key stakeholders involves recognizing those who play a critical role in our business success and value creation. We prioritize stakeholders such as employees, customers, suppliers, investors, shareholders, regulators, and community members.

   We engage in regular and meaningful dialogues with these groups to foster collaboration and gather insights. This ongoing interaction ensures that our business strategy aligns with stakeholder expectations and enables us to take timely actions to sustain and enhance value.

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 & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice, Board Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	- Satisfaction surveys - Grievance redressal - Annual engagement activities - Meetings with employee associations and unions	Regular and on a continuous basis	- To inform about employees' well-being initiatives - For training and development - To address employees' grievances - Intimation regarding the Company's progress and growth plans
Customers	No	- Annual customer meetings - Zonal customer meet - Customer interactive meet	Regular and on a continuous basis	- Ensuring customer satisfaction and needs are met - Resolving customer grievances - Information about products, their use and benefits
Suppliers	No	- Supplier meets - Industry conclave	Regular and on a continuous basis	- Ensuring business ethics and alignment with organizational values - Ensure quality of material is met - Integration of ESG aspects into supplier operations

Business Responsibility & Sustainability Report (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice, Board Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders	No	- Investor meets - Press release - General Meetings, - Disclosures stock exchanges , - Annual Report - Notices to shareholders - Disclosures stock exchanges , - Annual Report - Notices to shareholders	Regular and on a continuous basis	- To provide updates on the Company's business and financial performance - Regarding growth and future strategy
Government and Regulatory authorities	No	Through MoUs - Quarterly, half yearly - Progress Report - Annual Report	Regular and on a continuous basis	- Regarding clarification of guidelines and advice on technical/ regulatory points - To 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 socioeconomic 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.**

   There is a regular and systematic dialogue in place with stakeholders, where their feedback on pertinent issues is gathered. Periodic reviews of the stakeholder engagement process and responses from the engagement help us stay aligned with evolving stakeholder expectations and emerging issues. This feedback is documented and communicated to the Board, which ensures that they are fully informed of stakeholder concerns and insights.

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, stakeholder consultation is integral to our process for identifying and managing environmental and social topics. In FY 2021-22, we conducted a materiality assessment, which helped us pinpoint and prioritize the most significant environmental, social, and governance (ESG) issues relevant to our business, stakeholders, and long-term sustainability. These insights guided us in developing robust management strategies and risk mitigation techniques. We transparently disclose these strategies, along with our progress, in our annual sustainability report.

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

   We engage with marginalized and vulnerable community stakeholders through various CSR initiatives. Our focus areas includes education, livelihood improvement, healthcare, vocational training, environmental sustainability, and farmer collaboration, all aimed at creating positive social impact.

Business Responsibility & Sustainability Report (Contd.)

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	FY 2025-2026			FY 2024-2025		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (A)	No. of employees / workers covered (B)	% (B/A)
Employees						
Permanent	2,163	1,001	46.28%	1,457	470	32%
Other than permanent	0	0	-	-	-	-
Total Employees	**2,163**	**1,001**	**46.28%**	**1,457**	**470**	**32%**
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	4,945	32	0.64%	3,182	95	3%
Total Workers	**4,945**	**32**	**0.64%**	**3,182**	**95**	**3%**

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

Category	FY 2025-2026					FY 2024-2025				
	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	2,060	0	0%	2,060	100%	1,392	0	0%	1,392	100%
Female	103	0	0%	103	100%	65	0	0%	65	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	4,715	3,623	76.83%	1,167	24.3%	3,111	0	0%	3,111	100%
Female	230	185	80.43%	45	19.5%	71	0	0%	71	100%

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

   a. **Median remuneration / wages:**

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BOD)	08#	1,540,000	02*	835,000
Key Managerial Personnel	03	10,983,168	00	0
Employees other than BOD and KMP	2,057	857,688	103	773,226
Workers	4,715	2,55,204	230	2,18,712

* Sitting fees and Commission paid to both female directors.

Other than Managing Director

Business Responsibility & Sustainability Report (Contd.)

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as a % of total wages	3.8%	3.2%

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.

The Company has put in place an effective grievance redressal mechanism to address employee concerns, including those related to human rights. The process follows a three-tier escalation structure, offering employees several channels to raise their concerns such as direct discussions with departmental heads or supervisors, emails, or written letters. All grievances are reviewed by a designated committee that assesses, investigates, and recommends appropriate corrective actions to the relevant Business Units. To ensure oversight and accountability, the Member Secretary prepares a quarterly summary of any human rights-related complaints and corresponding actions, which is submitted biannually to the Chief Human Resources Officer and the Managing Director.

For more details, please refer to our Human Rights Policy:

https://www.paradeepphosphates.com/uploads/content/human-rights-policy.pdf

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

	FY 2025-2026			FY 2024-2025		
	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	-	1	1	Resolved
Child Labor	NIL	NIL	-	NIL	NIL	-
Forced Labor/Involuntary Labor	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issued	NIL	NIL	-	NIL	NIL	-

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

   The Company has implemented a Prevention of Sexual Harassment Policy, maintaining a strict zero-tolerance stance. We have established an Internal Complaints Committee (ICC) dedicated to addressing and resolving complaints with empathy and urgency, ensuring victims receive the necessary support and justice. Furthermore, our Whistleblower Policy provides a secure and confidential channel for reporting concerns, safeguarding the integrity and trust of all employees.

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

   Yes, as part of Suppliers Code of Conduct.

10. **Assessment for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/Involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others	NA

11. **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.**

   PPL has established a comprehensive Company-wide human rights due diligence process to proactively identify, assess, and manage potential impacts and risks related to respecting human rights across all operations. Our due diligence and risk identification process focuses on addressing critical issues and protecting vulnerable groups, including forced labor, human trafficking, child labor, freedom of association, the right to collective bargaining, equal remuneration, and discrimination.

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

   We conduct thorough human rights risk identification across our own operations, within our value chain, and in any activities related to our own operations along with our value chain or other activities related to our business including new business relationships such as mergers, acquisitions and joint ventures. We also do a systematic periodic review of the risk mapping of potential issues.

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 ensure unhindered accessibility for differently abled individuals.

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.

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 6

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

Essential Indicator

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

Parameter	FY 2025-2026*	FY 2024-2025
From renewable sources		
Total electricity consumption (A)	1,338.50 GJ	672.8 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**1,338.50 GJ**	**672.8 GJ**
From non-renewable sources		
Total electricity consumption (D)	365,887.37 GJ	1,114,533.20 GJ
Total fuel consumption (E)	12,530,102.21 GJ	8,959,826.00 GJ
Energy consumption through other sources (F)	8,975,905.26 GJ	5,051,292.78 GJ
Total energy consumed from non-renewable sources (D+E+F)	**21,871,894.84 GJ**	**15,125,651.20 GJ**
Total Energy Consumed (A+B+C+D+E+F)	**21,873,233.34 GJ**	**15,126,324.00 GJ**
Energy intensity per rupee of turnover (Total energy consumption/turnover in million ₹)	100.21 GJ/million ₹	109.4 GJ/million ₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	2,012.31 GJ/ million ₹ (PPP adjusted)	2,494 GJ/ million ₹ (PPP adjusted)
Energy intensity (Total energy consumption/metric tonnes of production)	5.88 GJ / Metric tonnes of production	5.75 GJ / Metric tonnes of production

* The values represent the data across all four (04) plants (previous year 02 plants).

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. Energy Audit was conducted through M/S Power Tech (Accredited Energy Audit Agency) for Paradeep unit and for the Goa unit it was conducted through M/S Green Flame (Accredited Energy Audit Agency) for the reporting year 2025-26. The audit for Mangalore unit was conducted by Devki Energy Consultancy Pvt. 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.**

   Not applicable. As per the amendments to the PAT scheme implemented by the Bureau of Energy Efficiency (BEE), Government of India, for Cycle VII (2022-2025), the fertilizer sector has been removed from the list of designated sectors. This exemption is due to the sector having already achieved substantial energy efficiency improvements, with limited potential for further enhancements under the scheme's framework. Consequently, the provisions and obligations of the PAT scheme are no longer applicable to entities operating within the fertilizer sector for the current cycle.

Business Responsibility & Sustainability Report (Contd.)

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

Parameter	FY 2025-2026*	FY 2024-2025
Water withdrawal by source (in kiloliters)		
(i) Surface (Municipality) water	10,475,846.00	6,718,561.2
(ii) Ground water	-	-
(iii) Third party water	-	3,462,850
(iv) Sea water/desalinated water	-	-
(v) Others	2,507,141.00	-
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	**12,982,987.00**	**10,181,411.2**
Total volume of water consumption (in kiloliters)	**12,982,987.00**	**10,181,411.2**
Water intensity per rupee of turnover (Water consumed/turnover in million rupees)	59.48 KL/Million	73.67 KL/Million
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP in million ₹)	1,194.42 KL/million (PPP adjusted)	1,679.8 KL/million (PPP adjusted)
Water intensity in terms of physical output (Total water consumption / Metric tonnes of production)	3.49 KL/Million	4.45 KL/Million

* The values represent the data across all four (04) plants (Previous Year 02 Plants).

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.

TUV India Private Limited.

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

We have implemented Zero Liquid Discharge mechanisms, achieved by a closed-loop water cycle and various recycling routes. All of our manufacturing plants are equipped with Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP) to treat wastewater efficiently.

Process condensate from the Ammonia plant is reused, while multiple closed-loop cooling systems are in place across Ammonia, Urea, and Power plants to ensure water recycling. Effluents from NPK and other plants, including spillages and washings, are collected, and reused in the NPK plants process, enabling recovery of valuable nutrients.

Wastewater streams including cooling tower blowdown, filter backwash, and DM plant acid/alkali regeneration are treated through a Reverse Osmosis (RO) system, and the recovered permeate is reused as make-up water in cooling towers.

Domestic wastewater is treated in the Sewage Treatment Plant (STP) and reused within the plant.

Through these measures and adoption of the 3R principle (Reduce, Reuse, Recycle), the Company has achieved Zero Liquid Discharge.

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

Parameter	Unit	FY 2025-2026*	FY 2024-2025
NOx	MT	789.00	575.72
Sox	MT	1,451.74	1,436.37
Particulate matter (PM)	MT	1,627.63	1,311.12
Persistent organic pollutants (POP)	MT	0	NA
Volatile organic compounds (VOC)	MT	0	NA
Hazardous air pollutants (HAP)	MT	0	NA
Others – please specify (NH3)	MT	1,425.62	19.9

* The values represent the data across all four (04) plants (Previous Year 02 Plants).

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**

TUV India Private Limited.

Business Responsibility & Sustainability Report (Contd.)

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

Parameter	Unit	FY 2025-2026*	FY 2024-2025
Total Scope 1 emissions (Break-up of the GHG into CO2, CH2, N2O, HFCs, PFCs, SF6, NF3, if available)	tonnes of CO_2 eq.	7,42,821.81	4,68,920
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tonnes of CO_2 eq.	72,161.12	67,897
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tonnes of CO_2 eq./ Million rupees	3.73	3.88
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tonnes of CO_2 eq./ Million rupees	74.98	88.52
Total Scope 1 and Scope 2 emission intensity (Total energy consumption/ metric tonnes of production	tonnes of CO_2 eq./ Metric tonnes of production	0.22	0.20

* The values represent the data across all four (04) plants (Previous Year 02 Plants).

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

Yes

TUV India Private Limited

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

We are dedicated to continuously enhancing energy efficiency and minimizing the carbon footprint of our operations. To this end, we have initiated several projects. One notable initiative is the implementation of Heat Recovery Systems (HRS) across all three of our sulphuric acid plants, which harnesses steam produced in the Sulphuric Acid Plant for captive power generation, thus improving energy efficiency and reducing our environmental impact.

Additionally,

- The Company is implementing steam air preheaters for our two trains during FY 24-25, at our plant in Paradeep,
- Goa Unit has undertaken phase wise implementation of Energy saving projects aimed to reduce specific energy consumption and GHG emissions.
- Phase-II of the project is currently in the engineering phase and is scheduled for commissioning by April 2026 to reduce Urea specific energy consumption by 0.3 GCal/MT. The corresponding reduction in GHG emission will be approximately 36000 MT/year.
- Phase-III will be implemented by April 2027. Post implementation, Urea Specific energy consumption will further reduce by 0.3 GCal/MT. The corresponding reduction in GHG emission will be approximately 36,000 MT/Year.

In PPL Mangalore facility:

- Company has integrated the Steam generated from Waste Heat in Sulphuric Acid Plant with Urea production, replacing equivalent steam generated from Natural gas fired boiler. This will reduce consumption of natural gas for steam production which reduces emission of about 16,000 tonnes of CO2 annually.
- Floating Solar PV Plant of capacity 2.3 MW is installed on BOOT basis in the water reservoirs, which will reduce CO_2 emission by 2,650 tCO_2eq. annually
- Company has partnered in a Wind-Solar Hybrid Group Captive Power plant to procure about 14.69 million kWh of Renewable energy annually, reducing CO_2 emissions of 10,267 tCO_2eq. annually.
- Waste Heat recovery units are installed in fired heaters of Ammonia plant to recover heat from exhaust flue gases, reducing emission of about 1,000 tCO2eq. annually.
- CO_2 compressor suction chilling was implemented in Urea plant, reducing power consumption in CO_2 compression. Annual reduction in CO_2 emission is about 750 tCO_2eq.

Business Responsibility & Sustainability Report (Contd.)

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

Parameter	FY 2025-2026*	FY 2024-2025
Total Waste generated (in metric tons)		
Plastic waste (A)	**435.03	6,854.24
E-waste (B)	25.17	10.92
Bio-medical waste (C)	0.64	0.38
Construction and demolition waste (D)	-	-
Battery waste (E)	8.34	3.41
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	4,547.01	5,059.72
#Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	2,510,475.42	1,875,875.72
Total (A+B+C+D+E+F+G+H)	**2,515,491.61**	**1,882,718.77**
Total waste per rupee of turnover	11.53	17.6
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in million ₹)		
Total waste generated / Revenue from operations adjusted for PPP	231.42	402
Waste intensity in terms of physical output	0.68	0.92
For total waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
(I) Recycled	1,604,206.77@	3751.46
(ii) Re-used	42,842.99	3321.5
(iii) Other recovery operations	868,037.03	0
Total	**2,515,086.78**	**7072.96**
For total waste generated, total waste disposed by nature of disposal method (in metric tons)		
(i) Incineration	9.90	12.53
(ii) Landfilling	-	125.96
(iii) Other disposal operations Disposed through authorized recyclers/users	395.00	9,87,064.95
Total	**404.90**	**9,87,202**

* The values represent the data across all four (04) plants (Previous Year 02 Plants).

** Plastic waste represents other than EPR waste.

#Includes Data for Phosphosypsum.

@ Includes Phosphogypsum sold towards Recycling in Cement Manufacturing by Externals Agencies

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/ No

YES

TUV India Private Limited

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.

PPL follows a structured waste management framework built on the principles of Reduce, Reuse, and Recycle, with a strong focus on waste minimization, resource recovery, and environmentally sound disposal. Waste generated across operations is segregated at source and managed through established Standard Operating Procedures (SOPs) for collection, storage, treatment, recycling, and disposal. Biodegradable waste is processed through composting, biodigesters, biogas plants, and organic waste converters, while recyclable materials are channelled to authorized recyclers and waste management agencies. Construction debris and other suitable process wastes are reused in applications such as backfilling, foundation work, and road construction, supporting circular use of resources. Plastic waste is managed in compliance with the Plastic Waste Management Rules, 2016, including Extended Producer Responsibility (EPR) obligations through authorized collection and recycling partners.

The Company is committed to reducing the use of hazardous and toxic chemicals through process optimization, improved material efficiency, and substitution with safer alternatives wherever technically feasible. Hazardous waste is managed in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, with appropriate segregation,

Business Responsibility & Sustainability Report (Contd.)

labelling, storage, and disposal through authorized recyclers, co-processors, and treatment facilities. PPL continuously works to reduce hazardous waste generation through recovery and reuse initiatives, including:

- Sulphur muck – Sulphur muck generated from production of sulphuric acid is repurposed as a filler in fertilizer manufacturing. Additionally, we use molten sulphur from IOCL to minimise the generation of sulphur muck.
- ETP Sludge – ETP sludge is also utilised as a filler in fertilizer production. We are also continuously working to reduce effluent to the ETP and minimize the generation of ETP sludge.

As part of its commitment to cleaner production and compliance with the Charter on Corporate Responsibility for Environmental Protection (CREP), the Company has also phased out the use of arsenic in the CO_2 absorption system of its ammonia plant and replaced the arsenic-based solution with a safer, non-arsenic dual activator-based GV solution. Regular monitoring, audits, and employee training programmes are conducted to ensure regulatory compliance and drive continual improvement in waste management and environmental performance.

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:

Not applicable. The Company does not have any operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, forests, or coastal regulation zones requiring specific environmental clearances.

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

Not applicable. No new projects requiring Environmental Impact Assessment (EIA) as per applicable laws were undertaken during the current financial year.

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, the Company is compliant with all applicable environmental laws and regulations in India, including the Water (Prevention and Control of Pollution) Act, 1974; Air (Prevention and Control of Pollution) Act, 1981; and the Environment (Protection) Act, 1986 and rules made thereunder. There are no instances of non-compliance during the reporting period.

Leadership Indicators

1. Provide the following details related to water discharged:

Parameter	FY 2025-2026	FY 2024-2025
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatments – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**-**	**-**

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

YES

TUV India Private Limited

2. **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:

- Name of the area - Mangalore
- Nature of operations - Fertilizer manufacturing
- Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2025-2026	FY 2024-2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	24,86,050	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	24,86,050	0
Total volume of water consumption (in kiloliters)	24,86,050	0
Water intensity per rupee of turnover (Water consumed / turnover)	11.39	0
Water intensity per rupee of turnover (Water consumed / turnover) adjusted for PPP	228.68	0
Water intensity (optional) per tonne of production	0.67	NA

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

Not Applicable

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

Parameter	Unit	FY 2025-2026*	FY 2024-2025
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	10,770,476	7,409,337
	tonnes of CO2 eq./ Million rupees	49.35	53.61
Total Scope 3 emissions per tonne of production	tonnes of CO2 eq./ Metric tonnes of production	2.90	2.81

* The values represent the data across all four (04) plants (Previous Year 02 Plants).

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
TUV India Private Limited

4. **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. The Company's operations are not located in or around ecologically sensitive areas.

5. **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:**

S. N.	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
1	Paradeep Plant - Replacement of old LT Motor with New Energy Efficient Motor	During 2024-25, we replaced 12 numbers of old LT motors with new Energy efficiency motors to improve efficiency and minimise energy consumption.	The initiative resulted in electricity saving of 127,092 KWh and cost saving of ₹ 8.3 Lakhs per annum.	No

Business Responsibility & Sustainability Report (Contd.)

S. N.	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
2	Paradeep Plant - Replacement of Old CW Pump 460 kW with of 300 kW Pump at SAP plant	After installing Heat Recovery Systems (HRS), the overall water requirement decreased. This gives an opportunity to reduce our energy consumption by installing a new cooling water pump with a lower capacity of 300 kW.	Reduction in energy consumption: 1,262,059 kWh	No
3	Paradeep Plant - Implementation of Energy saving project phase-II by April 2026, which is under engineering phase	i. Replacement of Steam Turbine of Air Compressor ii. Revamp of Synthesis Gas Compressor and replacement of Synthesis Gas Compressor Turbine in Ammonia plant. iii. Installation of MP stripper in Ammonia plant.	Reduction in Ammonia Specific energy consumption by 0.52 GCal/MT Ammonia and corresponding reduction in Urea specific energy consumption by 0.3 GCal/MT. Reduction in GHG (CO2) emission by 18,000 MT per annum.	No
4	Paradeep Plant - Implementation of Energy saving project phase-III by April 2027. The project is currently under Basic Engineering phase.	i. Installation of Gas Turbine and HRSG. ii. Converting condensing steam drives into Motor drives.	Reduction in Ammonia Specific energy consumption by 0.52 GCal/MT Ammonia and corresponding reduction in Urea specific energy consumption by 0.3 GCal/MT. Reduction in GHG (CO2) emission by 18,000 MT per annum.	No
5	Goa Plant - ZLD Implementation:	Integration of ETP, RO, STP and recycling systems to treat and reuse wastewater streams.	Achieved 100% zero effluent discharge and significant reduction in freshwater consumption.	No
6	Goa Plant - Process Water Recovery & Reuse	Recovery of process condensate from Ammonia and Urea plants and reuse in cooling process operations.	Approximately 100m3 is recovered, improving water use efficiency and reduced dependency on fresh water sources	No
7	Goa Plant - Closed Loop Cooling Systems	Installation of closed-loop cooling systems across Ammonia, Urea, and Power plants	Minimization of water losses and reduction in wastewater generation	No
8	Goa Plant - RO-Based Treatment of Waste Streams	Treatment of cooling tower blowdown, filter backwash, and DM plant regeneration effluent through RO	Enhanced water recovery and reduce freshwater consumption resulting in 90% of water recovery, and other 10% reused within operations	No
9	Mangalore Plant - Waste heat and steam recovery	Integrating Sulphuric Acid production with Urea production to use waste heat generated steam in Sulphuric Acid in Urea production, replacing steam generated from Natural gas (fossil fuel)	Replacing about 90,000 tonnes of steam generated from Natural gas with Waste heat generated steam.	No
10	Mangalore Plant - Waste heat recovery	Installation of waste heat recovery units in Fired heater to recover heat in flue gas for boiler feed water heating	Approximately 18,000 MMBTU of Natural Gas is saved annually.	No
11	Mangalore Plant - Energy Efficient Chilling Unit	Installation of Chilling unit for Suction chilling of CO2 compressor, reducing power consumption resulting in NG saving	Reduction in power consumption of approximately 1.52 Million units annually.	No

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

   Yes, we have an onsite and offsite emergency plan that includes Standard Operating Procedures (SOPs) for various identified disasters. This is designed to ensure business continuity and safeguard personnel safety.

7. **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.

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

   None.

PRINCIPLE 7

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

Essential Indicator

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

   We are associated with nine (09) 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.**

S. N.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industry (CII)	National
2.	Assocham	National
3.	Fertilizer Association of India (FAI)	National
4.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
5.	Indian Chamber of Commerce	National
6.	International Fertilizer Association (IFA)	International
7.	Green Triangle Society	State
8.	Goa Management Association	State
9.	Karnataka Employer's Association	State

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conducted 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

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicator

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

   Not applicable

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

   Not applicable

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

   PPL has instituted a structured grievance redressal system to uphold transparency and accountability across all CSR projects.

   Grievance Registration Channels

   - **Suggestion registers:** Maintained at livelihood project sites and Gram Panchayat offices for easy community access.
   - **Dedicated phone line:** Enables real-time reporting with digital record keeping.
   - **Field interface:** Grievances captured through direct interactions with field staff and SHG leaders trained to document verbal complaints.
   - **CSR officer engagement:** Beneficiaries can raise concerns directly during site visits.
   - **Plant-level access point:** A grievance register is maintained at the plant security gate for ease of access.
   - **Grievance Redressal Process Registration:** All grievances are formally recorded upon receipt.
   - **Screening and categorization:** CSR team reviews and classifies grievances (environmental, land-related, or quality of work).
   - **Investigation and verification:** Detailed checks through site visits, stakeholder interactions, and document review.
   - **Resolution and communication:** Appropriate solutions are implemented and communicated back to the complainant.

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

	FY 2025-2026	FY 2024-2025
Directly sourced from MSMEs/ Small producers	3.20%	7%
Directly from within India	13.62%	25%

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

Location	FY 2025-2026	FY 2024-2025
Rural	0	0
Semi-urban	0	0
Urban	86.67%	83.24%
Metropolitan	13.33%	16.76%

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

Leadership Indicators

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

   Although a Social Impact Assessment is not mandated for our projects, we voluntarily undertook such a study in FY 2023-24 to evaluate the depth, effectiveness, and outreach of our CSR initiatives. While no new assessment was conducted in FY 2025-26, the insights from the earlier study continue to inform our approach, ensuring that potential social impacts are proactively understood and addressed.

   In December 2025, a fresh impact study was carried out at the Mangalore facility. This assessment reviewed programs across education, healthcare, sanitation, environmental sustainability, community development, agriculture, and women's empowerment.

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

S. No.	State	Aspirational District	Amount spent (In ₹)
In FY 2025-26, we did not undertake any CSR initiatives in aspirational districts			

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

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

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

   No, the Company at present does not have a preferential procurement policy.

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

   Not Applicable

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:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Healthcare and WaSH	28,926	80.00%
2	Promotion of Quality Education and Educational Facilities	30,425	80.00%
3	Community Empowerment	8,477	100.00%
4	Environment and Biodiversity	39,627	100.00%
5	Rural & Slum Development Projects	7,027	100.00%
6	Aspiration District Program	In FY 2025-26, initiatives in Aspirational Districts were phased out in order to strategically channel resources toward plant periphery villages, enabling deeper engagement and stronger welfare outcomes for communities closely connected to our operations.	

Business Responsibility & Sustainability Report (Contd.)

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.

At our Company, we believe in maintaining an open line of communication with our valued customers. To this end, we provide customer feedback contact details on all our fertilizer packs. Our customers can reach us by phone or e-mail mentioned below:

- For Paradeep: 06722-229400/600, customercareppl@adventz.com
- For Goa: 0832-2592673, customercare@adventz.com
- For Mangalore: 0824-2220600, customercaremangala@adventz.com
- For Mahad: 7756975836, customercare@adventz.com

We have dedicated compliance officers at Paradeep, Goa, Mangalore, and Mahad plants to address complaints/ queries and customer feedback 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 marketing teams conduct farmer-connect activities that include Soil Testing, Farmer Awareness Meetings, Crop Seminars, Product Demonstrations, Field Days, and IFCP campaigns to appraise them about the importance of soil health and balanced use of fertilizers as per the soil profile and requirement of each crop.
Recycling and/or safe disposal	All four units of PPL, Paradeep, Goa, Mangalore, and Mahad have engaged agencies, who have state pollution Board authorization for lifting plastic waste. They recycle plastic waste and produce granules and other plastic items. Additionally, during the farmer meetings, the farmers are appraised about safe disposal of fertilizer bags after use.

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

	FY 2025-2026			FY 2024-2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security (Fake Interviews)	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	0	0	-	0	0	-

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

Not applicable. We specialize in fertilizers designed to improve soil fertility. The product is inherently non-hazardous, and there are no safety concerns associated with their handling. Additionally, since fertilizers do not have an expiry date, product recalls are not necessary.

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

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. Our Information Management System is ISO 27001:2013 certified, providing a robust system of checks and balances to protect sensitive information. To raise any concern regarding I.T./cybersecurity, individuals can send an email to dpmohanty@adventz.com.

   Additionally, we have a publicly available privacy policy that outlines how personal information is collected, processed, and protected. For more details, please refer to the Company's Privacy Policy:

   https://www.paradeepphosphates.com/privacy-policy

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essentials 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.**

   Regarding cybersecurity and customer data privacy, no such incidents or issues have been reported.

Leadership Indicators

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

   Information on our products and services can be accessed through the Company's website at the following link: 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, we provide valuable information on soil health and the balanced use of fertilizers to help achieve better yields.

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

   The Company recognizes fertilizers as essential commodities critical to agricultural productivity. To mitigate risks of service disruption, robust communication mechanisms have been established across the value chain.

   The marketing teams and channel partners work diligently to ensure year-round availability of key fertilizers, particularly during critical Kharif and Rabi seasons. Continuous communication is maintained with trade channel partners through regular engagement and periodic meetings to share timely updates on product availability, supply chain developments, and service modifications.

   To enhance direct farmer engagement, the Company is developing a digital Farmers Connect platform for real-time information dissemination to a broader audience. This is complemented by regular farmer awareness programs that communicate key business updates, best agricultural practices, and service-related information, ensuring all stakeholders remain informed and aligned to minimize disruption risks.

Business Responsibility & Sustainability Report (Contd.)

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 Fertilizer Control Order and Legal Metrology guidelines.

5. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches along-with impact**

      None

   b. **Percentage of data breaches involving personally identifiable information of customers**

      Zero (0%).

6. **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?**

   Recognizing the importance of structured feedback in enhancing consumer experience, we have planned to undertake a consumer satisfaction survey going forward across our key services and locations of operation. These surveys will help us assess consumer expectations more effectively and further strengthen its commitment to delivering high quality services.

Independent Assurance Statement

TÜVINDIA

To the Directors and Management,
Paradeep Phosphates Limited,
3rd Floor, No. 28, Union Street,
Off-Cubbon Road, Bengaluru – 560001, Karnataka

Paradeep Phosphates Limited (hereinafter referred to as "PPL") engaged TUV India Private Limited ("TUVI") to conduct independent external assurance of the Non-Financial Information disclosed in its Business Responsibility and Sustainability Report (hereinafter 'the BRSR' or 'the Report'), prepared with reference to the SEBI BRSR framework and the requirements of BRSR Core disclosures. The scope of assurance covers the BRSR Core disclosures (the 09 attributes). PPL has prepared its BRSR for the period 01/04/2025 to 31/03/2026, which forms part of its Annual Report for FY 2025-26 and is also published as a standalone document. The BRSR contains the BRSR Core disclosures (the "09 attributes"), which constitute the subject matter of this assurance engagement (the "Sustainability Information"); PPL's responses to the nine BRSR principles (Essential and Leadership Indicators / non-Core BRSR disclosures) do not form part of the scope of this engagement. TUVI confirms that, prior to acceptance of the engagement, the preconditions for the assurance engagement were assessed in accordance with ISAE 3000 (Revised). TUVI determined that the subject matter is supported by suitable criteria (SEBI BRSR Core framework and GHG Protocol), management has acknowledged its responsibility for the preparation and presentation of the Sustainability Information and for providing access to relevant records, and that sufficient appropriate evidence was expected to be available to support the assurance conclusion. Accordingly, the engagement was accepted and performed in accordance with ISAE 3000 (Revised). The assurance process was conducted with reference to the following applicable frameworks and guidelines. The primary criteria for the BRSR Core reasonable assurance engagement is the SEBI BRSR Core framework (Annexure I KPIs, SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024). The secondary / supplementary criteria include the GHG Protocol, applicable to the greenhouse gas attribute:

i. Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, requiring disclosure of the Business Responsibility and Sustainability Report (BRSR);

ii. The Industry Standards on Reporting of BRSR Core, as per SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20 December 2024;

iii. SEBI circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10 May 2021;

iv. The SEBI notification SEBI/LAD-NRO/GN/2023/131, dated 14 June 2023, related to BRSR reporting requirements;

v. The BRSR Core – Framework for Assurance and ESG Disclosures for the Value Chain, as stipulated by SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023;

vi. World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard).

The assurance engagement comprised a reasonable assurance engagement over the BRSR Core indicators / nine attributes as per Annexure I – Format of BRSR Core, following the requirements of International Standard on Assurance Engagements ISAE 3000 (Revised).

Management's Responsibility

PPL developed its sustainability information forming part of the Annual Report (based on the BRSR framework) and holds full responsibility for the collection, analysis, preparation, and disclosure of the information presented in the Annual Report, including its availability in both web-based and printed formats. This responsibility also extends to the maintenance and integrity of the website where the Annual Report is published. Management is responsible for ensuring the disclosed data is accurate, reliable, and free from material misstatements, for the BRSR Core requirements referenced in this statement. Additionally, PPL is responsible for the archiving and reproduction of the disclosed information and for ensuring that such data is made available to relevant stakeholders and regulatory authorities upon request. PPL is responsible for complying with applicable laws.

Scope and Boundary

The scope of this assurance engagement conducted by TUVI covered the verification of the BRSR Core disclosures (the 09 attributes) contained in the BRSR. The BRSR is prepared as mandated under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, which requires listed entities to include a BRSR as part of their Annual Report.

The assurance engagement included the following activities:

1. Review of the BRSR Core disclosures (09 attributes), together with the related contextual and management information necessary to verify these disclosures;
2. Review and evaluation of the nine attributes specified under Annexure I – Format of BRSR Core, as disclosed in the BRSR;
3. Assessment of the quality, clarity, and completeness of the reported information; and
4. Verification of supporting evidence on a sample basis to support reasonable assurance over the nine attributes as per the BRSR Core framework.

This approach ensured an assessment aligned with the principles of ISAE 3000 (Revised). Basis for Assurance Level Selection: Reasonable assurance was mandated by SEBI LODR Reg. 34(2)(f) and SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 (20 December 2024) for the BRSR Core nine attributes, providing an independent and objective evaluation of the reliability and accuracy of PPL's BRSR Core disclosures.

TUVI has verified the below 09 attributes as per Annexure I - Format of BRSR Core disclosed in the BRSR with reference to the Industry Standards on Reporting of BRSR Core (SEBI circular dated 20 December 2024) as part of the applicable assurance criteria.

Attributes **	KPI
Greenhouse Gas (GHG) Footprint	Total Scope 1 emissions (with breakup by type) - GHG (CO2e) Emission in MT - Direct emissions from organization's owned- or controlled sources – Monitored
	Total Scope 2 emissions in MT - Indirect emissions from the generation of energy that is purchased from a utility provider – renewable energy and grid electricity – Monitored
	GHG Emission Intensity (Scope 1+2), Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP – Calculated
Water footprint	Total water consumption (in kL) – Monitored and estimated
	Water consumption intensity - kL / Total Revenue from Operations adjusted for PPP – Calculated
	Water consumption intensity - kL / Total output of Product or Services in terms of kL/million USD – Calculated
	Water Discharge by destination and levels of Treatment (kL) – Calculated based on estimated values
Energy footprint	Total energy consumed in GJ – calculated on measured for owned premises and estimates for co-sharing offices
	% of energy consumed from renewable sources - In % terms - Monitored
	Energy intensity - energy consumed (GJ)/ Total Revenue from Operations
	Energy intensity -GJ/ Rupee adjusted for PPP – Calculated
Embracing circularity - details related to waste management by the entity	Plastic Waste (A) – Monitored, E-waste (B) – Monitored, Bio-medical waste (C) – Monitored, Construction and Demolition waste – (D) Monitored, Battery waste (E) – Monitored, Radioactive waste (F) – NA
	Other Hazardous waste (G) – see the list below
	Lead Scrap, Used Cloth, Grinding Ash, Empty Containers, Used Oil, Residue Containing Oil, Spent Solvent, Process Waste, ETP Sludge – Monitored
	Other Non-hazardous waste generated (H) – see the list below
	Organic waste: Corrugated Boxes and Pipes, Plastic Waste, Aluminum Scrap, Copper Scrap, MS Scrap, Cast Iron, Rotor Ring, Poly Bags, Paper, Garbage, Wood Scrap – Monitored;
	Total waste generated (A +B + C + D + E + F + G + H) in MT –Monitored;
	Waste intensity • MT /Revenue from Operations • MT /Revenue from Operations adjusted for PPP
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT) – Monitored
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (Intensity), kg of Waste Recycled Recovered /Total Waste generated - Calculated
	For each category of waste generated, total waste disposed by nature of disposal method (MT)- Monitored
	For each category of waste generated, total waste disposed by nature of disposal method (Intensity) kg of Waste Recycled Recovered /Total Waste generated - Calculated

Attributes **	KPI	
Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the Company - In % terms – Monitored and calculated	
	Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the Company's construction sites) 1) Number of Permanent Disabilities – Monitored 2) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) – Monitored 3) No. of fatalities – Monitored	
Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid - In % terms – Calculated	
	Complaints on POSH	1) Total Complaints on Sexual Harassment (POSH) reported – Monitored
		2) Complaints on POSH as a % of female employees / workers – Monitored
		3) Complaints on POSH upheld – Monitored
Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India - In % terms – As % of total purchases by value – Monitored	
	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost - In % terms – As % of total wage cost – Monitored	
Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events - In % terms – Monitored	
	Number of days of accounts payable - (Accounts payable *365) / Cost of goods/services procured - Calculated	
Openness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties	1) Purchases from trading houses as % of total purchases
		2) Number of trading houses where purchases are made from
		3) Purchases from top 10 trading houses as % of total purchases from trading houses
		1) Sales to dealers / distributors as % of total sales
		2) Number of dealers / distributors to whom sales are made
		3) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors
	Loans and advances & investments with related parties	Share of RPTs (as respective %age) in- Purchases, Sales, Loans & advances, Investments - Calculated

Industry Standards Forum (ISF) Compliance Declaration: TUVI confirms that this assurance engagement has been conducted in compliance with the Industry Standards on Reporting of BRSR Core as specified in SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024. The nine BRSR Core attributes (Annexure I KPIs), scope of reasonable assurance, assurance methodology, and reporting format adopted in this engagement are fully aligned with the requirements of the said SEBI circular.

Boundary Reconciliation: The ESG reporting boundary is consistent with the operational control approach adopted by PPL for financial reporting purposes, covering all entities and sites over which PPL exercises operational control. No material differences were identified between the financial reporting boundary (as per the audited consolidated financial statements for FY 2025-26) and the ESG reporting boundary applied in the BRSR.

The reporting boundary includes 04 manufacturing plants (Goa Plant, Zuarinagar, Goa – 403726; Mangalore Plant; Mahad Plant; and Paradeep Plant, Paradeep, Jagatsinghpur, Odisha – 754145) and 01 Corporate Office (Bengaluru – 560001, Karnataka). PPL has reported 04 manufacturing plants and 01 Corporate Office in India. Relative to the prior-year assurance engagement, the reporting boundary has been expanded to include the Mangalore and Mahad plants.

The assessment was carried out in accordance with the following audit schedule:

Sr. No.	Site Location	Assessment Date	Audit Mode
1	Goa Plant, Zuarinagar	06-07-2026	Remote
2	Corporate Office, Bengaluru	07-07-2026	Remote
3	Mangalore Plant	08-07-2026	Remote
4	Mahad Plant	09-07-2026	Remote
5	Paradeep Plant, Odisha	10-07-2026	Remote
6	Mangalore Plant	13 & 14 July 2026	Onsite

The assurance activities were carried out together with a desk review of all remaining sites within the reporting boundary.

Limitations

TUV India Pvt. Ltd. (TUVI) did not perform assurance procedures on forward-looking or prospective information disclosed in the Annual Report or the BRSR, including targets, expectations, ambitions, ESG goals, or claims, and therefore expresses no conclusion on such information. Actual results may differ materially from those projected, and TUVI assumes no responsibility for any reliance placed on such statements. No limitations were encountered in relation to the agreed scope of the assurance engagement. TUVI has relied on financial figures from the audited financial statements of PPL, and PPL remains solely responsible for the appropriate application, authenticity, completeness, and accuracy of such data. The assurance procedures are subject to inherent limitations, including the use of estimates, assumptions, sampling, and reliance on internal controls and data systems maintained by PPL; accordingly, material misstatements or omissions may not be detected, particularly where disclosures involve estimation uncertainty or management judgment. TUVI disclaims liability for any decisions or consequences arising from this assurance statement or inaccurate data provided by PPL, and any reliance placed by third parties on disclosed KPIs is at their own risk. For the purposes of this engagement, a material misstatement is defined as a misstatement, individually or in aggregate, that could reasonably be expected to influence the economic decisions of users made on the basis of the sustainability information. TUVI applied a KPI-specific materiality approach comprising two tiers: (i) a 5% quantitative materiality threshold relative to the applicable KPI base value (e.g., total emissions, total energy, total water consumption) was applied to volume-based and aggregated KPIs, supplemented by qualitative considerations including the nature and context of the disclosure and the risk of error; and (ii) a qualitative zero-tolerance threshold was applied to high-risk ESG indicators — specifically fatalities, permanent disabilities, POSH complaints upheld, instances of regulatory non-compliance or material breaches of applicable law, and customer data breaches — where any single occurrence, misstatement, or omission is treated as material irrespective of its magnitude. For these high-risk indicators, qualitative judgment overrides the 5% quantitative threshold. This KPI-specific materiality framework ensures that qualitative issues of significant stakeholder or regulatory concern are not understated by the application of a uniform quantitative threshold. The 5% quantitative threshold was established in accordance with TUVI's internal ESG Materiality Protocol (Rev. 02), which documents the basis and approval of the thresholds applied, having regard to (i) established practice for non-financial assurance engagements in the ESG sector; (ii) the inherent-risk assessment of each KPI category, with higher-risk KPIs such as GHG emissions and water subjected to more intensive testing; and (iii) the relative contribution of each site to the total reported value, sites contributing more than 5% of a reported total being prioritised for on-site verification. The application of this assurance statement is limited with respect to SEBI circular **SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated Jul 12, 2023 and Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024)**. This assurance statement does not endorse any environmental and social claims (related to the product, manufacturing process, packaging, disposal of product etc.) as well as advertisements by PPL. TUVI does not permit use of this statement for Greenwashing or misleading claims. PPL is responsible for ensuring adherence to relevant laws. This assurance statement should be read in its entirety to avoid misinterpretation and does not cover value chain disclosures unless specifically included within the defined assurance scope.

Our Responsibility

TUVI's responsibility in relation to this engagement is to perform a reasonable level of assurance over the BRSR Core attributes and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of PPL's strategy, management of ESG-related issues or the sufficiency of the BRSR against BRSR reporting principles, other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is with reference to the agreed scope of work, which includes assurance of the non-financial quantitative and qualitative information disclosed by PPL. PPL is responsible for archiving the related data for a reasonable time period. The primary intended user of this assurance statement is PPL (Board, shareholders, and regulators); however, the client may use it at their own discretion in accordance with their specific requirements. This assurance engagement is based on the assumption that the data and information provided to TUVI by PPL are complete and true.

Assurance Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing verification efforts on disclosures and issues of high material relevance to PPL and its stakeholders. The objective was to assess the reliability and accuracy of the non-financial information disclosed, with emphasis on the robustness of data management systems, internal controls, and information flows.

TUVI's assurance activities included:

1. Document and Data Review

    i. Examination of documents, datasets and supporting evidence provided by PPL in respect of the nine attributes listed in Annexure I – Format of BRSR Core (non-financial disclosures).

    ii. Evaluation of disclosures related to Management Approach and performance indicators.

2. Stakeholder Interviews

    i. Conducted interviews with key representatives, including data owners, process managers, and decision-makers across various departments.

    ii. Reviewed PPL's approach to stakeholder engagement and materiality determination to validate qualitative statements included in the Annual Report.

    iii. Interviews were conducted through both onsite visits and remote assessments, as applicable.

3. Process and System Assessment

    i. Review of systems and processes for:

        a) Implementing ESG and sustainability-related policies, as described in the BRSR; and

        b) Collecting, managing, and reporting both quantitative data and qualitative information for the reporting period.

    ii. Assessment of data management systems and internal processes supporting the preparation of ESG disclosures, including review of data flows, aggregation procedures, and supporting records, to understand the context in which reported data was prepared. This review was undertaken as part of the substantive verification procedures and does not constitute an assessment of, or opinion on, the design adequacy or operating effectiveness of IT general controls or ESG application controls.

4. Substantive and Control Testing

    TUVI performed walkthrough procedures to understand ESG data flows and processes, and substantive testing including document verification, recalculation, analytical review, and data traceability checks for selected KPIs and disclosures. The substantive procedures performed provided sufficient appropriate evidence in accordance with ISAE 3000 (Revised). Examples of KPI-category procedures applied: (a) GHG Emissions — recalculation of Scope 1 and Scope 2 emissions from primary fuel and energy consumption data (natural gas, furnace oil and high-speed diesel) using IPCC/GHG Protocol emission factors; reconciliation of Scope 1 process and fugitive emission records; (b) Energy — cross-verification of meter readings against utility bills for the manufacturing plants; validation of renewable energy consumption; (c) Water — review of water intake records at plant level, with traceability to supply invoices and ground water extraction permits; (d) Safety — verification of Lost Time Injury Frequency Rate (LTIFR) calculations against plant-level incident registers and HR records; (e) Waste — reconciliation of hazardous and non-hazardous waste disposal records against Pollution Control Board returns and third-party disposal manifests.

5. Sampling methodology

    i. TUVI applied a risk-based sampling methodology to select representative samples of ESG disclosures, considering materiality thresholds, risk of misstatement, data complexity, estimation uncertainty, nature and scale of operations, geographical spread of facilities, and site contribution to ESG impacts. Sample selection prioritised locations with significant operational impact and KPIs with higher inherent risk, being those relevant to the BRSR Core indicators / nine attributes. Sample sizes were not fixed but were determined for each KPI and site on the basis of the assessed risk, materiality, and complexity of the underlying data-generation systems, with larger samples and full recalculation applied to higher-risk and more complex disclosures. For the volume-based environmental KPIs (GHG emissions, energy, water and waste), substantive recalculation and traceability testing were performed on samples corresponding to approximately 80–100% of the reported annual quantum at each site, with the residual balance covered through analytical review; for the transaction-based social and safety KPIs (employee, safety, POSH and wage records), a minimum sample of the higher of 10% of records or 15 records per site was tested, increased for sites or indicators assessed as higher risk. The adequacy of each sample was evaluated against the planned coverage for the KPI's risk tier, the consistency of the sampled records with source documentation, corroboration through analytical review of the residual population, and the satisfactory resolution of any exceptions within the applicable materiality thresholds.

ii. **Site Verification Coverage:** TUVI conducted onsite verification at 01 of the 04 manufacturing plants (Mangalore Plant) on 13 & 14 July 2026, complemented by a complete desk review of BRSR Core data across all four manufacturing plants (Goa, Mangalore, Mahad and Paradeep) and the Corporate Office. The quantitative coverage basis for the BRSR Core KPIs, combining onsite verification and complete desk review, is as follows: Scope 1 and Scope 2 GHG emissions — all sites covered; total energy consumption — all sites covered; total water consumption — all sites covered; total waste generated — all sites covered; workforce and HR KPIs (safety, POSH, wages, wellbeing spend) — 100%, verified through the Corporate Office (Bengaluru) and plant-level HR records. The combined onsite verification and complete desk review of BRSR Core data across all four plants ensures 100% coverage of the key environmental and safety KPIs. Accordingly, the verification coverage provides a fully evidenced and representative basis for the reasonable assurance conclusion on BRSR Core attributes.

iii. **Estimation-based disclosures:** Where certain disclosures are derived using estimation methodologies, the associated estimation uncertainty has been acknowledged and factored into the assurance conclusion. The KPI-specific materiality thresholds applied to the sampled data are as described under 'Limitations' above.

6. Reporting Framework Adherence

   i. Verified adherence to reporting requirements under:

      a) SEBI's BRSR guidelines.

Opportunities for Improvement

The following are the opportunities for improvement reported to PPL. These align well with PPL management's existing objectives and programs. PPL has already identified these focus areas, and the assurance team endorses their continued implementation to advance the organization's sustainability goals:

i. PPL can further enhance reporting of its environmental performance by establishing an automated emissions accounting system for real-time tracking of monitoring parameters across its operations.

ii. PPL has established a strong base through its existing sustainable procurement policies and practices. PPL may further strengthen this framework by progressively aligning it with the principles of ISO 20400.

PPL is encouraged to establish measurable targets and track progress annually in its Annual Report.

Conflict of Interest

In the context of BRSR requirements set by SEBI, addressing conflict of interest is crucial to maintain high integrity and independence of assurance engagements. As per SEBI guidelines, assurance providers need to disclose any potential conflict of interest that could compromise the independence or neutrality of their assessments. TUVI diligently identifies any relationships, affiliations, or financial interests that could potentially cause conflict of interest. We proactively implement measures to mitigate or manage these conflicts, ensuring independence and impartiality in our assurance engagements. We provide clear and transparent disclosures about any identified conflicts of interest in our assurance statement. We recognize that failure to address conflict of interest adequately could undermine the credibility of the assurance process and the reliability of the reported information. Therefore, we strictly adhere to SEBI guidelines and take necessary measures to avoid, disclose, or mitigate conflicts of interest effectively.

Our Conclusion

Engagement Type: Independent reasonable assurance engagement over the BRSR Core indicators / nine attributes as per Annexure I. The engagement was conducted in accordance with ISAE 3000 (Revised). Applicable Criteria: Primary criteria — SEBI BRSR Core framework and Annexure I KPIs (SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024). Secondary criteria — GHG Protocol (WRI/WBCSD), applicable to the greenhouse gas attribute. The practitioner applied professional judgment and maintained professional scepticism throughout the engagement, consistent with the requirements of ISAE 3000 (Revised). The assurance opinion on the effectiveness of internal controls is expressed for the BRSR Core disclosures (09 attributes) under reasonable assurance.

Disclosures: TUVI is of the opinion that the reported BRSR Core disclosures meet, in all material respects, the BRSR Core requirements. The 09 attributes as per Annexure I – Format of BRSR Core have been verified within the defined scope of this engagement.

Reasonable Assurance Conclusion: Based on the procedures performed and evidence obtained, in our opinion, the BRSR Core Key Performance Indicators (KPIs) presented in Paradeep Phosphates Limited's Annual Report for the period 01/04/2025 to 31/03/2026 have been prepared, in all material respects, in accordance with the applicable BRSR Core criteria, including the requirements of the SEBI BRSR Core framework and Annexure I KPIs, and fairly represent the nine attributes within the defined scope without material misstatement. A detailed desk review and comprehensive verification of the reported data were conducted for the relevant parameters across all four manufacturing plants and the Corporate Office within the reporting boundary, in line with the requirements of a reasonable assurance engagement.

BRSR complies with the below requirements

a) Governance, leadership and oversight: The messages of top management, the business model to promote inclusive growth and equitable development, action and strategies, focus on services, risk management, protection and restoration of environment, and priorities are disclosed appropriately.

b) Connectivity of information: PPL discloses the 09 attributes as per Annexure I – Format of BRSR Core and their inter-relatedness and dependencies with factors that affect the organization's ability to create value over time.

c) Stakeholder responsiveness: The Annual Report covers mechanisms of communication with key stakeholders to identify major concerns to derive and prioritize the short, medium and long-term strategies. The Annual Report provides insights into the organization's relationships (nature and quality) with its key stakeholders. In addition, the Annual Report provides a fair representation of the extent to which the organization understands, takes into account and responds to the legitimate needs and interests of key stakeholders.

d) Materiality: The materiality assessment process has been carried out based on the requirements of the BRSR, considering topics that are internal and external to PPL's range of businesses. Material issues within the 9 attributes and corresponding KPIs as per BRSR requirements are adequately identified and reported. In our view, the BRSR meets the requirements.

e) Conciseness: The Report reproduces the requisite information and communicates clear information in as few words as possible. The disclosures are expressed briefly and to the point; sentences, graphs, and pictorial and tabular representations are used. At the same time, due care is taken to maintain continuity of information flow in the BRSR.

f) Reliability and completeness: PPL has established internal data aggregation and evaluation systems to derive the performance. PPL confirms that all data provided to TUVI has been passed through the QA/QC function. The majority of the data and information was verified by TUVI's assurance team (on a sample basis) during the BRSR verification and found to be fairly accurate. All data is reported transparently, in a neutral tone, and without material error.

g) Consistency and comparability: The information presented in the BRSR is on an annual basis and was found to be presented in a reliable and complete manner. Thus, the principle of consistency and comparability is established. Year-on-Year Comparability: TUVI reviewed the reported FY 2025-26 data in the context of prior year (FY 2024-25) disclosures for the key BRSR Core KPIs (GHG emissions, energy consumption, water consumption, and safety indicators). No material inconsistencies in methodology, boundary, or reporting approach were identified that would impair comparability between the two reporting periods. FY 2025-26 represents the first year in which the BRSR Core attributes have been subject to reasonable assurance.

Independence and Code of Conduct: TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. We recognize the importance of maintaining independence in our engagements and actively manage threats such as self-interest, self-review, advocacy, and familiarity. The assessment team was safeguarded from any type of intimidation. By adhering to these principles, we uphold the trust and confidence of our clients and stakeholders. In line with the requirements of the SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023 and Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024.

Quality control: The assurance team complies with quality control standards, ensuring that the engagement partner possesses requisite expertise and the assigned team collectively has the necessary competence to perform engagements in accordance with standards and regulations. Assurance team follows the fundamental principles of integrity, objectivity, professional competence, due care, confidentiality and professional behavior. In accordance with International Standard on Quality Management (ISQM 1), TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Assurance Team and Independence

TUV India Pvt. Ltd. (TUVI) is an independent and neutral third-party assurance provider with qualified environmental and social specialists and confirms its independence, impartiality, and objectivity in accordance with ISAE 3000 (Revised) through internal conflict-of-interest checks, adherence to a documented code of ethics, separation of assurance and advisory functions, reviewer oversight, and quality control procedures. TUVI confirms that no non-assurance services were provided to PPL that could create self-review, advocacy, familiarity, self-interest, or other independence threats, including preparation of BRSR disclosures, ESG strategy development, target setting, ESG data system design, GHG inventory calculations, internal ESG audits, materiality assessments, or KPI improvement advisory services. TUVI further confirms that no engagements during the reporting year compromised its independence, and it was not involved in preparing report content or underlying data, except for this assurance statement, thereby ensuring an objective, unbiased, and transparent assurance process. Rotation and Tenure Policy: In line with best practice and the ISF Guidelines for independence, TUVI maintains a documented engagement partner rotation policy. The lead assurance practitioner for this engagement has not exceeded the maximum tenure threshold prescribed under TUVI's internal quality and independence framework. TUVI's independence and quality control procedures are reviewed periodically by the internal technical review function. The assurance team comprised qualified professionals with multidisciplinary competencies, including: (i) GHG accounting and emissions verification; (ii) ESG and sustainability reporting frameworks; (iii) social compliance and human rights due diligence; and (iv) non-financial assurance methodology in accordance with ISAE 3000 (Revised). This cross-disciplinary composition ensured that the assurance conclusions are supported by adequate technical expertise.

For and on behalf of TUV India Private Limited

Date: 31/07/2026

Manojkumar Borekar
Product Head – Sustainability Assurance Service
TUV India Private Limited

Place: Mumbai, India
Project Reference No: 8125124201
Revision: 00