

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Introduction

The Company firmly believes in building a sustainable business model that generates long-term value for all stakeholders.

With a strong focus on addressing global climate challenges, the Company continues to drive comprehensive organisational development that adheres to Environmental, Social, and Governance (ESG) principles.

Pidilite is committed to reducing freshwater and energy use, controlling greenhouse gas emissions, promoting renewable energy, and managing waste - especially plastic packaging - through reuse, reduction, and recycling.

The Company's Corporate Social Responsibility (CSR) efforts focus on fostering community well-being through initiatives in education, women's empowerment, skill building, agriculture, water conservation, and sanitation.

Since fiscal year 2018-19, the Company has monitored the ESG metrics and published annual Sustainability Reports, demonstrating transparency and progress. With a strong emphasis on addressing climate-related risks, the Company remains committed to advancing environmental objectives, while also prioritizing social and governance aspects.

This report has been developed in accordance with the guidelines set forth by the Securities & Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting (BRSR).

## SECTION A: GENERAL DISCLOSURE

I.	Details of the Listed Entity	
1	Corporate Identity Number (CIN) of the Listed Entity	L24100MH1969PLC014336
2	Name of the Listed Entity	Pidilite Industries Limited
3	Year of incorporation	1969
4	Registered office address	Regent Chambers, 7 <sup>th</sup> Floor, 208, Nariman Point, Mumbai, Maharashtra, 400 021
5	Corporate address	Ramkrishna Mandir Road, Off Mathuradas Vasanji Road, Andheri (E), Mumbai – 400 059
6	E-mail	<a href="mailto:investor.relations@pidilite.co.in">investor.relations@pidilite.co.in</a>
7	Telephone	+91 22 6883 7000
8	Website	<a href="http://www.pidilite.com">www.pidilite.com</a>
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	The BSE Limited, The National Stock Exchange of India Limited
11	Paid-up Capital	₹ 50,86,48,755
12	Contact Person Name and contact detail (telephone & email address) of the person who may be contacted in case any queries on the BRSR report	Name: Shri Joseph Varghese, Director - Operations Tel: +91 22 6883 7154 Email: <a href="mailto:esg@pidilite.com">esg@pidilite.com</a>
13	Reporting Boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements taken together)	The disclosures made under this report are on a standalone basis. The scope of this report excludes certain sites which are not within the operational control of the Company.
14	Name of assurance provider	M/s. KPMG Assurance and Consulting Services LLP.
15	Type of assurance obtained	Reasonable Assurance of BRSR Core attributes.

II.	Product/Services					
16	Details of business activities (accounting for 90% of the turnover):	S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity	
		1	Consumer & Bazaar Products Segment	The Branded Consumer & Bazaar segment encompasses various products, including Adhesives, Sealants, Art & Craft Materials and others, as well as Construction and Paint Chemicals. These products are widely used by carpenters, painters, plumbers, mechanics, households, students, offices etc.	81%	
		2	Business to Business Products Segment	The Business-to-Business segment includes a range of products like Industrial Adhesives, Industrial Resins, Construction Chemicals (Projects), Organic Pigments, Pigment Preparations and more. This segment serves different industries such as packaging, joineries, textiles, paints, printing inks, paper, leather and others.	18%	
17	Products/ Services sold by the entity (accounting for 90% of the entity's Turnover):	S. No.	Product/Service	NIC Code	% of Total Turnover contributed	
		1	Manufacture of adhesives and sealants including rubber-based glues, industrial adhesives, consumer adhesives.	20295	58.3%	
		2	Manufacture of Pigments and preparations, paint chemicals, industrial resins etc.	20297	35.4%	
III.	Operations					
18	Number of locations where plants and/or operations/offices of the entity are situated:	Location (State/UT)		Number of plants	Number of offices	Total
		National		33	7	40
		International		0	5	5
19	Market served by the entity		Locations		Numbers	
	a. No. of Locations	National (No. of States/UTs)		36		
		International (No. of Countries)		73		
	b. What is the contribution of exports as a percentage of the total turnover of the entity?		8.25%			
	c. A brief on types of customers		<ul style="list-style-type: none"><li>The Company operates two major business segments i.e., Branded Consumer &amp; Bazaar and Business to Business.</li><li>The Branded Consumer &amp; Bazaar segment encompasses various products, including Adhesives, Sealants, Art &amp; Craft Materials, and others, as well as Construction and Paint Chemicals. The Company caters to a wide range of customers, including households, students, offices, carpenters, painters, plumbers, mechanics, and more through wholesalers, distributors, retailers, and e-commerce channels.</li><li>The Business-to-Business segment includes a range of products like Industrial Adhesives, Industrial Resins, Construction Chemicals (Projects), Organic Pigments, Pigment Preparations, and more. This segment serves different industries such as packaging, joineries, textiles, paints, printing inks, paper, leather and others.</li></ul>			

#### IV. Employees

##### 20. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees and workers (including differently abled)					
Employees						
1	Permanent Employees (D)	7,992	7,508	94%	484	6%
2	Other than Permanent Employees (E)	2,465	2,347	95%	118	5%
3	Total Employees (D+E)	10,457	9,855	94%	602	6%
Workers						
4	Permanent (F)	161	152	94%	9	6%
5	Other than Permanent (G)	4,004	3,716	93%	288	7%
6	Total Workers (F+G)	4,165	3,868	93%	297	7%
b. Differently abled employees and workers						
Employees						
7	Permanent Employees (D)	5	5	100%	0	0%
8	Other than Permanent Employees (E)	0	0	0%	0	0%
9	Total differently abled employees (D+E)	5	5	100%	0	0%
Workers						
10	Permanent (F)	0	0	0%	0	0%
11	Other than Permanent (G)	3	3	100%	0	0%
12	Total differently abled workers (F+G)	3	3	100%	0	0%

##### 21. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	17*	1	6
2	Key Management Personnel	5#	1	20

\* Board of Directors includes 04 KMP's

# KMPs are the Managing Director, Managing Director Designate, Joint Managing Director Designate, Executive Director Finance & CFO and Company Secretary.

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

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12%	13%	12%	11%	9%	11%	14%	19%	14%
Permanent Workers	4%	0%	4%	6%	0%	5%	7%	11%	9%

\* Turnover rate is calculated as: Number of employees exited during the F.Y. / Total Number of Employees on the last working day of the F.Y.

V.	Holding, Subsidiary and Associate Companies (including Joint Ventures)					
23	Names of holding / subsidiary / associate companies / joint ventures	S. No	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures	Indicate whether it is a Holding / Subsidiary / Associate or Joint Venture	% of shares held by Listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Listed Entity? (Yes/No)
		1.	Fevicol Company Ltd.	Subsidiary	100	No
		2.	Pagel Concrete Technologies Pvt. Ltd.	Subsidiary	80	
		3.	Bhimad Commercial Company Pvt. Ltd.	Subsidiary	100	
		4.	Pidilite Ventures Pvt. Ltd.	Subsidiary	100	
		5.	Building Envelope Systems India Ltd.	Subsidiary	60	
		6.	Hybrid Coatings (Partnership Firm)	Subsidiary	60	
		7.	Nina Percept Pvt. Ltd.	Subsidiary	100	
		8.	ICA Pidilite Pvt. Ltd.	Subsidiary	50	
		9.	Pidilite Litokol Pvt. Ltd.	Subsidiary	60	
		10.	Pidilite Grupo Puma Manufacturing Ltd.	Subsidiary	50	
		11.	Pidilite C-Techos Walling Ltd.	Subsidiary	60	
		12.	Tenax Pidilite India Pvt. Ltd.	Subsidiary	70	
		13.	Solstice Business Solutions Pvt. Ltd.	Subsidiary	100	
		14.	Pargro Investments Pvt. Ltd. (w.e.f. 13 <sup>th</sup> August, 2024)	Subsidiary	100	
		15.	Pidilite International Pte Ltd.	Subsidiary	100	
		16.	Pidilite Middle East Ltd.	Subsidiary	100	
		17.	Pidilite MEA Chemicals LLC	Subsidiary	100	
		18.	Pidilite USA Inc.	Subsidiary	100	
		19.	Pidilite Speciality Chemicals Bangladesh Pvt. Ltd.	Subsidiary	100	
		20.	Pidilite Bamco Ltd.	Subsidiary	100	
		21.	PT Pidilite Indonesia	Subsidiary	100	
		22.	Pidilite Innovation Centre Pte Ltd.	Subsidiary	100	
		23.	Pidilite Industries Egypt SAE	Subsidiary	100	
		24.	Bamco Supply and Services Ltd.	Subsidiary	49	
		25.	PIL Trading (Egypt) LLC	Subsidiary	100	
		26.	Pidilite Industries Trading (Shanghai) Co Ltd.	Subsidiary	100	
		27.	Pidilite Chemical PLC	Subsidiary	100	
		28.	Pidilite Lanka (Pvt.) Ltd.	Subsidiary	76	
		29.	Nebula East Africa Pvt. Ltd.	Subsidiary	100	
		30.	Nina Lanka Construction Technologies (Pvt.) Ltd.	Subsidiary	93.94	
		31.	Pidilite Ventures LLC	Subsidiary	100	
		32.	Pidilite East Africa Ltd.	Subsidiary	55	
		33.	Nina Percept (Bangladesh) Pvt. Ltd.	Subsidiary	100	
		34.	PidilitePuma MEA Chemicals LLC	Joint Venture	50	
		35.	Vinyl Chemicals (India) Ltd.	Associate	40.64	
		36.	Aapkapainter Solutions Pvt. Ltd.	Associate	47.67	
		37.	Karwaan Eduventures Pvt. Ltd.	Associate	28.88	
		38.	Buildnext Construction Solutions Pvt. Ltd.	Associate	28.16	
		39.	Finemake Technologies Pvt. Ltd.	Associate	36.45	
		40.	Constrobot Robotics Pvt. Ltd.	Associate	29.37	

VI. CSR Details		
24	i. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	ii. Turnover (in ₹)	₹ 12,073 Crores
	iii. Net worth (in ₹)	₹ 9,676 Crores

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 redressal policy)	FY 2024-25			FY 2023-24		
				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 <a href="mailto:csr@pidilite.co.in">csr@pidilite.co.in</a>	-	-	-	-	-	-
		Investors (other than shareholders)	Yes <a href="https://www.pidilite.com/investor-relations/investor-center">https://www.pidilite.com/ investor-relations/investor- center</a>	-	-	-	-	-	-
		Shareholders	Yes <a href="https://www.pidilite.com/investor-relations/investor-center">https://www.pidilite.com/ investor-relations/investor- center</a>	10	1	One complaint received from NSE on Smart ODR portal on 22 <sup>nd</sup> March, 2025, was closed on 10 <sup>th</sup> April 2025.	11	-	-
		Employees and workers	Yes <a href="mailto:report@integritymatters.in">report@integritymatters.in</a>	5	-	The Complaints were investigated and necessary actions taken	-	-	-
		Customers	Yes 1. <a href="https://www.pidilite.com/contact">https://www.pidilite.com/ contact</a> 2. <a href="mailto:Customer Care Cell Email - csc@pidilite.com">Customer Care Cell Email - csc@pidilite.com</a> 3. Toll free number 1800-266-6066	1,922	5	-	1,900	2	-
		Value Chain Partners	Yes <a href="https://www.pidilite.com/contact">https://www.pidilite.com/ contact</a>	-	-	-	-	-	-

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

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity	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	Corporate governance and risk management	Opportunity	To enhance corporate governance practices by establishing board-level priorities. The Company's directors oversee management activities to actively contribute to the enhancement of shareholder value.	-	Positive
2	Climate Change	Risk	Potential environmental risks may be encountered due to climate change, including extreme weather events and water scarcity. Additionally, the transition to a low-carbon economy introduces regulatory and market risks, such as shifts in consumer preferences, rising product costs, and evolving government policies. Upholding responsible business practices is essential for creating sustainable long-term value.	<ul style="list-style-type: none"> <li>The Company has conducted a detailed climate change risk assessment.</li> <li>The Company has taken several initiatives to reduce the impact of GHG emissions by adopting measures on renewable energy sources, water reduction/conservation and waste reduction.</li> <li>The Company has established systems and processes to monitor emerging regulations, incidents, and developments, and to assess their applicability for compliance purposes.</li> </ul>	Negative
3	Sustainable Procurement	Risk & Opportunity	Sustainable sourcing of raw materials is fundamental to secure continuous supply and the future growth of the business.	The Company formulated its Sustainable Procurement Policy and Supplier Diversity Policy to facilitate procurement decisions that are socially and environmentally responsible. This also helps to improve operational efficiency and mitigate risks including regulatory risks.	<p>Negative (In the short term, developing sustainable suppliers / sourcing materials from certified sustainable suppliers may increase the cost of our products)</p> <p>Positive (In the long term, implementing sustainable sourcing practices can mitigate supply chain risks, ensure a consistent supply, and create growth opportunities to meet future product demand.)</p>

S. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Management of hazardous chemicals	Risk	Given the nature of business, proper handling of hazardous chemicals is essential to reduce health and safety risks and lower environmental impacts.	<ul style="list-style-type: none"> <li>The Company has Environment Health &amp; Safety (EHS) policy which is communicated to all the employees.</li> <li>The Company conducts regular risk assessments and closely monitors the implementation of action plans derived from these assessments until their completion.</li> <li>The focus has been on adopting engineering control for safe handling of hazardous chemicals thereby reducing risk levels.</li> <li>Training and awareness programs are conducted to educate employees about hazards, associated risks, emergency preparedness and response, and safe handling practices of hazardous chemicals.</li> <li>Systems are in place for adopting inherently safe design based on various applicable standards for all new infrastructures and implementing the same for existing infrastructures in a phased manner.</li> </ul>	Negative
5	Occupational health and safety	Risk	Proper process safety management and controls are required to eliminate / minimise any potential health and safety hazards/ risks, given Company's large business and manufacturing operations	<ul style="list-style-type: none"> <li>The Company is committed to the occupational health and safety of all the people across its value chain with a goal of 'Zero Harm'.</li> <li>The Company has adopted ISO 45001:2018 for the management of health and safety across its operations.</li> <li>The Company continues to drive improvements in process safety management and people safety.</li> <li>Behaviour Based Safety (BBS) Program implemented to identify and encourage safe behaviours and to identify and correct at-risk behaviors.</li> <li>Regular reviews of EHS systems and processes are conducted through internal as well as independent external audits.</li> <li>The Company has a system to monitor the safety KPIs across all its units – both lead and lag indicators.</li> </ul>	Negative

S. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Availability of Natural Resources	Risk & Opportunity	Human societies and economies fundamentally rely on natural biodiversity and ecosystem services. Recognising that this is a shared resource, addressing natural resource consumption as a business risk, and being proactive about optimizing consumption is crucial for sustainable economic growth and resilience in the face of environmental challenges.	The Company has set out a clear pathway to optimize resource consumption by: <ul style="list-style-type: none"> <li>• Achieving Zero Liquid Discharge (ZLD) status where feasible at manufacturing units.</li> <li>• Water conservation through reduction, reuse, and recycling.</li> <li>• Implementing energy-saving initiatives as well as leveraging technological advancement.</li> <li>• Implementing energy recovery systems like heat recovery from process.</li> </ul>	Negative:  (Initiatives for resource use optimisation may result in short-to-medium term incremental costs).  Positive:  (These initiatives enhance business resilience and safeguard long-term value).
7	Plastic Packaging	Risk	The regulatory changes in Plastic Waste Management Rules and sustainable packaging require: <ul style="list-style-type: none"> <li>• Reducing virgin plastic consumption by including recycled plastic in plastic packaging.</li> <li>• Recycle and reuse the plastic packaging that is put into market.</li> </ul>	The Company is taking several initiatives including – <ul style="list-style-type: none"> <li>• Optimizing the packaging and reducing virgin plastic usage.</li> <li>• Utilizing Post Consumer Recycled (PCR) plastics in packaging to promote circularity.</li> <li>• Reusing rigid plastic packaging.</li> </ul>	Negative
8	Economic performance	Opportunity	Strong economic performance is key to the organization's growth and value creation for stakeholders. The Company strives to drive sustainable growth for its value chain and the economy.	-	Positive
9	Community development	Opportunity	The Company firmly believes in including the community in which it operates, thereby providing direct economic and social growth for all its stakeholders.	-	Positive

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

Disclosure Questions		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	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	Certain policies are uploaded on the website of the Company at <a href="https://www.pidilite.com/investor-relations/corporate-governance">https://www.pidilite.com/investor-relations/corporate-governance</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Company's sustainable sourcing and supplier diversity policies were communicated to all suppliers. The value chain partners are expected to follow the Company policies as applicable to their business.								
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.	Principle of Corporate Governance, Corporate Governance Voluntary Guidelines, 2009	ISO 14001 : 2015, GRI standards	ISO 45001 : 2018, GRI standards	ISO 14001 : 2015, GRI standards	Universal Declaration on Human Rights of the United Nations	ISO 14001 : 2015, GRI standards	Universal declaration on Human Rights of the United Nations, GRI Standards	CSR disclosures pursuant to Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended	ISO 14001 : 2015, GRI standards
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The details of the Company's sustainability strategy, commitments, goals, targets and progress against targets are available in the Sustainability Report, which is available in public domain at <a href="https://www.pidilite.com/sustainability">https://www.pidilite.com/sustainability</a> .								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.									

## Governance, Leadership and Oversight

7	<p><b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements</b></p> <p>The Company is committed to embedding sustainability into every facet of our operations, aligning growth ambitions with responsible business practices. By seamlessly integrating Environmental, Social, and Governance (ESG) considerations into the decision-making processes, Pidilite aims to contribute meaningfully to sustainable growth.</p> <p>Environmentally, the Company focuses on reducing freshwater and energy consumption, minimizing greenhouse gas (GHG) emissions, and accelerating the shift to renewable energy, particularly solar power. The efforts are to enhance circularity management through reduction, recycling, and reuse, especially in plastic packaging, as the Company believes this is essential for creating a responsible and resilient value chain. The Company measures progress by using rigorous monitoring systems to evaluate its environmental performance and implement proactive sustainability measures across all manufacturing units.</p> <p>Socially, the Company is dedicated to fostering a thriving and inclusive workplace. The approach emphasizes workforce diversity, skill enhancement, the establishment of robust career development pathways, and prioritizing employee well-being through its Happy &amp; Healthy (HAH) Pidilite initiative.</p> <p>The Company extends its impact to the broader community through its Corporate Social Responsibility (CSR) initiatives. These initiatives address critical areas such as education, women's empowerment, healthcare, agriculture, animal husbandry, water conservation, sanitation, and plastic waste management, enriching lives and driving positive change. The Company firmly believes that sustainable growth is intrinsically linked to the prosperity of the communities it serves. Through comprehensive social and community development efforts, the Company strives to enhance the quality of life and overall wellness.</p> <p>Safety is at the core of operations and underscores commitment to enhancing occupational safety while cultivating a robust health and safety culture. To strengthen safety performance, the Company focus on leading indicators such as near-miss reporting, proactive identification and addressal of unsafe acts or conditions, and comprehensive audits and surveys. Key initiatives include the safe handling of hazardous chemicals, process safety improvements, machine guarding practices, implementation of the BBS program, adherence to Pidilite's life-saving rules, and effective contractor safety management systems.</p> <p>The Company remains fully aligned with all environmental rules and regulations in the regions it operates. Robust internal review mechanisms ensure that systems and processes are consistently evaluated for compliance, reflecting unwavering commitment to ethical and sustainable practices.</p> <p>Together, these efforts underscore the Company's dedication to responsible growth and its role as a conscientious corporate citizen. The Company is committed to creating a lasting positive impact on the environment, society, and the communities it touches.</p> <p>The details of the Company's sustainability strategy, commitments, goals, targets, and progress against targets are available in the Sustainability Report, which is accessible in the public domain at <a href="https://www.pidilite.com/sustainability">https://www.pidilite.com/sustainability</a>.</p>
8	<p><b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b></p> <p>Name: Shri Sudhanshu Vats Designation: Managing Director Designate* DIN: 05234702</p>
9	<p><b>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.</b></p> <p>Name: Shri Joseph Varghese Designation: Director – Operations DIN: 09770335</p> <p>The Sustainability Management Council – A cross functional Senior Management team chaired by Managing Director Designate* of the Company is functioning to ensure effective formulation of sustainability policies and implementation of strategy.</p>

\*Managing Director with effect from 10<sup>th</sup> April, 2025

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	Yes									Quarterly	Monthly	Monthly	Quarterly	Quarterly	Monthly	Ongoing	Quarterly	Quarterly	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all the statutory requirements of principles to the extent applicable.																		
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency										P1	P2	P3	P4	P5	P6	P7	P8	P9	
Yes										M/s. SGS India Pvt Ltd were engaged to review the systems and procedures related to safety and environment.									

[illegible]

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### ESSENTIAL INDICATORS

#### 1. Percentage coverage by training and awareness program on any of the principles during the financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors & Key Managerial Personnel	6*	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. The topics includes:  1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements 4) Environmental & Safety matters 5) Business Process Improvements	100%
Employees other than BODs and KMPs	50	1) Prevention of Sexual Harassment 2) Code of Conduct 3) Legal Metrology 4) Presentation of Insider Trading 5) Ethics line 6) Well-being and Safety related sessions	90%
All Workers	63	1) Training on Company Policies and Processes 2) EHS Induction and annual refresher training 3) Job Specific Training	94%

\*As a part of Board meetings, familiarization/induction conducted for new inducted Directors & CSR visit.

#### 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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

##### a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	NA	NA
Settlement	Nil	Nil	Nil	NA	NA
Compounding fee	Nil	Nil	Nil	NA	NA

##### b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	NA	NA
Punishment	Nil	Nil	NA	NA

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

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

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

Yes, as part of the Code of Conduct.

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

Category	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Topic	FY 2024-25	FY 2023-24
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of KMPs	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	58	52

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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	28%	30%
	b. Number of trading houses where purchases are made from	243	292
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	74%	65%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	88%	89%
	b. Number of dealers/ distributors to whom sales are made	9,082	9,514
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	3%	3%
Share of RPT's in	a. Purchases (Purchases with related parties/ Total Purchases)	10.28%	12.36%
	b. Sales (Sales to related parties /Total Sales)	1.84%	2.13%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	41.13%	26.74%
	d. Investments (Investments in related parties/ Total Investments made)	25.29%	35.19%

## LEADERSHIP INDICATORS

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

Total number of awareness programs held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
15	<ul style="list-style-type: none"> <li>Prevention of Sexual Harassment</li> <li>EHS Induction and Annual Refresher Training</li> <li>First Aid and Emergency Management Procedures</li> <li>Job Specific Training viz, Permit to Work System, Electrical safety, Working at Height, Chemical Hazards and Material Safety Data Sheet (MSDS)</li> </ul>	100% of co-manufacturing unit employees and workforce are covered by these trainings.

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

Yes. The Company has adopted the 'Code of Conduct' for the Board of Directors, which sets clear guidelines for avoiding and disclosing actual or potential conflicts of interest with the Company. Each year, the Board members certify that the Code of Conduct is adhered to. As per the policy, the directors are required to disclose details of related parties in which they have interest, annually or before the occurrence of the related party transactions. Furthermore, the Directors abstain from participating in the Board/Committee meetings on matters in which they are interested or deemed to be interested.

## PRINCIPLE 2: Businesses should provide goods & service 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:

Type	FY 2024-25	FY 2023-24	Details of improvement in social and environmental aspects
Research & Development (R&D)	5.3%	4.6%	<p>During FY 2024-25, the Company undertook different research and developmental projects on sustainability, viz.</p> <ol style="list-style-type: none"> <li>Sustainable raw material development and replacements.</li> <li>Replacing hazardous solvent-based products with safer alternatives such as 100% solid products, hot melts or water-based products.</li> <li>Replacing non-recyclable plastics with recyclable plastics.</li> <li>Reducing material consumption in applications.</li> <li>Reducing batch cycle time of the products.</li> <li>Continuing to develop products meeting CMR compliance standards.</li> </ol>
Capital Expenditure (CAPEX)	4.41%	3.13%	<ol style="list-style-type: none"> <li>Investment for renewable power capacity addition (3.4 MWp roof top solar across 8 locations).</li> <li>Transitioning to Piped Natural Gas (PNG) as a fuel source to reduce air emission.</li> <li>Heat recovery from Air compressor.</li> <li>Reduction of power consumption in process vessels with new formulation.</li> <li>Replacement of conventional fans with energy efficient BLDC fans.</li> <li>Optimization of Utility operations in HMA manufacturing.</li> <li>Cooling tower automation through interlock with sump temperature through PID controller.</li> <li>Replacement of conventional cooling tower fan with aero foil designed fans.</li> <li>Optimization of air compressors usage and reducing working pressure.</li> <li>Chilled water and Cooling tower water pumping system optimization.</li> <li>Reduction of agitator RPM during batch transfer operation.</li> <li>Replacement of Air Operated Diaphragm Pump with Electrically Operated Diaphragm Pump.</li> <li>Installation of effluent treatment plants to enable recycle and reuse of effluent.</li> </ol>

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

The Company has sustainable sourcing and supplier diversity policies. These are communicated to all suppliers and they are expected to follow the Company policies applicable to their business.

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

53%

**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.**

Product	Process to safely reclaim the product
<b>a. Plastics (including packaging)</b>	The Company utilizes diverse types of plastics for packaging. In accordance with the Plastic Waste Management (PWM) Rules, 2016, the Company collaborates with multiple waste management agencies to manage post-consumer plastic packaging waste in its downstream operations. These agencies collect and send these wastes to Central Pollution Control Board (CPCB) authorized recyclers or end-of-life processors.  The plastic waste generated from manufacturing facilities is directly sent to Pollution Control Board (PCB) authorized plastic waste processors.
<b>b. E-Waste</b>	E-waste from Company's establishments is collected and disposed off through PCB authorized vendors.
<b>c. Hazardous Waste</b>	Hazardous waste from manufacturing units is disposed off through PCB authorized hazardous waste recyclers, co-processors and authorized landfill facilities.
<b>d. Other Waste</b>	Other wastes are disposed off through approved waste management agencies.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, EPR under Plastic Waste Management (PWM) Rules, 2016 is applicable. The collection done is in line with the EPR plan submitted to Central Pollution Control Board (CPCB).

**LEADERSHIP INDICATORS**

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format**

The Company leverages product life cycle analysis to understand the environmental impacts of its products for gate-to-gate life cycle - from raw materials to final products. This analysis helps understand how its operations impact the environment. The Company continuously identifies opportunities to reduce the environmental impacts, increase resource efficiency and create value for its stakeholders and customers. The Company has begun developing in-house capabilities to conduct product life cycle analysis (LCA). About 25% of the R&D product team members have been trained to conduct detailed LCA studies of the products.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain (Yes/No) If yes, provide the web-link.
20295	Manufacture of adhesives and sealants including rubber-based glues, industrial adhesives & consumer adhesives.	4.2	Gate-to-Gate	No	No

**2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

The LCA study did not identify any significant environmental impact or social concerns.

**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 2024-25	FY 2023-24
Recycled input material	0.30%	-
Recycled packaging input material	1.80%	-

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

	FY 2024-25			FY 2023-24		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging) (Metric Tonnes) *	0	31,655	550	0	24,180	3,404
E-waste	0	0	0	0	0	0
Hazardous Waste	0	0	0	0	0	0
Other Waste	0	0	0	0	0	0

\* Since April 2023, EPR for Plastics has been carried out by purchase of EPR credits from Plastic Waste Processors (PWP) via portal maintained by Central Pollution Control Board (CPCB), in line with applicable guidelines. The Company collects post-consumer used plastic packaging waste from market equal to 100% of the plastic packaging that the Company had introduced into the market on a brand neutral basis. On-ground plastic waste collection and disposal is implemented by Plastic Waste Management Agencies and recycled / end of life processed through PWPs that are authorised and monitored by CPCB/ State Pollution Control Board (SPCB).

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

Indicate Product category	Reclaimed packaging materials as % of total products sold in respective category
Plastic Packaging Waste (as a part of extended producer liability)	100% of plastic packaging material [in alignment with Plastic Waste Management (PWM) Rules, 2016, 100% of equivalent plastic packaging material are collected and recycled / safely disposed]

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

**ESSENTIAL INDICATORS**

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

Category	% of employees covered by										
	Total (A)	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	7,508	7,508	100%	7,508	100%	0	0%	7,508	100%	0	0%
Female	484	484	100%	484	100%	484	100%	0	0%	347	72%
Total	7,992	7,992	100%	7,992	100%	484	6%	7,508	94%	347	4%
Other than Permanent Employees											
Male	2,347	2,227	95%	2,347	100%	0	0%	0	0%	0	0%
Female	118	118	100%	118	100%	118	100%	0	0%	0	0%
Total	2,465	2,345	92%	2,465	100%	118	100%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	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 Workers											
Male	152	152	100%	152	100%	0	0%	152	100%	0	0%
Female	9	9	100%	9	100%	9	100%	0	0%	7	78%
Total	161	161	100%	161	100%	9	6%	152	94%	7	4%
Other than Permanent Workers											
Male	3,716	3,716	100%	3,716	100%	0	0%	0	0%	0	0%
Female	288	288	100%	288	100%	0	0%	0	0%	168	58%
Total	4,004	4,004	100%	4,004	100%	0	0%	0	0%	168	4%

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

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the Company	0.3%	0.3%

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

Sr. No.	Benefits	FY 2024-25			FY 2023-24		
		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.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	Yes	100%	100%	Yes
3	ESI	2%	100%	Yes	2%	100%	Yes

**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.**

The Company endeavours to become a more inclusive organization with a planned refurbishment of all its facilities. The Company is committed to creating an inclusive environment for individuals with disabilities. As part of this effort, the Company has implemented wheelchair ramps and side railings for accessibility and ease of movement in its corporate offices and in multiple manufacturing locations. The planned improvements of its facilities across all locations are driven on a continual basis by the 'Suvidayein' program.

**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:**

The provision of equal opportunity as per the Rights of Persons with Disabilities Act, 2016 are covered under the Company's comprehensive Code of Conduct. The Code of Conduct is Company's internal document. The associated policies cover issues related to fraud, bribery, corruption, human rights, and discrimination and detail the relevant corrective measures. They follow the principles of equal opportunity and are consistently working towards establishing an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

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

	Permanent Employees		Permanent Workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	95%	100%	100%
Female	93%	93%	-*	-*
Total	99%	95%	100%	100%

\*No worker has applied for parental leave during FY 2024-25.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?

If yes, give details of the mechanism in brief:

Category	Yes/No (If yes, give details of the mechanism in brief)
Permanent Workers	Permanent employees / other than permanent employees and workers are encouraged to share their concerns with their Reporting Manager or Senior Management. Employees can also reach out independently to the Human Resource function. The Company has an open-door approach, wherein any employee irrespective of hierarchy has access to the senior management. In addition, the whistle blower policy allows all our employees to report any kind of suspected or actual misconduct in the organization anonymously by dialing the toll free no (Ethics Hotline 1800-102-6969) or writing to <a href="mailto:whistleblower@pidilite.co.in">whistleblower@pidilite.co.in</a> or <a href="mailto:report@integritymatters.in">report@integritymatters.in</a> . Stakeholders other than permanent employees of the Company can also raise their grievances via e-mail to the concerned person/management. Further, the Company has Safety Committees at plants to handle grievances related to health & safety.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	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)
<b>Total Permanent Employees</b>						
Male	7,508	55	1%	7,275	65	1%
Female	484	1	0.2%	471	1	0.2%
<b>Total Permanent Workers</b>						
Male	152	116	76%	159	119	75%
Female	9	8	89%	9	8	89%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Total Permanent Employees										
Male	7,508	4,441	59%	6,640	88%	7,275	5,915	81%	6,830	94%
Female	484	325	67%	480	99%	471	401	85%	462	98%
Total	7,992	4,766	60%	7,120	89%	7,746	6,316	82%	7,292	94%
Total Permanent Workers										
Male	152	152	100%	31	20%	159	159	100%	48	30%
Female	9	9	100%	1	11%	9	9	100%	3	33%
Total	161	161	100%	32	20%	168	168	100%	51	30%

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

Category	FY 2024-25			FY 2023-24		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
<b>Permanent Employees</b>						
Male	7,508	6,611	88%	7,275	6,888	95%
Female	484	442	91%	471	443	94%
Total	7,992	7,053	88%	7,746	7,331	95%
<b>Permanent Workers</b>						
Male	152	152	100%	159	159	100%
Female	9	9	100%	9	9	100%
Total	161	161	100%	168	168	100%

**10. Health and safety management system:**

<b>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If yes, the coverage of such system?</b>	Yes, the Occupational Health and Safety Management System has been successfully incorporated into all the Company owned manufacturing facilities and Research & Development Laboratories. It aligns with ISO 45001:2018, the international standard for Occupational Health and Safety (OH&S) management.
<b>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b>	<p>I. JSA- Job Safety Analysis is systematically conducted and followed to identify potential hazards and necessary control measures are implemented to eliminate the risks associated with both routine and non-routine activities at all manufacturing and R&amp;D facilities.</p> <p>II. HAZOP- Hazard and Operability Study is utilized to identify hazards and deploy necessary controls linked to chemical processes.</p> <p>III. Workplace Monitoring- Industrial Hygiene /workplace monitoring is done periodically to detect health hazards, if any, at workplace.</p> <p>IV. Fire Risk Assessment- Competent agencies are engaged to identify and mitigate risks related to fire and chemicals hazards.</p> <p>V. PRA (Project Risk Assessment): Any green field/brown field projects are assessed through PRA process to identify and mitigate the hazards and risks during project design and execution process.</p> <p>VI. MOC (Management of Change): For any process changes/ modification, the MOC process is followed to identify any new hazard/risk due to the change and necessary controls are established to mitigate the risk at an acceptable level.</p> <p>VII. Audits- Periodic EHS audits are conducted by trained internal auditors across all plants, warehouse and office locations. Additionally, specialist EHS audits are carried out by external agencies on a periodic basis.</p>
<b>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)</b>	<p>Yes, the Company has implemented robust mechanisms for reporting work-related hazards and risks. Workers are encouraged to promptly report identified hazards and risk to their supervisors, who then document them in the common EHS portal under categories such as Unsafe Acts, Unsafe Conditions and Near Miss. Reported observations undergo thorough analysis, with corrective actions systematically tracked until completion. Also, we have implemented Behaviour Based Safety (BBS) program from FY 2024-25, which empowers all employees, including workers, to identify and rectify at-risk behaviours immediately while fostering a culture of safe practices.</p> <p>These reports are centrally reviewed during EHS performance review meetings, ensuring timely assessment of their frequency and closure. Additionally, workers actively participate in Safety Committee meetings and Gemba walks, where they highlight any potential risks observed on the shop floor, and timely corrective action is taken. To further strengthen workplace safety, suggestion boxes are available for workers to provide feedback and recommendations for hazard elimination or risk reduction. In addition, a listening forum "Khulla Manch", at every manufacturing locations enables workers to provide their feedbacks regarding any safety concerns, and timely actions are taken for resolution.</p>

<b>d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</b>	<p>Yes. All employees and workers have access to non-occupational medical and healthcare services. At manufacturing facilities, Occupational Health Centres (OHCs) and ambulance services staffed by certified doctors and nurses provide necessary treatment for both, occupational and non-occupational injuries or illnesses.</p> <p>Additionally, all employees and workers are covered under health insurance and ESI policies, as applicable. Through the Healthy &amp; Happy (HAH) program, various awareness sessions led by experts are organized, focusing on physical and mental wellbeing for all employees.</p> <p>Furthermore, at manufacturing locations, OHC doctors regularly provide health tips to shop floor workers at frequent intervals, reinforcing the Company's commitment to employee well-being.</p>
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#### 11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.07	-
Total recordable work-related injuries	Employees	-	-
	Workers	1	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

\* Including in the contract workforce

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

The Health & Safety Management system adheres to ISO 45001:2018, the globally recognized standard for occupational health & safety. The Company focus on Process Safety, Workplace Safety & People Safety to enhance safety at the organization level and make the workplace safer. A few key initiatives taken in this reporting year are –

##### Process Safety-

1. Mistake proofing of all hazardous chemical bulk storage tanks with additional overflow protection.
2. Management of Change (MOC) process at manufacturing locations.
3. Utility system (Boiler, Pressure Vessels etc) gap assessment and safety controls enhancement.
4. Implementing process control systems in select units.
5. Enhancement of static electricity controls for solvent and monomer handling units.
6. Fire protection infrastructure upgradation at select units.

##### Workplace Safety-

1. Strengthening Electrical Safety systems controls.
2. Monthly safety theme based campaign to enhance awareness among employees.
3. Access control system for all electrical panel rooms to restrict unauthorized entry.
4. Improved material charging system to minimise fugitive emissions.
5. 360 degree machine guarding.

**Project Safety-** Project Risk Assessment (PRA) process for all green field and brown field projects including HAZOP and Pre Startup Safety Review (PSSR).

**People Safety-** Implemented Behaviour Based Safety (BBS) at all locations with a focus on reducing/eliminating at- risk behaviours and inculcating culture of safe habits.

**EHS Data Analytics-** Effective monitoring of EHS leading and lagging indicators through internal EHS software and taking timely necessary actions in case of any exception.

**EHS Audit Management-** A robust EHS Audit Management system verifies the safety controls and effectiveness of controls at all locations.

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

Topic	FY 2024-25			FY 2023-24		
	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	-	-	-	-	-	-
Health & Safety	-	-		-	-	

**14. Assessments for the year:**

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of units were subjected to internal audits by certified internal auditors. 100% of hazardous process units were subjected to external audits by specialist external auditors (once in 2 years).
Working Conditions	100% Statutory external audits by Directorate of Industrial Safety and Health (DISH) approved agencies as per IS 14489 checklist were done at all applicable Manufacturing Units i.e., at Maharashtra, Gujarat and Andhra Pradesh.

**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.**

Few examples of the corrective actions taken as outcome of Incident Investigations/ Assessments are as follows:

- Enhancing the electrical safety system controls by developing safe practices guideline, access control system at electrical panel rooms, proper marking and controls for under ground and above ground electrical supply lines etc.
- Mistake proofing for hazardous processes e.g. secondary level of overflow protection, safety controls enhancement in Boiler, Pressure Vessels etc.
- Strengthening emergency communication system in case of health and medical emergency.
- Safe practices adoption during manual material handling.
- Enhancing Safety Control system related to working at height activities.
- Safe sampling techniques/practices from reactors/vessels.
- Strengthening the controls related to Pidilite Life Saving Rules (PLSR's).

**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, for all permanent employees and workers the Company has Internal Death Pension Scheme.

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

The Company has implemented systems and processes to ensure that all statutory obligations are duly deducted and remitted by its value chain partners. In accordance with the terms outlined in business agreements, contracts, and purchase orders, all value chain partners are required to fulfill their statutory payment responsibilities promptly. The Company routinely monitors these payments either through internal checks or third-party audits to confirm their compliance with government regulations. Depending on the frequency and severity of non-compliance, the Company may issue warnings, impose penalties, or terminate business relationships with defaulting vendors.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25		FY 2023-24	
Employees	-	-	-	-
Workers	-	-	-	-

**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. The Company provides transition assistance programs for retiring employees through retirement planning workshops focused on financial and emotional wellbeing. Additionally, the Company has an inhouse e-learning portal Gurukool where employees can choose the required financial and skill building training to enable them to transition. The Company continues to engage with retired employees through an initiative called 'Smriti Milan', which reconnects them and their families with old colleagues. This provides an opportunity to reminisce past cherished memories and create new ones to share.

**5. Details on assessment of value chain partners:**

The Company has established the Supplier Code of Conduct for its Business Partners. In line with the Supplier Code of Conduct, all business partners are expected to maintain a safe and healthy working environment for their employees and contractors. They are required to comply with all applicable occupational health and safety laws and regulations, and must obtain and maintain all necessary permits, licenses, and authorizations from relevant local and national authorities.

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	100% of co-manufacturing units were subjected to internal audits
Working Conditions	

**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.**

There are no significant risks / concerns identified during the internal audits done for co-manufacturing units.

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

**ESSENTIAL INDICATORS**

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

Stakeholders are crucial to the organization's progress. The Company recognizes the significance of working with them and the multi-stakeholder approach aims to understand stakeholder needs and proactively address them through various initiatives and programs.

Stakeholders were identified based on the Company's impact on them and their influence on the Company's operations. The Company has prioritized its key stakeholders to better understand their expectations and concerns. Engagement methods include surveys (such as suppliers, customers, and employees), workshops, online video calls, regular interactions with CSR teams, impact assessments, and investor / analyst meetings.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Workforce	No	<ul style="list-style-type: none"> <li>• Trainings</li> <li>• Communication Meetings</li> <li>• Email communications</li> <li>• Employee satisfaction survey</li> <li>• Employee engagement activities</li> <li>• Open forums</li> <li>• Live chat</li> </ul>	• Ongoing	<ul style="list-style-type: none"> <li>• Skill development and training requirements</li> <li>• Workplace satisfaction</li> <li>• Health and safety</li> <li>• Employee engagement and involvement</li> <li>• Career progression</li> <li>• Emotional and mental well-being</li> <li>• Infrastructure improvements</li> </ul>
Users / Applicators	No	<ul style="list-style-type: none"> <li>• Trainings</li> <li>• Field meetings</li> <li>• Telephonic conversations</li> <li>• Help desk</li> <li>• Email interaction</li> </ul>	• Ongoing	<ul style="list-style-type: none"> <li>• Skill development</li> <li>• Product application training</li> <li>• Loyalty program</li> <li>• Quality of the product</li> <li>• New product development</li> <li>• Design ideas</li> <li>• Community Initiatives</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> <li>• Telephone</li> <li>• Email</li> <li>• Customer meets</li> <li>• Personal visits</li> <li>• Advertisements</li> <li>• Customer satisfaction reports</li> </ul>	• Ongoing	<ul style="list-style-type: none"> <li>• Availability of the product</li> <li>• Pricing of the product</li> <li>• Quality of the product</li> <li>• New product development</li> <li>• Logistics</li> <li>• Efficient service</li> <li>• Grievance redressal and transparency</li> <li>• Information on the safe use of products</li> <li>• Complaint management</li> </ul>
Investors and Shareholders	No	<ul style="list-style-type: none"> <li>• Media releases</li> <li>• Annual reports</li> <li>• Investor meets</li> <li>• Investor presentation</li> <li>• Analyst meets</li> <li>• Contact through investor service centres</li> <li>• Annual General Meeting</li> <li>• Company website</li> </ul>	• Ongoing/ Quarterly	<ul style="list-style-type: none"> <li>• Financial performance</li> <li>• Business growth</li> <li>• Business strategy</li> <li>• Transparency</li> <li>• Corporate governance</li> <li>• Social responsibility</li> <li>• Sustainability</li> </ul>
Dealers	No	<ul style="list-style-type: none"> <li>• Helpdesk</li> <li>• E-business portal</li> <li>• Personal interaction</li> <li>• E-communication/ telephonic conversations</li> <li>• Dealer visits/meets</li> </ul>	• Ongoing	<ul style="list-style-type: none"> <li>• Product availability</li> <li>• Product portfolio</li> <li>• New product development</li> <li>• Market trend</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>• Personal interaction</li> <li>• Telephonic conversations</li> <li>• Email communication</li> </ul>	• Ongoing	<ul style="list-style-type: none"> <li>• Long-term association</li> <li>• Innovation opportunities</li> <li>• Supply consistency</li> <li>• Material pricing</li> </ul>
Local communities	No	<ul style="list-style-type: none"> <li>• Visits</li> <li>• Meetings</li> <li>• Medical camps</li> <li>• Need assessment</li> </ul>	• Ongoing	<ul style="list-style-type: none"> <li>• Health</li> <li>• Education</li> <li>• Indirect economic impact</li> <li>• Sanitation</li> </ul>
Non-governmental organizations	No	<ul style="list-style-type: none"> <li>• CSR initiatives</li> <li>• Telephonic discussions</li> </ul>	• Ongoing	<ul style="list-style-type: none"> <li>• Support on implementation of program in Company's focus areas</li> <li>• Support for community-based organizations</li> </ul>
Regulatory authorities	No	<ul style="list-style-type: none"> <li>• Industry bodies and forums</li> </ul>	• Need based	<ul style="list-style-type: none"> <li>• Regulatory compliance</li> <li>• Community initiatives</li> </ul>

## 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

The Company's framework aims to responsibly create sustainable value for stakeholders. The Company's multi-stakeholder model strives to understand stakeholder requirements and proactively address them through diverse initiatives and programs.

The Company has established distinct feedback systems for every stakeholder group and regularly discusses economic, environmental and social matters. Their inputs help identify key issues, which are then deliberated in appropriate Committee meetings of the Board, including Corporate Social Responsibility Committee and the Stakeholder Relationship Committee. The pertinent functions take on the duty of recognising and resolving these issues.

### 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. The Company recognises that stakeholders play a vital role in the organisational journey and acknowledge the importance of collaborating with them and comprehending their concerns. The Company maintains an open, ongoing, and systematic communication with them, including direct engagement, forums and CSR initiatives.

To understand the Environment, Social and Governance topics that impact stakeholders, the Company conducts materiality assessments. Material environmental and social topics were shortlisted and prioritised based on their impact on the stakeholders and the business. The details of the assessment have been provided in the Stakeholder Engagement and Materiality Assessment sections of the Sustainability Report (Link: <https://www.pidilite.com/investor-relations/sustainability-reports>).

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

The Company has actively participated in and supported various social and community service programs for several years, engaging with vulnerable and marginalised stakeholder groups. The Company focuses on women empowerment, education, skill development and agriculture initiatives, positively impacting the lives of communities. For more information, please refer to the Social and Community Service Initiatives section of the Sustainability Report (Link: <https://www.pidilite.com/investor-relations/sustainability-reports>).

## PRINCIPLE 5: Businesses should respect and promote human rights.

### ESSENTIAL INDICATORS

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	%(D/C)
<b>Employees</b>						
Permanent	7,992	6,990	87%	7,746	5,532	71%
Other than permanent*	-	-	-	-	-	-
<b>Total Employees</b>	7,992	6,990	87%	7,746	5,532	71%
<b>Workers</b>						
Permanent	161	161	100%	168	168	100%
Other than permanent*	-	-	-	-	-	-
<b>Total Workers</b>	161	161	100%	168	168	100%

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

Category	FY 2024-25					FY 2023-24				
	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)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	7,508	-	0%	7,508	100%	7,275	-	0%	7,275	100%
Female	484	-	0%	484	100%	471	-	0%	471	100%
Other than permanent										
Male	2,347	-	0%	2,347	100%	2,268	-	0%	2,268	100%
Female	118	-	0%	118	100%	110	-	0%	110	100%
Workers										
Permanent										
Male	152	-	0%	152	100%	159	-	0%	159	100%
Female	9	-	0%	9	100%	9	-	0%	9	100%
Other than permanent										
Male	3,716	-	0%	3,716	100%	3,345	-	0%	3,345	100%
Female	288	-	0%	288	100%	182	-	0%	182	100%

**3. Details of remuneration/salary/wages:**

**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)	16*	45,33,500	1	75,000 #
Key Managerial Personnel	4	9,57,47,749	1	87,44,431^
Employees other than BoD and KMP	7,501	9,19,875^	483	19,25,688^
Workers	152	7,05,546^	9	6,23,702^

\*Board of Directors includes 04 KMP's

# Smt. Meena Ganesh appointed w.e.f. 22<sup>nd</sup> January, 2025

^ Represents median CTC

**b. Gross wages paid to females as % of total wages paid:**

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	8.7%	8.5%

Note: The financial figures for the period April 1, 2023 to March 31, 2024 have been restated to improve accuracy and clarity in reporting. This revision follows the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum for BRSR Core. Gross wages paid to females as % of total wages as disclosed in the BRSR for the year ended March 31, 2024 was 8.9%.

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No).**

Yes. Any human rights issues are addressed to the HR function for resolution.

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

The Company has a framework that focuses on good governance, our commitment to abiding by law, ensuring timely payment of employee salaries, and providing equal opportunities for all. The Company has provided various platforms to facilitate employees to express their concerns e.g. Ethics helpline, HR Connect, Mypidilite etc. Any grievances are routed to the Human Resource function and in certain cases to the Ethics Committee. Necessary actions are taken in line with underlying policies and regulations applicable to the workplace and the closure is intimated to the aggrieved person. Further, at the factory locations, an open house forum called 'Khulla Manch' is organized periodically for grievance resolution.

In addition, the Code of Conduct for Employees and the Whistle Blower Policy allows all our employees to report any kind of suspected or actual misconduct or grievances in the organization in an anonymous manner.

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

Category	FY 2024-25			FY 2023-24		
	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	5	-	The complaints were investigated and necessary actions taken.	1	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2024-25	FY 2023-24
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	5	-
Complaints on POSH as a % of female employees/workers	0.60%	-
Complaints on POSH upheld	5	-

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

The Company has a well-defined Whistle Blower Policy and Grievance Redressal Procedure for employees. Any employee can raise the grievance anonymously and the same is resolved within the prescribed timelines. Further, an Internal Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is also in place.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes.

**10. Assessments for the year:**

	% of the plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of Company's plants are assessed by internal team.
Forced/involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

There were no significant risks/concern arising from the above assessments.

## LEADERSHIP INDICATORS

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company's approach is to embed human rights in all parts of its business. The Company is committed to safeguarding and upholding Human Rights, and addressing any identified human rights violations, such as issues related to child labor, forced labor, freedom of association, collective bargaining rights, equal pay, and discrimination. The Company strives to provide equal employment opportunities, ensure fairness in distribution, procedures, and interactions, create a harassment-free and safe work place, and respect fundamental human rights. As an equal opportunity employer, the Company does not tolerate discrimination in any form.

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

Yes, the Company has constructed ramps for wheelchair accessibility and movement for differently abled visitors for its Corporate office at Mumbai and at multiple manufacturing units.

### 4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil*
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

\* In line with the Company's Supplier Code of Conduct, all business partners are required to treat their employees with respect and dignity, maintaining zero tolerance for sexual harassment, workplace discrimination, child labor, and forced or involuntary labor. They must ensure a safe and healthy workplace for both employees and contractors. Business partners must comply with local and national laws and regulations regarding Occupational Health and Safety, possessing all necessary permits, licenses, and permissions from relevant authorities. Additionally, they must provide their employees with safe and humane working conditions.

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

Not Applicable

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

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A) (Giga Joules)	26,165	20,679
Total fuel consumption (B) (Giga Joules)	3,12,732	2,90,066
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>3,38,897</b>	<b>3,10,745</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (Giga Joules)	1,90,820	1,74,232
Total fuel consumption (E) (Giga Joules)	1,30,513	1,22,590
Energy consumption through other sources (F) (Giga Joules)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>3,21,333</b>	<b>2,96,822</b>
<b>Total energy consumed (A+B+C+D+E+F) (Giga Joules)</b>	<b>6,60,230</b>	<b>6,07,567</b>
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00000547	0.00000544
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	0.000113	0.000112
Energy intensity in terms of physical output Energy Use intensity (Giga Joules / Metric Tons of Production)	0.89	1.09

The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. The restatement has led to a revision of prior reported value of 0.000124 for the year ended March 31, 2024.

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

Yes. M/s. KPMG Assurance and Consulting Services LLP.

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

Not Applicable, as the Company does not fall in the category of industries mandated under the PAT scheme.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	36,037	36,801
(ii) Groundwater	1,32,528	1,51,616
(iii) Third party water	7,90,620	6,71,812
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>9,59,185</b>	<b>8,60,229</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>5,14,355</b>	<b>4,65,472</b>
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000426	0.00000417
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	0.000088	0.000086
Water intensity in terms of physical output Water Use Intensity (Fresh Water withdrawal / Production) (KL/MT)	1.30	1.54

The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. The restatement has led to a revision of prior reported value of 0.000096 for the year ended March 31, 2024.

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

Yes. M/s. KPMG Assurance and Consulting Services LLP.

**4. Provide the following details related to water discharged:**

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – 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: The waste water generated at the manufacturing units are treated to the standards as specified in the Consent to Operate (CTOs) of respective units.	4,44,829	3,94,756
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>4,44,829</b>	<b>3,94,756</b>

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

Yes. M/s. KPMG Assurance and Consulting Services LLP.

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

Yes, currently we have 23 of total 33 manufacturing facilities considered as zero liquid discharge. We continue to reduce fresh water consumption by applying the principles of reduce, reuse, recycle and looking for newer technologies in the field. Recycling technologies like RO, MVRE and ATFD have been implemented in some of our plants.

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>NOx</b>	<b>Kg/Yr</b>	20,809	20,152
<b>SOx</b>	<b>Kg/Yr</b>	12,593	8,680
<b>Particulate matter (PM)</b>	<b>Kg/Yr</b>	30,073	30,555
<b>Persistent Organic Pollutants (POP)</b>		<b>Not Applicable*</b>	
<b>Volatile Organic Compounds (VOC)</b>		<b>Not Applicable*</b>	
<b>Hazardous Air Pollutants (HAP)</b>		<b>Not Applicable*</b>	

\* POP, VOC, and HAP are not included in the Factory's Consent to Operate issued by the Pollution Control Board and therefore not applicable.

**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, Stack emissions are monitored by authorized external agency.

Name of external agencies: Padmaja Aerobiological Pvt. Ltd., Navi Mumbai, Kadam Environment, Vadodara, Shivalik Solid Waste Management Ltd, Nalagarh and Vimta Lab Ltd., Hyderabad.

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	8,690	8,734
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	38,535	34,653
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent/INR	0.00000039	0.00000039
<b>Total Scope 1 and Scope 2 Emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent/\$	0.0000081	0.0000080
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> <b>Total Scope 1 and Scope 2 emission intensity—</b> Scope 1 & 2 emissions / Production	(tCO <sub>2</sub> /MT)	0.06	0.08

The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. The restatement has led to a revision of prior reported value of 0.0000089 for the year ended March 31, 2024.

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

Yes. M/s. KPMG Assurance and Consulting Services LLP.

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

Yes. To reduce its carbon footprint and mitigate climate change risks, the Company has undertaken several initiatives to transition to less carbon-intensive and renewable sources of energy. For thermal energy, the Company has implemented measures such as converting coal and furnace oil-fired boilers to using briquettes and transitioning from furnace oil to less carbon-intensive alternatives such as PNG. Additionally, the Company has invested in windmills and solar power plants to transition to renewable power sources. As of March 2025, the percentage of renewable energy (both electrical and thermal combined) utilized by the Company's manufacturing sites stands at 51%.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1,112.90	1,129.09
E-waste (B)	4.08	8.91
Bio-medical waste (C)	0.31	1.99
Construction and demolition waste (D)	0	21.97
Battery waste (E)	19.07	3.39
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify if any (G)	14,190.44	13,002.69
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	6,429.88	5,924.03
Total (A+B + C + D + E + F + G + H)	21,756.68	20,092.07
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.00000018	0.00000018
Waste intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated/Revenue from operations adjusted for PPP)	0.00000037	0.00000037
Waste intensity in terms of physical output Waste Generation Intensity (Kg/MT of Production)	29.45	36.00
The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. The restatement has led to a revision of prior reported value of 0.00000412 for the year ended March 31, 2024.		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of Waste: Plastic Waste (in Metric Tonnes)</b>		
i. Recycled	1,114.86	1,134.95
ii. Reused	-	-
iii. Other recovery operations	-	-
<b>Category of Waste: E-Waste (in Metric Tonnes)</b>		
i. Recycled	4.08	8.77
ii. Reused	-	-
iii. Other recovery operations	-	-
<b>Category of Waste: Biomedical Waste (in Metric Tonnes)</b>		
i. Recycled	-	-
ii. Reused	-	-
iii. Other recovery operations	-	-
<b>Category of Waste: Construction and Demolition Waste (in Metric Tonnes)</b>		
i. Recycled	-	-
ii. Reused	-	21.87
iii. Other recovery operations	-	-
<b>Category of Waste: Battery Waste (in Metric Tonnes)</b>		
i. Recycled	19.07	3.26
ii. Reused	-	-
<b>Category of Waste: Hazardous Waste (in Metric Tonnes)</b>		
i. Recycled	9,700.23	8,411.01
ii. Reused	-	-
iii. Other recovery operations	-	-
<b>Category of Waste: Non-Hazardous Waste (in Metric Tonnes)</b>		
i. Recycled	6,230.20	5,785.99
ii. Reused	-	-
iii. Other recovery operations	-	-

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

Category of Waste	FY 2024-25	FY 2023-24
<b>Category of Waste: Plastic Waste (in Metric Tonnes)</b>		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations – Co-processing	-	-
<b>Category of Waste: E-Waste (in Metric Tonnes)</b>		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations – Co-processing	-	-
<b>Category of Waste: Biomedical Waste (in Metric Tonnes)</b>		
i. Incineration	0.31	1.99
ii. Landfilling	-	-
iii. Other disposal operations – Co-processing	-	-
<b>Category of Waste: Construction and demolition waste (in Metric Tonnes)</b>		
i. Incineration	-	-
ii. Landfilling	-	0.1
iii. Other disposal operations – Co-processing	-	-
<b>Category of Waste: Battery Waste (in Metric Tonnes)</b>		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations – Co-processing	-	-
<b>Category of Waste: Non Hazardous Waste (in Metric Tonnes)</b>		
i. Incineration	-	-
ii. Landfilling	208.69	78.46
iii. Other disposal operations – Co-processing	-	-
<b>Category of Waste: Hazardous Waste (in Metric Tonnes)</b>		
i. Incineration	111.41	616.18
ii. Landfilling	4,888.22	3,180.58
iii. Other disposal operations – Co-processing	-	-

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

Yes. M/s. KPMG Assurance and Consulting Services LLP.

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

The Company is committed to reducing its waste disposal impact through minimizing waste generation, reuse and recycling of waste. Some of the initiatives include reuse of processed wash water, transitioning to bulk raw material storage from drum / Intermediate Bulk Container packs, coprocessing of hazardous wastes through cement companies, reusing and recycling plastic packaging materials, recycling and reuse of process and domestic effluent. Product development processes incorporate safety and environmental sustainability, screening raw materials for regulatory compliance to ensure adherence to local and international safety standards. An Intellectual Property Policy ensures new product developments, comply with regulations. The Company monitors its waste disposal intensity and has established Key Performance Indicators (KPIs) for year-on-year reduction. Details of the initiatives are further disclosed in annual sustainability reports available in the public domain at <https://pidilite.com/sustainability/>.

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

S. No.	Location of operations / offices	Type of operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Nil*	NA	NA

\* None of the manufacturing facilities or offices of the Company falls in or around ecologically sensitive areas.

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

Name and brief details of the project	EIA notification no.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Environment Impact Assessment (EIA) for Environmental Clearance of proposed expansion of Synthetic Organic Chemicals manufacturing at the existing manufacturing unit at Plot No. Z/2,SEZ Dahej, Vagra Taluka, Bharuch District, Gujarat.	S.O.1533 Environment Impact Assessment Notification 2006 and subsequent amendments.	14 Sep 2006	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/report/ec?proposalId=104004116&amp;legacyApplicationId=0">https://parivesh.nic.in/newupgrade/#/report/ec?proposalId=104004116&amp;legacyApplicationId=0</a>

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

Yes, the Company is in compliance with the applicable environmental legislation.

#### LEADERSHIP INDICATORS

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

Name of area: Alwar, Daman, Ludhiana, Perundurai

Nature of Operation: Manufacturing

Water withdrawal, consumption and discharge:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	319	1,026
(ii) Groundwater	4,936	7,099
(iii) Third party water	2,794	1,645
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	8,049	9,770
Total volume of water consumption (in kilolitres)	8,049	9,770
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000007	0.00000009
Water intensity (optional) – the relevant metric may be selected by the entity (KL/MT)	0.93	1.01

Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into 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 – Zero Liquid Discharge	-	-
Total water discharged (in kilolitres)	-*	-*

\*All the manufacturing units located in water stressed area are Zero Liquid Discharge facility.

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

No

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

Not Applicable

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable. None of our manufacturing units are located within ecologically sensitive areas as designated by the Ministry of Environment, Forests, and Climate Change (MoEFCC).

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative in FY 2024-25.
1	Fresh water consumption reduction.	<ul style="list-style-type: none"> <li>Process water reuse, recycle in subsequent batches.</li> <li>Advanced filtration systems to reduce fresh water usage.</li> <li>Sewage treatment plants across multiple units.</li> <li>RO and MVRE in select units to recycle and reuse treated effluent.</li> <li>Drip irrigation for gardening.</li> <li>Condensate recovery from boilers.</li> </ul>	Reduced freshwater requirement by 57,000 KL
2	Reduction of Hazardous Waste Generation.	<ul style="list-style-type: none"> <li>Sourcing and storage of raw materials in bulk form instead of smaller units like drums / IBC's.</li> <li>Installation of solvent recovery system to reuse solvent.</li> <li>Installation of auto self-cleaning filters to reduce waste generation from filter bags.</li> </ul>	Reduced hazardous waste generation by 277 Tons
3	Reduction in energy consumption.	<ul style="list-style-type: none"> <li>Installation of VFDs for high power consuming motors across multiple locations.</li> <li>Implementation of process automation with interlocks to optimize power consumption.</li> <li>Replacement of conventional chillers with energy efficient ones.</li> <li>Process batch cycle time reduction to reduce power consumption.</li> <li>Optimization of air compressors usage.</li> </ul>	Reduced energy requirement by 4,470 GJ

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

The Company has set up a strong system to detect and alleviate potential threats. The Company has a strategic sourcing plan for input materials, ensuring procurement from multiple sources to mitigate risks associated with disruptions in any region. Additionally, the key products are manufactured at multiple locations to enhance availability and minimize operational risks. The Company has established a Disaster Recovery Plan (DRP) for all IT systems which undergo annual testing to ensure its effectiveness. Furthermore, each of the Company's locations have dedicated and well defined Emergency Response Plans to address critical situations such as major fires, chemical spills, flooding, etc. These plans are regularly tested through mock drills to ensure effectiveness and readiness in handling emergencies.

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

The Company has implemented ISO 14001: 2015 the international standard for Environmental Management System for all its locations. As a part of this, the Company has conducted an environmental aspect and impact study for its operations, including the value chain. There are no significant adverse environmental impacts identified in the value chain.

Furthermore, the Company has set specific sustainability targets, to deliver consistent competitive performance and create long-term value for its stakeholders. The details of the Company's sustainability strategy, goals and its progress can be referred at: <https://www.pidilite.com/sustainability>.

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

The sustainability principles of the Company are integrated into its purchasing strategies and operations. The Company has established and communicated its policies on sustainable procurement and supplier diversity to all the suppliers, expecting their adherence to these policies. During the reporting period, the Company requested its key suppliers – those accounting for 75% of raw materials and packaging materials to conduct a self-assessment of their compliance with recognized social and environmental standards such as SA 8000, ISO 14001, OHSAS 18001 / ISO 45001, EcoVadis (bronze or higher), or any other relevant certifications, and to provide details and copies of certificates.

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

**ESSENTIAL INDICATORS**

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

We are part of 10 leading industry bodies amongst many other associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	CII (Confederation of Indian Industry)	National
2	ASSOCHAM (Associated Chambers of Commerce & Industry of India)	National
3	FICCI (Federation of Indian Chambers of Commerce and Industry)	National
4	BCCI (Bombay Chamber of Commerce and Industry)	State
5	NSC (National Safety Council)	National
6	ICC (Indian Chemical Council)	National
7	IPA (Indian Paint Association)	National
8	WECARE (Waste Efficient Collection And Recycling Efforts)	National
9	ISA (The Indian Society of Advertisers)	National
10	ASCI (The Advertising Standards Council of India)	National

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

No cases related to anti-competitive conduct were reported.

**LEADERSHIP INDICATORS**

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

The Company consistently engages in multi-stakeholder interactions focused on addressing public policy and legislative matters. As a responsible organization, the Company cooperates with governments and other organisations directly and through bodies such as trade associations, to develop public policy and legislative matters. Furthermore, during the reporting year, the Company's Managing Director assumed the chair of FMCG committee of CII and Managing Director Designate assumed the chair of Vice President of BCCI and Sr. Vice President of ASCI.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Representation related to The Plastic Waste Management (Amendment) Rules, 2025- Rule 7.4 Sub Rule b(i) which pertains to Reuse of Rigid Packaging	Representation and interaction with Government of India, directly by Company and / or through Apex Chambers	No. These representations are directly made via mail or letters, either directly or through the industry chamber/ associations.	NA	NA
2	Representations regarding Exemption from Mandatory BIS certification for Raw Materials in case of unavailability of BIS registered suppliers				
3	Taxation issues affecting the Company				
4	Representation under "The Jan Vishwas (Amendment of Provisions) Act, 2023"				
5	Representation on the "Digital Personal Data Protection Rules, 2025"				

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.****ESSENTIAL INDICATORS****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Not Applicable. No assessments were undertaken or necessitated as the development area (referred in Principle 6 Essential Indicator 12) was under GIDC.

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

Not Applicable

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

The Company has always believed in contributing to the betterment of the society it operates in. With this objective, the Company has been proactively supporting various social and community initiatives for the past several years, even before the concept of Corporate Social Responsibility and statutory requirements thereof came into existence. The Company engages with different stakeholders of the community like farmers, women self-help groups, and children through various programs in the areas of agriculture and horticulture, Farmer Producer Organizations, animal husbandry, initiatives for women, sanitation, water conservation, education, health care and other social and community initiatives. The Company has various engagement programs with stakeholders such as monthly farmers meeting, self-help group women meetings as well as open house programs.

**4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:**

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ Small producers	21%	20%
Directly from within India	83%	83%

Note: The financial figures for the period April 1, 2023 to March 31, 2024 have been restated to improve accuracy and clarity in reporting following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. Input material directly sourced from MSMEs/small producers as a % of total purchases and Input material directly sourced from within India as % of total purchases as disclosed in the BRSR for the year ended March 31, 2024 was 28% and 76% respectively.

**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) the following locations, as % of total wage cost**

Location*	FY 2024-25	FY 2023-24
Rural	15%	14%
Semi-urban	14%	15%
Urban	1%	1%
Metropolitan	70%	70%

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

\* Our field employees are appointed and assigned to a particular sales and marketing branch office. The geographical area covered by such field employees in any particular branch could fall under more than one of the above categories. The Company has classified such field employees based on the primary sales and marketing branch office they are assigned to.

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

Not Applicable

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

Nil.

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

No

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

Not Applicable

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

Not Applicable

**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:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Nil	NA	NA	NA

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

Name of Authority	Brief of case	Corrective action taken
Nil	NA	NA

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No of persons benefited from CSR Projects
1	Agriculture	23,000 farmers
2	Farmer Producer Organization	1,850 farmers enrolled as members and 6000+ farmers availed benefit of FPO services.
3	Animal Husbandry	25,373 animals treated
4	Water Harvesting and Conservation	Development of 41 check dams, deepening of 23 ponds, 400 farm ponds and 30 check dam cum canal repairs and canal linking work across 500 kms implemented during FY 2024-25.
5	Women Initiative	14,100 women
6	Education	Covered 252 schools through WaGaLe, digitization, library, and reading corner initiatives and covered 800 Anganwadis (Pre-Primary Education) Initiative.
7	Skill	29,417 students enrolled.
8	Health (Treatment, vaccination, and others)	1,04,673 patients treated.

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

**ESSENTIAL INDICATORS**

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

The Company has an online complaint management system which records all customer complaints. These are investigated and based on the root cause analysis, corrective and preventive actions are taken.

Consumer Complaints/ Grievances can be registered through the following:

- <https://www.pidilite.com/contact>
- Customer Care Cell Email - [csc@pidilite.com](mailto:csc@pidilite.com)
- Toll free number 1800-266-6066

The feedback on the actions is communicated back to the complaint initiator in a timely manner.

**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%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	3	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others (Product related complaints)	1,922	5	-	1,900	2	-

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

	Number	Reason for recall
<b>Voluntary recalls</b>	-	Not Applicable
<b>Forced recalls</b>	-	Not Applicable

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

Yes. The Company follows an Information Security Policy that outlines controls across security domains, to ensure proper use of information and technology within the business. The policy is applicable to all employees, vendors, contractors, consultants and other temporary workers of the Company and its subsidiaries. The policy is available internally for reference on the Company's intranet.

<https://pidiliteindustries.sharepoint.com/:b:/r/sites/PILTantra/Archive/Information%20Technology/IT%20Policies%20%26%20Guidelines/Information%20Security%20Policy.pdf?csf=1&web=1&e=RfbD4Z>

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

There are no product complaints, which have attracted penal action by regulatory authorities during the reporting period.

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

	FY 2024-25
a. Number of instances of data breaches	Nil
b. Percentage of data breaches involving personally identifiable information of customers	NA
c. Impact, if any, of the data breaches	NA

## LEADERSHIP INDICATORS

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

All basic information on products and services is available on <https://www.pidilite.com/>

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

The Company's Technical Service and Product specialists visit the customer site and conduct trials to set product performance and educate on safety when first time product is used. The Company has a 24/7 Helpline to support consumers. Technical Data Sheet and Safety Data Sheet covers all safety related information for all products.

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

The Company does not provide any essential services.

### 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 Company's products not only comply with the mandatory labelling requirements but also provide important information to consumers regarding functional usage and instructions for safe application. The company also carries out periodic consumer satisfaction surveys and market research to get insights for product improvements / innovations.

# INDEPENDENT PRACTITIONERS' REASONABLE ASSURANCE REPORT

To the Board of Directors of Pidilite Industries Limited

## Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format.

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format<sup>1</sup> called 'Identified Sustainability Information' (ISI) of Pidilite Industries Limited (the 'Company') for the period from 1 April 2024 to 31 March 2025. The ISI is included in the Business Responsibility and Sustainability Reporting of the Company for the period from 1 April 2024 to 31 March 2025.

### Opinion

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core Format (refer to Annexure 1) for the period from 1 April 2024 to 31 March 2025 have been prepared in accordance with the reporting criteria (refer table below).

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Page number in the Annual Report	Reporting criteria
BRSR Core (refer Annexure 1)	From 1 April 2024 to 31 March 2025	88 to 127	<ul style="list-style-type: none"><li>Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements, 2015 (SEBI LODR)</li><li>Guidance notes for BRSR format issued by SEBI</li><li>World Resource Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standards)</li></ul>

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental and social professionals.

In our opinion, the company's Identified Sustainability Information on pages 88 to 127 of the Annual Report for the period 1 April 2024 to 31 March 2025, is prepared, in all material respects, in accordance with the Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements, 2015 (SEBI LODR) and basis of preparation set out in Section A: Question 13 of the BRSR, on page 88.

### Basis for opinion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information and ISAE 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other information

Management and the Board of Directors are responsible for the other information. The other information comprises the information included in the Company's Annual Report (but does not include the BRSR Core and assurance report thereon).

Our reasonable assurance opinion on the BRSR Core does not cover the other information and we do not express any form of assurance conclusion thereon.

<sup>1</sup> Notified by SEBI vide circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023.

In connection with our assurance report of the BRSR Core attributes, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the BRSR Core or our knowledge obtained in the assurance or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

#### **Other matter**

Select BRSR Core attributes of the Company for the year ended 31 March 2024 where assured by the previous assurance practitioner who had expressed an unmodified conclusion on 1 July 2024.

Our opinion is not modified in respect of this matter.

#### **Intended use or purpose**

The ISI and our reasonable assurance report are intended for users who have reasonable knowledge of the BRSR Core attributes, the reporting criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Our opinion is not modified in respect of this matter.

#### **Management's responsibilities for the identified Sustainability Information (ISI)**

The management of the Company acknowledge and understand their responsibilities for:

- designing, implementing and maintaining internal controls relevant to the preparation of the ISI that is free from material misstatement, whether due to fraud or error;
- selecting or establishing suitable criteria for preparing the ISI, taking into account applicable laws and regulations, if any, related to reporting on the ISI, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the ISI in accordance with the reporting criteria;
- disclosure of the applicable criteria used for preparation of the ISI in the relevant report/statement;
- preparing/fairly stating/properly calculating the ISI in accordance with the reporting criteria;
- ensuring the reporting criteria is available for the intended users with relevant explanation;
- establishing targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- providing the details of the management personnel who takes ownership of the ISI disclosed in the report;
- ensuring compliance with law, regulation or applicable contracts;
- making judgements and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information covered by assurance in accordance with the reporting criteria;
- preventing and detecting fraud;
- selecting the content of the ISI, including identifying and engaging with intended users to understand their information needs;
- informing us of other information that will be included with the ISI;
- supervision of other staff involved in the preparation of the ISI.

Those charged with governance are responsible for overseeing the reporting process for the Company's ISI.

#### **Inherent limitations**

The preparation of the company's BRSR information requires the management to establish or interpret the criteria, make determinations about the relevance of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example, GHG footprint, water footprint, energy footprint. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

## **Our responsibilities**

We are responsible for:

- Planning and performing the engagement to obtain reasonable assurance on the sustainability disclosures in the BRSR Core are free from material misstatement, whether due to fraud or error, in accordance with the Reporting Criteria in line with the section above.
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- Reporting our reasonable assurance opinion to the Board of Directors of the Company.

## **Summary of the work we performed as the basis for our opinion**

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

The nature, timing, and extent of the procedures selected depended on our judgement, including an assessment of the risks of material misstatement of the ISI covered by reasonable assurance, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding the ISI covered by reasonable assurance and the engagement circumstances. We also obtained an understanding of the internal control relevant to the ISI covered by reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the suitability of the criteria used by the company in preparing the ISI covered by reasonable assurance;
- evaluated the appropriateness of reporting policies, quantification methods and models used in the preparation of the information covered by reasonable assurance and the reasonableness of estimates made by the Company; and
- evaluated the overall presentation of the information covered by reasonable assurance.

## **Exclusions**

Our assurance scope excludes the following and therefore we will not express an opinion on the same:

- Any form of review of the commercial merits, technical feasibility, accuracy, compliance with applicable legislation for the project. We are not required to verify any of the judgements and commercial risks associated with the project, nor comment upon the possibility of the financial projections being achieved.
- The Company's statements that describe the strategy, progress on goals (other than those listed under the scope of assurance), expression of opinion, claims, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Operations of the Company other than those mentioned in the "Scope of Assurance".
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., from 1 April 2024 to 31 March 2025.

Place: Gurugram  
Date: 4<sup>th</sup> July 2025

**Shivananda Shetty**  
Partner

**KPMG Assurance and Consulting Services LLP**

## Annexure 1

### BRSR Core Attributes-Reasonable Assurance for FY 2024-2025

Principle	Attribute / Area	Parameter / Metric
Principle 1 - E8	Fairness in Engaging with Customers and Suppliers	Number of days of accounts payable
Principle 1 - E9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties
Principle 3 - E1 c	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers
Principle 3 - E11		Details of safety related incidents (LTIFR, Recordable Injuries, Fatalities, High Consequence Injuries)
Principle 5 - E3 b	Enabling Gender Diversity in Business	Gross wages paid to females as percentage of total wages paid by the entity
Principle 5 - E7		Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Principle 6 - E1	Energy Footprint	Total energy consumption
		Percentage of energy consumed from renewable sources
		Energy intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
Principle 6 - E3	Water Footprint	Total water consumption
		Water consumption intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
Principle 6 - E4	Water Footprint	Water Discharge by destination and levels of Treatment
Principle 6- E7	GHG Footprint	Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)
		Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)
		GHG Emission Intensity (Scope 1+2) (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
Principle 6 - E9	Embracing circularity - waste details	Provide details related to waste generated by category of waste
		Waste intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations
		For each category of waste generated, total waste disposed by nature of disposal method
Principle 8 - E4	Enabling Inclusive Development	Percentage of input material (inputs to total inputs by value) sourced from suppliers (MSMEs/small suppliers and directly within India)
Principle 8 - E5		Wages paid to persons employed in smaller towns as percentage of total wage cost
Principle 9 - E7	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