

# Communication on Progress

**F.Y. 2019-20**

**PI INDUSTRIES LIMITED**

### VC&MD's note

I am pleased to present our third UNGC communication on sustainability initiatives at PI.

Whole world has been devastated by unprecedented crisis created by Covid-19 pandemic that we are still battling. We at PI have stepped up our efforts to show solidarity with our employees, migrant/contractual workers, customers, and local communities. We dealt with the situation with courage and compassion. As a responsible corporate citizen, our foremost agenda has been to help the vulnerable sections of our society whose livelihoods have been disrupted and we continue to do so.

At PI we believe that embedding sustainability into our business fabric remains constantly essential. We recognize that to create a collective sustainability impact, we must collaborate and employ participatory approach with our stakeholders to offer most sustainable solutions. Over the years, we have made persistent efforts to identify risks that can be mitigated through sustainability measures.

The pandemic has made us more vigilant and we have adopted a multidimensional approach to responsible business while ensuring compliance with the highest national and international standards established for the Agro-chemical industry. All these steps have enhanced our global recognition and credibility and have helped us grow economically into a more valued and respectable organization. In the past year, we expanded our operations to a new site adjacent to our existing facility at Jambusar. To improve our product portfolio for domestic agrochemical market and to build capacities, we acquired another agrochemical company Isagro (Asia) Agrochemicals Pvt. Ltd, a company incorporated in Italy, having its manufacturing site at Panoli, Gujarat.

While we continue to strengthen our position in Indian as well as international market, we are focused on achieving the same with robust safety, health and environment performance. Though our business expansion has led to increase in environmental foot print across different parameters viz. water consumption, total waste water generation and total GHG emissions, we have been relentlessly working on to restrict the resource consumption by efficient utilization. Company is planning to switch over to cleaner fuels and green power sources in phase wise manner. It has already switched to a cleaner fuel LDO in place of FO at its new site in Jambusar and exploring the potential in its other sites. We are also sourcing green power through wind/hybrid energy for 50 % of our contract demand at one of our sites and have plans to replicate the same at our other sites in phased manner. Safety enhancement programs at all sites are carried out by process safety improvements, initiatives through involvement of reputed consultants in safety area Dekra, SigmaHSE, DuPont Sustainability Solutions, Jacobs, etc.



This is our Communication on Progress  
in implementing the principles of the  
United Nations Global Compact and  
supporting broader UN goals.

We welcome feedback on its contents.

## COMMUNICATION ON PROGRESS- F.Y. 2019-20

Building on our knowledge base in chemistry, we have also forayed into Pharma sector by manufacturing an important intermediate for the medicine Favipiravir. Having reached here, now we are defining a multi-pronged diversification strategy in Pharma intermediates and API spaces.

As communicated in last COP, our company has selected 5 SDGs (Zero Hunger, Good Health and Well-Being, Quality Education, Gender Equality, Clean Water and Sanitation) and has formulated a framework for aligning all our CSR activities around the SDG principles of UNGC, which are in line with community aspirations/needs as per the third party assessments conducted from time to time.

Our endeavour to be one of the leading sustainable companies in the industry sector has benefitted us substantially by way of continuously improving our performance and engaging in meaningful dialogue with our stakeholders. Hence, I also take this opportunity to thank you for your support and constant engagement with us and look forward to your feedback, suggestions, or comments on our sustainability journey.



**Mayank Singhal**

## **About PI Industries Limited**

Since its incorporation in 1947, PI Industries (BSE: 523642, NSE: PIIND, ISIN ID: INE603J01030) is focussed within complex chemistry solutions in agri and pharma sciences. Having a strong infrastructure set-up, PI Industries currently operates with its 5 formulation facilities as well as 13 multi-product plants under its 4 manufacturing locations. These state-of-the-art facilities have integrated process development teams with in-house engineering capabilities. The Company maintains a strong research presence through its R&D facility at Udaipur, where it has a dedicated team of over 300 scientists and chemists. Our facility at Udaipur includes advanced research and development labs, kilo plants and pilot plants with NABL certification. Over the years, the Company has magnificently leveraged its capabilities across the Agri-sciences value chain by providing integrated and innovative solutions to its customers by partnering with the best.

### ***#1 Resilience at forefront***

Continuous resilience fortification has been our strategic priority at PI. In the past year, several resilient enablers have been added. We expanded our domestic business spectrum through acquisition of high synergies while also strengthening export revenues and overall production capacity. We successfully forayed into pharma chemicals, solely on the strength of our research and development capabilities and knowledge to deal with complex chemistries and scaled up our farm automation services from the pilot to the commercial stage. We also resolved to raise sizeable capital through a mega QIP in order to accelerate our resilient fortification. Thanks to our resilient & resolute, we navigated the COVID-19 disruption with a negligible impact. More importantly, we entered FY21 maintaining a hawk's eye on our resilience goals. These are representative of the fact that the company continues to grow in a sustainable manner safeguarding the interest of all stakeholders at large.

## #2 Values of PI Industries Ltd.

Standing clear on the fundamentals of Trust, Integrity, and IP Protection, our company enjoys incredible brand value and recognition since its inception. PI Industries provides solutions across fields of research & development, regulatory services, manufacturing services, application development, marketing, distribution and customer connect initiative through mutual partnering with leading global companies.

Through its evolution, the PI Industries brand has brought value added offerings to millions of farmers in the country and across the globe thereby carving a niche position in the minds of the local and global customers. Some of the key strengths of the Company are its strong technical capabilities in the area of research and development, manufacturing services, brand building, strong distribution presence in India and customer connect initiatives.

### VALUES



#### TRUST.

**LIKE THE EARTH, WE ARE DEPENDABLE**

We work with the integrity of purpose, honesty in action and fairness in all our dealings.



#### SPEED.

**BLAZING AHEAD, LIKE FIRE**

We constantly strive to work with speed in the way we observe, think and act.



#### INNOVATION.

**ENLIVENING, LIKE THE AIR**

In the constant quest for the horizon, the never-ending search for a better, newer way to do things; Innovation, for us, is a way of life.



#### ADAPTABILITY.

**ADAPTIVE, LIKE WATER**

We are constantly transforming ourselves. Being nimble-footed, we are highly responsive to change.



### **#3 Enabling business through ESG**

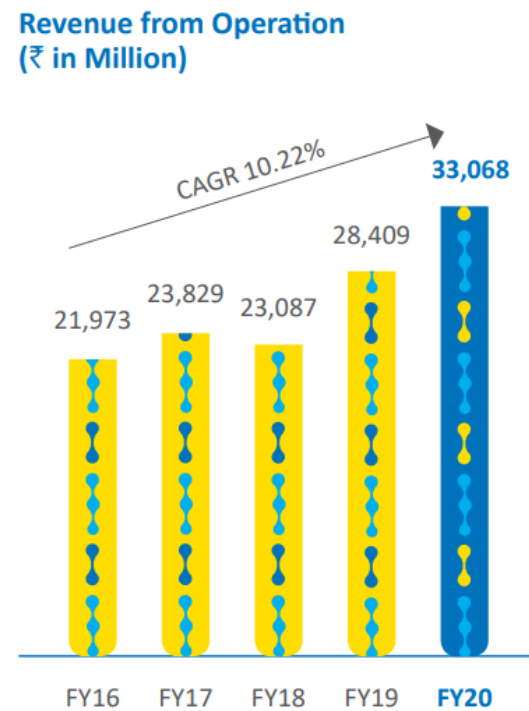
At PI industries, we closely monitor global sustainability trends and endeavour to align our strategic approach with evolving best practices. With a firm conviction in the business case of sustainable development, we have been steadily imbibing it with increasing investments in social and environmental aspects.

Our manufacturing facilities are accredited for Quality Management System as per ISO 9001-2015, Environment Management System as per ISO 14001: 2015 and for Occupational Health and Safety System as per OHSAS 18001: 2015. The Analytical Labs at the manufacturing site are certified by NABL for ISO 17025: 2005 standard in the field of Testing and Calibrations. The company is also accredited for *RESPONSIBLE CARE* and is authorized to use RC logo by Indian Chemical Council. Our formulation facility process agrochemicals in WDG, WG, SC, E, EC, DP, GR, etc. and has a world-class warehousing facility. Our manufacturing facilities are also equipped with the amenities that help recover, recycle and preserve and reduce water consumption, which in turn, boost our Green Initiatives. Empowering local communities is the foremost constituent of PI's sustainability policy. Company has been bestowed with various prestigious awards for its manufacturing excellence and corporate social responsibility (CSR) from time to time. In the Financial year 19-20, company won coveted Golden Peacock Award for CSR in Chemical and Fertiliser Segment to its credit.

Our strong and wide distribution network is spread across the length and breadth of the country. We have 30 stock points including our own depots and C&F agents who work on hub-and-spoke distribution model to ensure timely delivery of our products. With 10 zonal offices, 30 depots, 1500 experienced field force, 5,000 active dealers/ distributors, and more than 40,000 retailers spread across the country, we reach out to more than a million farmers. Our centralised SAP-based ERP system provides an efficient last mile connectivity.

**#4 Financial Details (Source: PI Industries Annual Report, 2019-2020)**

Over the past 5 years PI marked a striking growth rate of 10.22 % in its revenues. This was made possible due to our strong risk management framework which helps us forecast future trends and challenges as well as our meticulous planning for responding to these dynamic forces of business.



**Human Rights**

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed right to equality in wages  
**Principle 2:** Businesses should make sure that they are not complicit in human rights abuses.

Our Commitment/Policies	Our Actions	The outcomes	References
<p>The policy established by PI Industries Ltd on “Code of Conduct” embraces guidelines related to human rights/ transparency/ disclosure/anti-corruption.</p> <ul style="list-style-type: none"> <li>• This policy guides the employees on professional conduct towards non-discriminatory practices based on gender, ethnicity, religion, age, etc.</li> <li>• The remuneration of all our employees is proportionate to the nature of service rendered without any discrimination</li> <li>• The “Code of Conduct” mandates for us to take utmost care while selecting our suppliers and business partners in order to ensure that our partners understand and respect our commitment to Human Rights principles.</li> </ul>	<ul style="list-style-type: none"> <li>• At PI, it is of paramount importance that all our employees are treated equally without any kind of discrimination based on gender, ethnicity, religion, age, etc.</li> <li>• We have zero-tolerance approach towards discrimination and have designated HR committees at all sites to check on any sort of discriminatory practice.</li> <li>• An in house application titled “Human Resource Service Management” has been developed wherein the employee can login their concerns. The concerns need to be addressed within specific time duration else it will be suitably escalated.</li> <li>• We urge our employees to undergo, regularly organised, mandatory training on “Code of Conduct” to ensure their consciousness towards rights and duties.</li> <li>• To safeguard the interests of our contractual staff we have made it mandatory for all our contractors to pay wages in accordance to the “Minimum Wages Act-1948” stipulated by the Government of India and the concerned state rules, wherever applicable. We conduct random audits to check whether there’s any deviation on the compliance aspect.</li> </ul>	<ul style="list-style-type: none"> <li>• No complaints have been received vis-a-vis human rights violations either internally or externally in the reporting year.</li> <li>• Any complaint, if received, needs to be immediately brought to the attention of top management in the Monthly Coordination Meeting</li> <li>• All deviations with respect to “Code of Conduct” are reported to the Board every quarter and yearly data is published in the annual report.</li> <li>• Company has not been charged with any old or new litigations regarding any human rights abuses. No fines have been ever paid for any past violations.</li> </ul>	<p><a href="https://www.piindustries.com/sustainability/Governance/supplier-code-of-conduct">https://www.piindustries.com/sustainability/Governance/supplier-code-of-conduct</a></p>



**Labour Principles**

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining  
**Principle 4:** The elimination of all forms of forced and compulsory labour  
**Principle 5:** The effective abolition of child labour  
**Principle 6:** The elimination of discrimination in respect of employment and occupation

Our Commitment/Policies	Our Actions	Outcomes FY'20	References
<p>PI Industries Ltd is deeply committed to transparency, openness in employee-employer relationship and progressiveness in managing its people</p> <ul style="list-style-type: none"> <li>Right to form any representing forum and the right to become member of any labour union for collective bargaining is recognised at PI Industries Ltd.</li> <li>We respect and strictly adhere to the provisions of ILO convention prohibiting forced and compulsory labour, concerning Minimum Age for Admission to Employment &amp; the statutory provisions w.r.t child labour. Our commitment to this principle finds mention in our "Code of Conduct" policy.</li> </ul>	<p>There have been multiple forums and committees created to allow for mutually agreed decisions within our workforce. All these efforts aim to improve present conditions.</p> <ul style="list-style-type: none"> <li>Carrying an equal representation of management staff and workers, a Safety Committee is formed. Management is kept informed and looped in any decision making on any relevant issues related to personal &amp; process safety &amp; welfare, industrial hygiene, environment management</li> <li>Another such committee is the Canteen committee that is responsible for the subsidised food services provided by the company</li> <li>In order to gain employees trust and their valuable suggestions while addressing any grievances, we have a dedicated platform named "Human Resource Service Management" to raise any concerns and get time bound redressal</li> <li>As a company policy we have decided to only hire people who are 18 years or older in order to ensure that no child is employed in our operations.</li> </ul>	<p>No labour principles' violations were received, either internally or externally, during the COP reporting period</p> <ul style="list-style-type: none"> <li>Our non-discrimination policy has allowed for growth of a diverse workforce, with female staff strength increasing to 56</li> <li>During the F.Y. 2019-20 a collective total of 382 workers, which includes contractual staff parted ways with the company, voluntarily.</li> <li>Our commitment to safe and healthy work environment can be observed with all our units being OHSAS 18001:2015 certified</li> <li>As a testament to the labour practices deployed at our <i>units</i> we have attained an impressive score of 80 out of a possible 100, which places the company among the top two suppliers in the "Safety, Labour &amp; Human Rights" vertical, worldwide in the ECOVADIS survey</li> <li>Owing to the above score, the company maintains its rating as "GOLD" category supplier with an overall score of 67 points out of 100.</li> </ul>	<p><a href="https://www.piindustries.com/about-us/about-PI/code-of-conduct">https://www.piindustries.com/about-us/about-PI/code-of-conduct</a></p>

<b>Workforce turnover Gender-wise (including VRS, retirement and death)</b>			
<b>Category</b>	<b>Unit</b>	<b>FY 2019-20</b>	
<b>Senior management</b>	<b>Nos.</b>	9	0
<b>Middle management</b>	<b>Nos.</b>	17	0
<b>Junior management</b>	<b>Nos.</b>	21	0
<b>Associate</b>	<b>Nos.</b>	196	2
<b>Workers (Permanent)</b>	<b>Nos.</b>	1	0
<b>Contractual Workman</b>	<b>Nos.</b>	136	0
<b>Total</b>	<b>Nos.</b>	<b>380</b>	<b>2</b>

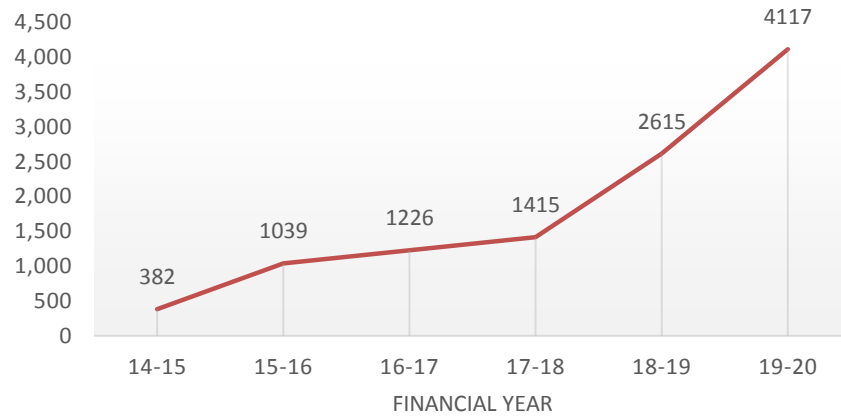


**Labour Principles**

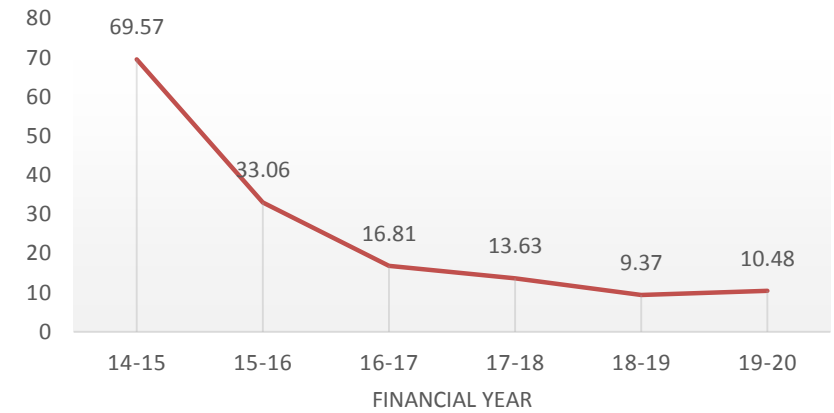
**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining  
**Principle 4:** The elimination of all forms of forced and compulsory labour  
**Principle 5:** The effective abolition of child labour  
**Principle 6:** The elimination of discrimination in respect of employment and occupation

Our Commitment/Policies	Our Actions	Outcomes FY'20	References
<ul style="list-style-type: none"> <li>PI Industries is an equal opportunity provider and does not discriminate against any person because of their gender, caste, religion, age (within statutory limits), marital status, nationality, ancestry, ethnicity, geographical origin, sexual orientation, disability or any other trait protected by law, with respect to any terms of employment such as hiring, promotion, transfer, compensation &amp; benefits, career development opportunities, etc.</li> <li>As a company policy we provide opportunities to people with disabilities in accordance to government regulations</li> </ul>	<ul style="list-style-type: none"> <li>We had labour union in the past but over the years the need for the union to exist for collective bargaining has diminished as we provide remuneration to our employees which are much higher than the industry average in our class and our region and which is also much higher than the minimum wages prescribed by govt.</li> <li>At PI safety and health of our employees is of prime importance. The business that we are in requires a very high degree of process safety measure and to ensure that, we have created a new process safety cell within Environment, Health and Safety (EHS) Assurance department where highly skilled professionals are engaged in identification and mitigation of process hazards.</li> <li>As a proactive organization we are running a process of recording and investigating “Process Safety Near Miss” along with general “Near Miss” which we were capturing already.</li> </ul>	<ul style="list-style-type: none"> <li>Owing to our astounding performance in the sectors of safety, labour and human rights, we are ranked among the top 7 supplier companies globally from a group of 171 registered suppliers in pesticide and agro-chemical sector.</li> <li>We were granted the right to use “Responsible Care” logo for an extended period of 3 years during our audit in previous year and hence we have been persistent in making sincere efforts for undertaking sustainability initiatives during reporting year. .</li> <li>In F.Y. 2019-20 average training hours for our employees was 13.27 man-hours /per employee and for our contractual employees, it was 6.79 man-hours/employee.</li> </ul>	<p><a href="https://www.piindustries.com/Media/Documents/Annual%20Report%20FY%202019-20.pdf">https://www.piindustries.com/Media/Documents/Annual%20Report%20FY%202019-20.pdf</a></p>

Near Miss Reported



RIR



*#5: Safety Statistics, Leading and Lagging Indicators*

Total Man-hours of Training for Employees & Contract workers					
Description	Unit	2016-17	2017-18	2018-19	2019-20
Total training hours of male employees	Hours	33,636	29,452	130,872	34,366
Total training hours of female employees	Hours	66	73	68	254
Total training hours for permanent employees	Hours	33,701	29,525	30,940	34,620
Total training hours for contract workers	Hours	11,940.5	12,938	12,327	13,450

**Labour Principles**

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining  
**Principle 4:** The elimination of all forms of forced and compulsory labour  
**Principle 5:** The effective abolition of child labour  
**Principle 6:** The elimination of discrimination in respect of employment and occupation

Our Commitment/Policies	Our Actions	Outcomes FY'20	References
<ul style="list-style-type: none"> <li>All employment related decisions are strictly based on the merit of the person and not influenced by their personal characteristics/trait</li> <li>The Company has set a standard of 'zero tolerance' for harassment. We view all incidents of 'sexual harassment', very seriously.</li> </ul>	<ul style="list-style-type: none"> <li>All employees at PI are encouraged to report any incidents of sexual harassment the Internal Complaints Committee (ICC) known as Prevention of Sexual Harassment (POSH) Committee.</li> <li>All employees mandatorily need to undergo training on POSH.</li> <li>It's mandatory for all our employees to undergo specific training which include "Code of Conduct" and "Prevention of Sexual Harassment at Workplace", basic safety &amp; firefighting as part of induction procedure</li> <li>The selected employees are provided with Key Result Areas (KRA) for which the Key Performance Indicators (KPI) is mapped at the beginning of the year.</li> <li>We also require all our business partners to strictly adhere to "code of conduct" policy. To check the compliance, we also have a whistle blower policy wherein any discretion on the accepted terms and conditions could be reported.</li> </ul>	<p>The company has never been fined for any violation of labour principles either in the past or during the reporting period</p>	<p><a href="https://www.piindustries.com/about-us/about-PI/code-of-conduct">https://www.piindustries.com/about-us/about-PI/code-of-conduct</a></p>



**Environmental Policies**

**Principle 7:** Businesses should support a precautionary approach to environmental challenges.  
**Principle 8:** Businesses should undertake initiatives to promote greater environmental responsibility  
**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies Assessment, Policy and Goals

Our Commitment/Policies	Our Actions	Outcomes FY'20	References
<p>Safeguarding the surrounding environment to our operations is given utmost importance at PI Industries Ltd and is non-negotiable. All plausible measures are taken to mitigate any harmful effect on the environment</p> <ul style="list-style-type: none"> <li>To ensure that our economic growth is socially and environmentally sustainable, the Company has in place "Sustainability Policy" which lays down the Company's commitment to Environmental Safety and corporate responsibility.</li> <li>Aspect impact register is maintained to understand the impact of our operations on the environment and solutions thereof.</li> </ul>	<p>Company regularly seeks to review its actions with long term and short term sustainability objectives. The idea is to build new technologies and undertake research via less pollution intensive routes. While the short to medium term focus is on waste reduction by recovery, recycling and reuse by optimization of processes.</p> <ul style="list-style-type: none"> <li>To ensure that these objectives are realized a cross functional team is formed through the initiative "STRIVE".</li> <li>The Environment Management System is in place and certified as per provisions of ISO 14001:2015. All concerns pertaining to releases to air, water &amp; land during normal operations and in time of emergencies are addressed accordingly.</li> <li>We have taken slew of measures for water conservation that include, recycling of water used in cooling towers (by increasing the cycle of concentration), reducing water consumption in the process cooling towers (by replacing wooden drift eliminators by PVC drift eliminator recycling of MEE condensate in cooling towers, reusing the treated wastewater for drum decontamination and other cleaning purposes, incorporating drip irrigation system</li> <li>Rain Water Harvesting of 2736 KL</li> </ul>	<ul style="list-style-type: none"> <li>In the past year, we expanded our operations to a new site near our plan location, in addition to acquiring another agrochemical giant Isagro (Asia) Agrochemicals Pvt. Ltd.</li> <li>Though our business expansion has led to increase in environmental foot print across different parameters viz. water consumption, total waste water generation and total GHG emissions, we have been relentlessly working on to restrict the resource consumption by efficient utilization.</li> <li>Our water consumption at manufacturing units increased in absolute consumption due to business expansion.</li> <li>We restricted our specific water consumption to 39KL/ton of production, despite the expansion</li> </ul>	<p><a href="https://www.piindustries.com/sustainability/Governance/Sustainability-Policy">https://www.piindustries.com/sustainability/Governance/Sustainability-Policy</a></p>



**Environmental Policies**

**Principle 7:** Businesses should support a precautionary approach to environmental challenges.  
**Principle 8:** Businesses should undertake initiatives to promote greater environmental responsibility  
**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies Assessment, Policy and Goals

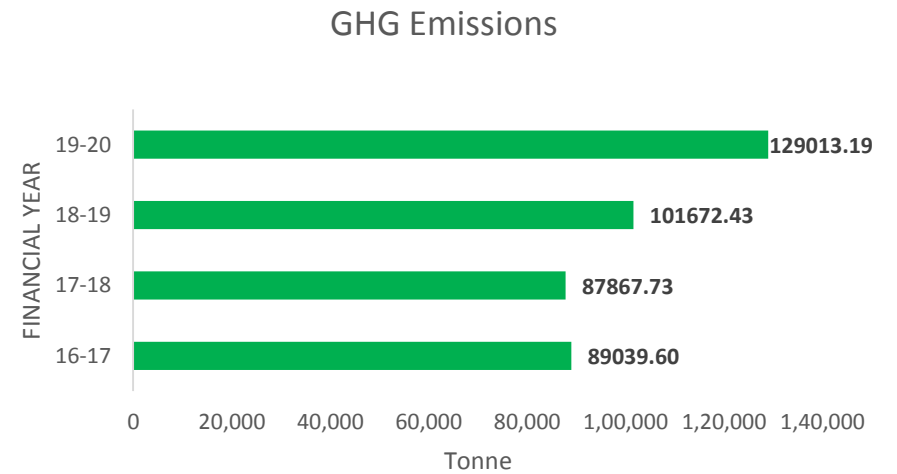
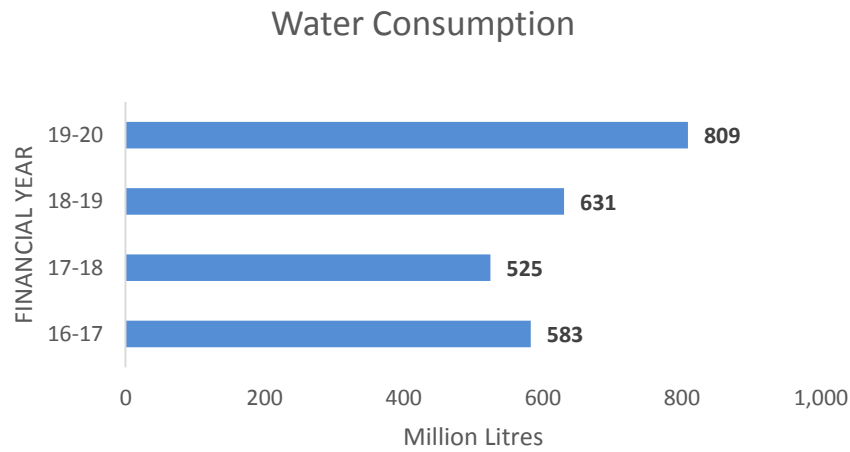
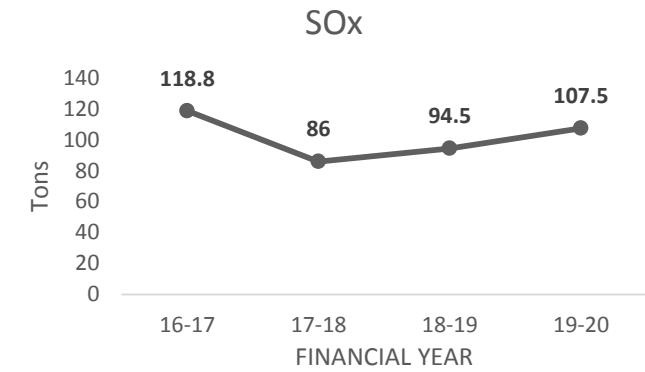
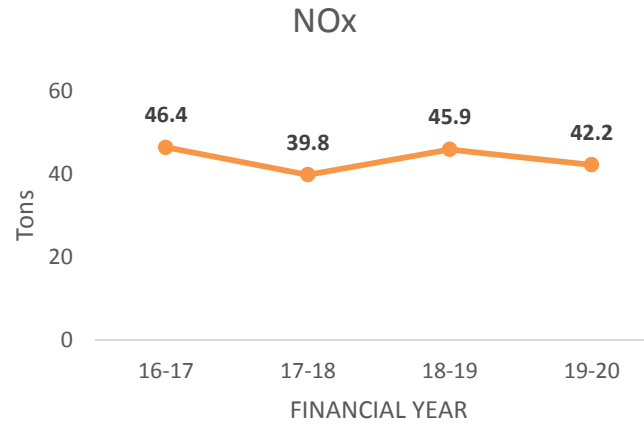
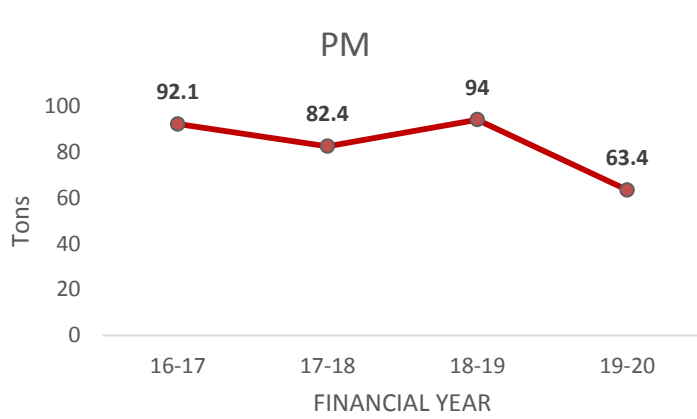
Our Commitment/Policies	Our Actions	Outcomes FY'20	References
<ul style="list-style-type: none"> <li>As per the directions of EHS policy, action plans are developed according to yearly business objectives to improve EHS performance.</li> <li>This includes development of management programs, technological up gradations, Research and development to implement policy of 3 R's ( Reduce, recycle and Re-use) to achieve continual improvement plans as directed by EHS policy</li> </ul>	<ul style="list-style-type: none"> <li>As part of tertiary treatment of water, we have installed reverse osmosis (RO) and ultrafiltration for increased recovery of wastewater</li> <li>PI has provided condensers with chilled brine to condense out fugitive emissions and reduce their concentration before they are directed to scrubbers.</li> <li>PI has also installed an online VOC (Volatile Organic Compounds) monitoring system across its plant peripheries to check for fugitive emissions.</li> <li>Aspiring to find value in generated waste, the Company continues to invest in adequate recycling facilities. The long term goal is to become a Zero Liquid Discharge (ZLD) Company</li> <li>A transition towards smart packaging is steadily being made with a view to minimise packaging waste.</li> <li>Under operational excellence group various initiatives were taken to improve yield of few key intermediate products. This has also resulted in reduction of waste generation and raw material consumption mainly achieved by Change in mole ratio, Change in process parameters and Increase in recovery and recycle internally</li> </ul>	<ul style="list-style-type: none"> <li>Our Scope 1 GHG emissions comprise of emissions from the fossil fuels, which are furnace oil, diesel, natural gas.</li> <li>Our Scope 2 GHG emissions comprise of the grid electricity used for various processes like chilled water, cooling water, compressed air etc.</li> <li>During FY2019-20 our GHG intensity was 6.22 tCO<sub>2</sub>e /ton of production owing to our increased operations</li> <li>Besides carbon dioxide emissions which are estimated, the company monitors certain critical emission parameters which are enlisted herewith. (PM, NO<sub>x</sub>, SO<sub>x</sub>)</li> <li>Despite the expansion, company was able to reduce its Particulate Matter (PM) and NO<sub>x</sub> emissions considerably in FY'20 in comparison to previous years.</li> </ul>	<p><a href="https://www.piindustries.com/sustainability/EHS/EHS-Policy">https://www.piindustries.com/sustainability/EHS/EHS-Policy</a></p>

**Environmental Policies**

**Principle 7:** Businesses should support a precautionary approach to environmental challenges.  
**Principle 8:** Businesses should undertake initiatives to promote greater environmental responsibility  
**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies Assessment, Policy and Goals

Our Commitment/Policies	Our Actions	Outcomes FY'20	References
<ul style="list-style-type: none"> <li>Business objectives are identified in the area of energy reduction, water consumption, waste reduction, increase in renewable energy usage etc</li> <li>Business objectives are translated to functional objectives and KRA of the individuals</li> </ul>	<ul style="list-style-type: none"> <li>Installation of Micro turbine in place of PRV to generate auxiliary Power</li> <li>Up gradation in 11KV to 33 KV Power Supply to reduce transmission losses</li> <li>Increasing the frequency of Catalyst recycles in process which resulted in waste reduction.</li> <li>reduce power consumption VFD's were installed widely across our manufacturing sites</li> <li>Reduce Specific power consumption of Existing -15 CHB (Frick make) to be replaced with new efficient chiller</li> <li>43% reduction in power consumption of breathing air compressor by replacing three high pressure reciprocating air compressors with one efficient low pressure screw compressor</li> <li>Reduction in boiler fuel consumption, by utilizing Flash steam to heat boiler feed water &amp; for generation of hot water in plants</li> <li>Energy conservation by installation of occupancy sensors in lighting circuit at admin building common area</li> <li>Pressurised De aerator was installed in Boiler for removal of dissolve oxygen and hence reduction in chemical consumption</li> <li>Elimination of cooling water pump by installation of evaporative condenser in refrigeration system</li> </ul>	<ul style="list-style-type: none"> <li>PI employs both direct and indirect energy sources with a mix of renewable and non-renewable fuel types in its operations. Natural Gas and Furnace oil compose major part of our direct energy mix and are used for running generators and boilers.</li> <li>As a move to shift towards cleaner fuels at one of our sites, the dirty FO is replaced by LDO</li> </ul>	<p><a href="https://www.piindustries.com/Media/Documents/Annual%20Report%20FY%202019-20.pdf">https://www.piindustries.com/Media/Documents/Annual%20Report%20FY%202019-20.pdf</a></p>





*#6: Year on Year representation of environmental parameters*



**Anti-Corruption**

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

Our Commitment/Policies	Our Actions	Outcomes FY'20	References
<ul style="list-style-type: none"> <li>• There is zero tolerance for any form of corruption at PI Industries Ltd.</li> <li>• At PI Industries Ltd., we comply with applicable laws and policies, without exception.</li> <li>• “Integrity” is recognized as one of the four key values of the company which guides our day to day fundamental way of working</li> <li>• Our Code of Conduct clearly states our expectation from our employees with respect to bribery and corrupt practice. We have an anti-corruption and anti-bribery policy in place that applies to all individuals working for PI and all subsidiaries of PI at all levels and grades</li> <li>• We carry out high quality, due diligences to ascertain backgrounds of all potential business partners before any engagement. There are strict policies against any form of insider trading.</li> </ul>	<ul style="list-style-type: none"> <li>• A mandatory induction training is provided on “Code of Conduct” to inculcate our commitment to anti-corruption policies within our employees</li> <li>• Under the Whistle Blower Policy we have provided a platform to report any digression from the established standards. The identity of the person reporting the deviation remains anonymous</li> <li>• We initiate prompt actions to check validity of any complaints received. Any such reports are duly shared with the top management</li> <li>• We have carried out extensive risk assessment to identify the threats to our business based on noncompliance to fair business practices. We undertake regular internal and external audits through reputed firms to check for any anomaly in our business.</li> </ul>	<ul style="list-style-type: none"> <li>• During the COP reporting period no case of anti-corruption was reported either internally or externally</li> <li>• There are no cases pending against the company with respect to corruption charges.</li> </ul>	

**Sustainable Development Goals**



- Contribution towards sustainable development goals (SDG 2,6 & 3)





Our Commitment/Policies	Our Actions	Outcomes FY'20	References
<ul style="list-style-type: none"> <li>• Empowering local communities is an integral component of PI's sustainability and CSR policy</li> <li>• Deep-rooted in the triple bottom line framework, PI's CSR interventions help it deliver sustainable development across Environmental, Social and Economic pillars</li> <li>• The rigorous process for formulating a framework aligned with the Sustainable Development Goals (SDG) reflects PI's continued commitment to contribute to their accomplishment.</li> <li>• The Company engages with the society through PI Foundation to leverage its CSR activities for inclusive growth with targeted interventions in following areas               <ul style="list-style-type: none"> <li>○ Environmental sustainability and sustainable agriculture practices.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Widespread propagation of sustainable farming offers an important lever to further ESG goals of PI. We remains steadfast in influencing the adoption of science-led agriculture practices that are economically, environmentally and socially sustainable.</li> <li>• Farmer training, field demonstrations and farm extension initiatives on leading agronomic practices that boost farm incomes are arranged for our farming community while also protecting the environment and conserving the natural resources.</li> <li>• Water Conservation through Accelerating the Adoption of Direct Seedling of Rice (DSR) Technology</li> <li>• Income Generation and livelihood enhancement Programme through Sustained Agriculture</li> <li>• Increased Income for Banana Farmers through Skill Development</li> <li>• Farmers training on tomato cultivation for livelihood enhancement</li> <li>• Enhancing awareness amongst paddy farmers to put an end to stubble burning practices</li> </ul>	<ul style="list-style-type: none"> <li>• Over the years, PI's efforts on the propagation of the DSR technique has impacted over 18 Lac acres of farmland, out of which nearly 2.04 lac acres got added in FY20</li> <li>• The resultant shift from the traditional way of rice cultivation to DSR has helped save upto 1.6 trillion liters of water in FY20 alone</li> <li>• This has helped farmer save an average of INR 7000/- per acre in the cost of paddy cultivation</li> <li>• As part of promulgating sustainable agricultural practices in Banana and Tomato, farmers have reported significant yield increments in comparison to their conventional practice.</li> <li>• In a project on promoting Farmer Producer Organisations (FPOs) in the Rayagada district of Orissa, there has been an increment of 50% in agriculture- based income for 1,300 farmer families</li> <li>• PI also participated in educating and equipping around 30,000 farmers with alternative technologies to burn stubble.</li> <li>• Distributed dry ration kits to more than 50,000 people around plant operations, during Covid time.</li> </ul>	<p><a href="https://www.piindustries.com/Media/Documents/Annual%20Report%20FY%202019-20.pdf">https://www.piindustries.com/Media/Documents/Annual%20Report%20FY%202019-20.pdf</a></p>

**Sustainable Development Goals**




- Contribution towards sustainable development goals (SDG 3 & 6)

Our Commitment/Policies	Our Actions	Outcomes FY'20	References
<p>The COVID-19 pandemic created an unprecedented crisis globally. As responsible corporate citizens, we at PI are dedicated to our industry and the community in India's fight against this pandemic.</p>	<ul style="list-style-type: none"> <li>• Teams at PI swung into swift action to support the government and the community during the COVID-19 crisis.</li> <li>• Large sanitization drives were conducted across multiple districts of Telangana, Andhra Pradesh, Haryana, Punjab, Rajasthan, Delhi and Gujarat</li> <li>• Three mobile medical units stationed around our plant locations to spread awareness on do's and don'ts in corona virus outbreak</li> <li>• Distribution of dry ration kits to migrant and daily wage labourers</li> <li>• Sanitizer production at our plant facilities and distribution to surrounding communities</li> <li>• Distribution of masks</li> </ul>	<ul style="list-style-type: none"> <li>• We deployed more than 60 machines with 642 machine days at the disposal of government authorities for carrying out large scale sanitization drives across districts of Telangana, Andhra Pradesh, Haryana, Punjab, Rajasthan, Delhi and Gujarat.</li> <li>• We distributed sanitisers to more than 45,000 people in villages around our plants in Jambusar and Panoli in Gujarat.</li> <li>• Distributed dry ration kits to more than 50,000 people around plant operations</li> <li>• We supplied 10,000 mask made by women in rural areas which provided a means of income for women. Additionally, 30,000 masks were distributed to farmers across the country.</li> <li>• Awareness drives covering &gt;20,000 people were conducted on precautions against coronavirus</li> <li>• Regular screening of around 150 people once a week through Mobile medical units.</li> </ul>	<p><a href="https://www.piindustries.com/Media/Documents/Annual%20Report%20FY%202019-20.pdf">https://www.piindustries.com/Media/Documents/Annual%20Report%20FY%202019-20.pdf</a></p>

Sustainable Development Goals			
   			
<ul style="list-style-type: none"> <li>Contribution towards sustainable development goals (SDG 3,6,4 &amp; 5)</li> </ul>			
Our Commitment/Policies	Our Actions	Outcomes FY'20	References
<ul style="list-style-type: none"> <li>Health Hygiene and Sanitation</li> <li>Education and Skill Development</li> <li>Women empowerment programme</li> </ul>	<ul style="list-style-type: none"> <li>PI recognises its responsibility as well as the ability in ensuring access to preventive healthcare for marginalised communities in an equitable manner around the plant locations.</li> <li>Under the National Health Mission Project aimed at improving health entitlements in remote locations, PI's 'Swasthya Seva' initiative operationalised 3 fully functional Mobile Healthcare Vans for the benefit of the community in villages around its plant locations.</li> <li>PI has undertaken an education initiative on improving age-appropriate learning levels in children and teaching outcomes for tutors.</li> <li>During the financial year, we also imparted employment linked skill-development courses on chemical plant operations, BPO, sales &amp; Marketing and Hospitality in Gujrat</li> <li>we initiated an Entrepreneurship and skill enhancement programme for underprivileged rural women</li> </ul>	<ul style="list-style-type: none"> <li>During the FY20, a total of 1,08,642 cases were treated using our Mobile Healthcare vans by taking measures to ensure last-mile coverage. Efforts were also made to revive Kumar pal Blood Bank in Ankleswar.</li> <li>11,450 children across 135 govt schools in 82 villages were taught reading, writing, comprehension and arithmetic in FY'20</li> <li>Our skill development courses have helped more than 478 Youth gain employment in organized sector jobs in FY'20</li> <li>During FY'20 the programme has benefited over 10,000 women across 80 villages in Jambusar and Panoli region of Gujarat.</li> </ul>	<p><a href="https://www.piindustries.com/Media/Documents/Annual%20Report%20FY%202019-20.pdf">https://www.piindustries.com/Media/Documents/Annual%20Report%20FY%202019-20.pdf</a></p>

#8 Glimpse of our Covid-19 initiatives



*#9Glimpse of other CSR initiatives*

