



IOL CHEMICALS AND PHARMACEUTICALS LIMITED

7th August 2026
IOLCP/CGC/2026

National Stock Exchange of India Ltd.

Exchange Plaza, Plot no. C/1, G Block,
Bandra-Kurla Complex, Bandra (E), Mumbai – 400051
Security Symbol: **IOLCP**

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai- 400 001
Security Code: **524164**

Sub.: Submission of Business Responsibility and Sustainability Report for FY 2025-26

Pursuant to Regulation 34 and other applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2025-26. The BRSR forms an integral part of the Company's Integrated Annual Report for the financial year 2025-26.

The Annual Report containing the BRSR is available on the website of the Company at the following link: https://www.iolcp.com/uploads/Annual_Report_2025-26.pdf

Kindly take the above on record.

Thanking you.

Yours faithfully,

for IOL Chemicals and Pharmaceuticals Limited

Abhay Raj Singh

Sr. Vice President & Company Secretary

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24116PB1986PLC007030
2	Name of the Listed Entity	IOL Chemicals and Pharmaceuticals Limited
3	Year of incorporation	1986
4	Registered office address	Village Fatehgarh Channa, Mansa Road, District Barnala-148101, Punjab, India
5	Corporate address	85, Industrial Area 'A' Ludhiana - 141003, Punjab, India.
6	E-mail	investor@iolcp.com
7	Telephone	+(91)-(0161)-4560500
8	Website	www.iolcp.com
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	1. The National Stock Exchange of India Limited (NSE) 2. BSE Limited (BSE)
11	Paid-up Capital	Rs 58,70,55,020
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr Abhay Raj Singh +(91)-(0161)-4560500 abhayrajsingh@iolcp.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Name of assurance provider	Intertek India Private Limited
15	Type of assurance obtained	Reasonable Assurance

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Pharma Segment	60%
2.	Manufacturing	Chemical Segment	40%

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	Active Pharma Ingredients and Intermediates	21001	59.66%
2	Specialty Chemicals	20119	39.43%
3	Other	20119 / 21001	0.91%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	3	4
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	23
International (No. of Countries)	70

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

24%

c. A brief on types of customers

1. Specialty Chemicals/Products Manufacturing Companies
2. Pharmaceuticals Finished Dosage Manufacturing Companies

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	3095	2995	96.77%	100	3.23%
2	Other than Permanent (E)	497	467	93.96%	30	6.04%
3	Total employees (D + E)	3592	3462	96.38% %	130	3.62%
WORKERS						
4	Permanent (F)					
5	Other than Permanent (G)			NIL		
6	Total workers (F + G)					

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	2	0	0.00%

22. Turnover rate for permanent employees and workers

	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.00%	19.10%	16.10%	14.90%	15.80%	14.90%	19.00%	33.80%	19.4%
Permanent Workers	0	0	0	0	0	0	0	0	0

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 (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	IOL- Foundation	Wholly owned Subsidiary	100%	No
2	IOL Specialty Chemicals Limited	Wholly owned Subsidiary	100%	No
3	IOL Pharmaxis UK Limited	Wholly owned Subsidiary	100%	No

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes**(ii) Turnover (in ₹) **2319.06 Crore**(iii) Net worth (in ₹) **1798.38 Crore****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)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	(If Yes, then provide web-link for grievance redress policy)	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	Nil	Nil		Nil	Nil	
Investors (other than shareholders)	https://www.iolcp.com/investors/services	Nil	Nil		Nil	Nil	
Shareholders	Yes https://www.iolcp.com/investors/services	2	Nil		5	Nil	
Employees and workers	Yes https://www.iolcp.com/about-us/policies	Nil	Nil		Nil	Nil	
Customers		Nil	Nil		Nil	Nil	
Value Chain Partners		Nil	Nil		Nil	Nil	
Other (please specify)		Nil	Nil		Nil	Nil	

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

As a pharmaceuticals and Specialty chemical firm, we have identified, evaluated and reported on certain key issues. In FY 2025-26, we completed a materiality evaluation based on peer review across environmental, social and governance dimensions as per GRI Requirement. The evaluation process has provided us with great insights into topics that are important to us our operations, as well as how they might impact our future.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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	Manufacturing of API and specialty chemicals- Effluent generation from process having potential of water pollution and soil pollution	O	Zero liquid Discharge process is implemented to treat, recycle and reuse the good quality water in cooling towers hence conserve fresh water	NA	Positive
2	Reduction in Carbon Footprint	O	Mitigation of impacts of Climate change and ensure long term sustainable business	NA	Positive
3	Health & Safety	R	In chemical and API industry, Health & Safety can directly impact people and community and disrupt the operations	Environment, Health & Safety Management Plan, Onsite/Off site Emergency Management Plan, Risk Assessment and Mitigation	Negative
4	Employee Development	O	Learning and development opportunities for various level of employees	NA	Positive
5	Diversity, equity, and inclusion	O	IOL believe that driving equity, diversity, and inclusion strengthens our business. A diverse and inclusive workforce can boost performance, reputation, innovation, and motivation. This will help build a fairer world and strengthen the business.	We continue to progress on our Diversity, Equity and Inclusion journey. Diversity, Equity and Inclusion have been core elements of our culture and values.	Positive
6	Energy Efficiency	O	Minimize the greenhouse gas (GHG) emissions, improve resource efficiency, cost saving, cleaner environment etc.	NA	Positive
7	Sustainable Supply Chain	R	Minimize the greenhouse gas (GHG) emissions of RM product carbon footprint	Prayas initiative implemented for supplier competency building for carbon foot print reduction of RM procured	Positive
8	Regulatory compliance and strong governance	O	Strong governance policies and regulatory compliance help to increase productivity and reduce incident rate	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions Policy and management processes		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.iolcp.com/investors/corporate-policies								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	SA 8000:2014, ISO 14001:2015, ISO 50001:2018 ISO 45001:2018, ISO 9001:2015, ISO 20400:2017 ISO 14064-1 ,ISCC ,GMP Certificate EUGMP Certificate by OGYÉI, EP Certificates from EDQM, DUNS Number Certificate, Kosher Certificate, Drug Manufacturing License 1689-OSP, EcoVadis Gold Medal, Free Sale Certificate and, Responsible care logo certified Company								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Provided in the Integrated Annual Report 2025-26								
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.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	We reaffirm our commitment to integrating Environmental, Social and Governance (ESG) principles into our business strategy and operations. Sustainability remains central to our approach to creating long-term value for stakeholders while driving responsible and resilient growth. During the year, we continued to strengthen our focus on environmental stewardship, resource efficiency, workplace safety, employee well-being, ethical business conduct and sound corporate governance. Our initiatives in renewable energy, water conservation, waste management and responsible manufacturing have contributed to improved sustainability performance and operational excellence. Climate action remains a key priority for the Company. We have established a clear decarbonization roadmap and remain committed to achieving carbon neutrality by 2050. As part of this journey, the Company has set medium-term targets for FY 2032-33, including significant reduction in Scope 1 and Scope 3 emissions, achievement of carbon-neutral Scope 2 emissions, and an overall reduction in absolute greenhouse gas emissions from the baseline year. During the year, we made encouraging progress towards these goals through reduction in Scope 1 and Scope 2 greenhouse gas emission intensity, increased use of renewable energy and continued implementation of energy efficiency initiatives across our operations. We also achieved 100% water neutrality, reflecting our commitment to responsible resource management and environmental conservation								

Disclosure Questions Policy and management processes	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	As we move forward, we will continue to advance our sustainability agenda through innovation, stakeholder engagement and responsible business practices. We remain committed to enhancing our ESG performance, strengthening resilience and creating sustainable value for all stakeholders while contributing to a low-carbon and sustainable future.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr Varinder Gupta, Managing Director DIN: 00044068								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Corporate Social Responsibility Committee (CSR Committee). The composition of the CSR Committee is as follows: Mr Rajender Mohan Malla (DIN 00136657), Chairman Mr Vikas Gupta (DIN 07198109), Member Mr Abhiraj Gupta (DIN 08204917), Member Mr Harpal Singh (DIN 06658043), Member Mr Sharad Tyagi (DIN 00371842), Member								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually (A)/ Half yearly HF/ Quarterly Q/ Any other AO- please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	A	A	A	A	A	A	A	Q	A
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	A	A	A	A	A	A	A	Q	A

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	No	No	No	No	No	Yes*	No	No	No

* Intertek India Private Limited

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

There are regular training sessions for new inductees.

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	11*	Awareness sessions conducted as part of Board/Committee meetings covering corporate governance, regulatory updates, business strategy, risk management, financial performance and ESG matters, Training on AI for Business Leaders	96%
Key Managerial Personnel	2	Leadership and managerial development, functional and technical skills, regulatory compliance, operational excellence, productivity and workplace effectiveness, AI for Business Impact and Compliance Tool Training	100%
Employees other than BoD and KMPs	1229	Training programmes focused on health, safety and environment (HSE), process safety, emergency preparedness and first aid, quality systems and Good Manufacturing Practices (GMP), regulatory compliance, ethics, anti-bribery and anti-corruption, information security and data privacy, risk management and business continuity, responsible business conduct, sustainability and environmental stewardship, human rights, prevention of sexual harassment (POSH), labour law awareness, technical and functional competency enhancement, leadership and supervisory development, communication and behavioural skills, digital and analytical capabilities, productivity improvement, and continuous learning to strengthen operational excellence and a culture of safety, integrity and compliance.	100%

*The programmes comprise awareness and familiarisation sessions conducted during Board/Committee meetings on regulatory updates, corporate governance, business strategy, financial and operational performance, risk management, ESG and other key business matters.

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

Monetary					
	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/fine	1	BSE Limited	2360	Fine imposed by BSE for 1 day delay in submission of Shareholding Pattern under Regulation 31 of the SEBI Listing Regulations.	No
Settlement				Nil	
Compounding fee					

Non-Monetary					
	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment				Nil	
Punishment					

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
	N/A

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, Organization has implemented anti-corruption and anti-bribery policy, for policy detail refer. <https://www.iolcp.com/investors/corporate-policies>

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

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	N/A	N/A

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

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

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 2025-26	FY 2024-25
Number of days of accounts payable	91	96
Trade payable excluding accrued expenses		

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (%)	FY 2024-25 (%)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	60.04%	56.80%
	b. Number of trading houses where purchases are made from	127	99
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	72.43%	85.99%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	28.79%	29.87%
	b. Number of dealers / distributors to whom sales are made	301	269
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	37.48%	37.30%
Share of RPTs in	a. Purchases (Purchases with related parties as % with Total Purchases)	6.83%	5.54%
	b. Sales (Sales to related parties as % of Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties as % of Total loans & advances)	0	0
	d. Investments (Investments in related parties as % of Total Investments made)	0.95%	1.43%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
48	- ISO 20400 sustainable procurement - IOLCP ESG Policies - Certification & endorsements - Social - Anti Bribery Management - Information Security	11%

b. 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 established processes and policies to identify, prevent, and manage potential conflicts of interest involving members of the Board. Every Director is required to disclose, on an annual basis and whenever there is any change therein, their interests and concerns in the Company, its subsidiaries, associate entities, firms, bodies corporate, or other organizations. Such disclosures are maintained by the Company and reviewed for monitoring related party transactions and ensuring compliance with applicable laws and governance requirements.

Further, Directors annually affirm compliance with the Company's Code of Conduct and confirm that they act in the best interests of the Company and that no business or personal association gives rise to any conflict with their duties as Directors. Senior Management personnel are also required to provide annual declarations confirming that they have

not entered into any material financial or commercial transactions that may result in an actual or potential conflict with the interests of the Company.

The Company reviews related party transactions in accordance with its Related Party Transactions Policy and applicable statutory requirements, thereby promoting transparency, accountability, and sound corporate governance.

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

Essential Indicators

- 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.**

	Financial Year 2025-26 (%) In Cr	Financial Year 2024-25 (%) In Cr	Details of improvements in environmental and social impacts
Total R&D Expenditure	100%	100%	All R&D Investments are focused on improving the environmental and social impacts of our products and processes, sustainable technologies, Backward Integration, enhancing process efficiency and product quality
Total Capex	28.25%	17.11%	Includes projects relating to improving environment, conserving energy, reducing effluent load, treatment of wastewater, increasing the use of renewable energy and conversion of byproducts into sellable products.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No):**

Yes, Organization follows the guidelines of ISO 20400 sustainable procurement standard and Well established sustainable procurement manual is implemented.

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

100% for Key Raw Material Suppliers which are contributing to 80% Spend.

- 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.**

IOL Chemicals and Pharmaceuticals Limited has established comprehensive processes to safely reclaim and manage its products at the end of life across various waste categories. For plastics, including packaging, the company disposes of plastic waste through authorized recyclers in compliance with Plastic Waste Management Rules 2016. E-waste generated is handed over to authorized vendors approved by Pollution Control Boards, ensuring environmentally sound disposal in line with E-waste Rules. Hazardous waste is stored in a designated hazardous waste room within the facility and managed through agreements with certified agencies such as GGEPI, Nimbua Ramky, and Re Sustainability for safe disposal and treatment.

Authorization Number of IOLCP : HWM/Auth/PBIP/BAR/2025/2502328227

Categories of Hazardous Waste of IOL Chemicals and Pharmaceuticals Limited:

- (5.1) Mobile Oil
- (5.2) Waste Residue containing oil
- (20.3) Distillation Residue
- (28.1) Process Residue and wastes
- (28.2) Spent Catalyst
- (28.3) Spent Carbon
- (28.4) Off Specification Products
- (28.5) Date expired Products
- (28.6) Spent Solvents
- (33.1) Empty Barrels
- (33.2) Contaminated cotton Rags
- (35.3) ETP Sludge

13. (36.2 Spent Carbon
 14. (37.1) sludge from Wet Scrubber
 15. (37.2) Ash from incinerator
 16. (37.3) Concentration & evaporation Residue

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes

If not, provide steps taken to address the same.

N.A.

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?

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 (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
21001	Ibuprofen	34.43%	Cradle to gate emissions	Yes	Yes, GHG Report IOLCP FY 2025_2026.pdf
21001	Metformin	6.12%	Cradle to gate emissions	Yes	Yes, GHG Report IOLCP FY 2025_2026.pdf
20119	Ethyl Acetate	33.66%	Cradle to gate emissions	Yes	Yes, GHG Report IOLCP FY 2025_2026.pdf
20119	Acetic Anhydride	5.38%	Cradle to gate emissions	Yes	Yes, GHG Report IOLCP FY 2025_2026.pdf

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.

Name of Product / Service	Description of the risk / concern	Action Taken
Manufacturing of API and specialty chemicals	Environmental risks include effluent generation with potential for water and soil pollution; social risks involve health and safety impacts on employees and local communities.	Implemented Zero Liquid Discharge (ZLD) process to treat, recycle, and reuse water, minimizing pollution and conserving resources. Health & Safety Management Plan and Onsite/Offsite Emergency Management Plans are in place, along with continuous risk assessment and mitigation. Use of biofuels in captive power plant and installation of Continuous Air Quality Monitoring System (CAQMS) further reduce environmental footprint. Regular training ensures safe working conditions. Additionally, the company actively engages in plantation drives and community upliftment programs to address social concerns. Waste management complies with environmental regulations through authorized disposal and recycling channels. Engagement with suppliers to reduce scope 3 emissions. These measures collectively mitigate environmental and social risks while promoting sustainability.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Pharma Products	0.03%	10%

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 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	85.68	-	-	53.22	-
E-waste	-	-	0.746	-	-	0.38
Hazardous waste	-	-	6403.12	-	-	2484.83
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	N/A

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2995	2995	100%	2995	100%	0	0	2995	100%	0	0
Female	100	100	100%	100	100%	100	100%	0	0	100	100%
Total	3095	3095	100%	3095	100%	100	3.23%	2995	96.77%	100	3.23%
Other than Permanent employees											
Male	467	467	100%	467	100%	0	0	467	100%	0	0
Female	30	30	100%	30	100%	30	100%	0	0	30	100%
Total	497	497	100%	497	100%	30	6.04%	467	93.96%	30	6.04%

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

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male											
Female	Nil										
Total											
Other than Permanent workers											
Male											
Female	Nil										
Total											

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

	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of total revenue of the Company	0.26%	0.30%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	0%	Y	100%	0%	Y
Gratuity	100%	0%	Y	100%	0%	Y
ESI	100%	0%	Y	100%	0%	Y
Others – please specify Pension, Leave incashment Due Bonus, Other benefits as per policy	100%	0%	Y	100%	0%	Y
Momento, Cash reward as per policy, 10-15 year service 1 month fix CTC, 15 above 2 month fixed CTC, farewell Party	100%	0%	Y	100%	0%	Y

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises are assessable to all as per their roles and responsibilities

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	100%	98.23%
Female	100%	100 %
Total	100%	98.23%

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes - The Company has a structured Grievance Redressal Mechanism applicable to all employees and workers across its offices and manufacturing locations. Grievances may be raised through the immediate supervisor/reporting manager, or other designated authorities and are addressed through a defined escalation process. Where required, matters are reviewed by the Grievance Handling Committee to ensure fair, impartial and timely resolution. The mechanism provides for acknowledgement, investigation, resolution within prescribed timelines and communication of the outcome while maintaining confidentiality and protecting employees against retaliation.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	3095	0	0	2891	0	2891
- Male	2995	0	0	2801	0	2801
- Female	100	0	0	90	0	90
Total Permanent Workers	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
	Employees									
Male	2995	2813	93.94%	2925	97.66%	2801	2637	94.14%	2725	97.29%
Female	100	93	93.00%	91	91.00%	90	78	86.66%	90	100%
Total	3095	2906	93.89%	3016	97.44%	2891	2715	93.91%	2815	97.37%
	Workers									
Male										
Female	N/A									
Total										

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2995	2995	100%	2801	2801	100%
Female	100	100	100%	90	90	100%
Total	3095	3095	100%	2891	2891	100%
Workers						
Male						
Female						
Total						N/A

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

Yes, IOL Chemicals and Pharmaceuticals Limited (IOLCP) has implemented an occupational health and safety management system. The company is certified under ISO 45001:2018, reflecting a well-established and comprehensive safety management system covering 100% of its product wise plants and offices. The system includes well-defined processes for identifying work-related hazards and assessing risks through methodologies such as HIRA, AIA, HAZOP, JSA, and PSSR. Employees are encouraged to proactively report hazards via an online IPO incident prevention opportunity system. Extensive training and awareness sessions on EHS policies, ergonomics, industrial hygiene, fire safety, electrical safety, and emergency response are conducted regularly. Regular internal audits, management reviews, and performance monitoring ensure continual improvement, while clear KPIs and corrective action mechanisms drive accountability across all levels of the organization. The company also promotes a safety-first culture through recognition programs and visible leadership engagement in safety initiatives.

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

IOL Chemicals and Pharmaceuticals Limited (IOLCP) employs a systematic approach to identify work-related hazards and assess risks on both routine and non-routine bases. The company uses established methodologies such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), Hazard and Operability Study (HAZOP), and Activity Impact Assessment (AIA) to analyze operational processes and detect potential hazards. For routine activities, regular workplace inspections, risk assessments, and employee hazard reporting through an online system are conducted to ensure continuous monitoring. For non-routine activities like startups, shutdowns, and maintenance, IOLCP applies integrated risk assessment methods combining JSA and HAZOP to break down processes into steps, analyze deviations, and evaluate risks systematically.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

IOL Chemicals and Pharmaceuticals Limited (IOLCP) has implemented an innovative Incident Prevention Opportunity (IPO) online portal as part of its occupational health and safety management system. This digital platform enables employees and stakeholders to proactively report potential hazards, near misses, and unsafe conditions in real-time, facilitating early identification and mitigation of risks before incidents occur. The IPO portal supports a culture of safety by encouraging transparent communication and prompt corrective actions, thereby reducing workplace accidents and enhancing operational safety.

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

Yes

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.46	0
	Workers	0	0
Total recordable work-related injuries	Employees	1	0
	Workers	0	0
No. of fatalities	Employees	1	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

IOL Chemicals and Pharmaceuticals Limited (IOLCP) ensures a safe and healthy workplace through a robust Occupational Health and Safety Management System certified to ISO 45001:2018, covering 100% of its plants and offices. The company has established and enforces detailed standard operating procedures and work instructions for all operational tasks and uses systematic hazard identification and risk assessment techniques HIRA, AIA, HAZOP, JSA, and PSSR to evaluate routine, non-routine, and process-change activities. Employees are empowered to report hazards, near-misses, and improvement ideas through an online Incident Prevention Opportunity (IPO) portal, which triggers timely investigation, root-cause analysis, and corrective/preventive actions. IOLCP conducts regular EHS training and competency development on topics such as safe work permits, PPE use, ergonomics, industrial hygiene, firefighting, electrical safety, confined-space entry, and emergency response; refresher sessions and mock drills are scheduled periodically to maintain readiness. The company carries out frequent workplace inspections, risk-based medical surveillance, exposure monitoring, and occupational health programs to detect and control hazards early. Performance is tracked using defined KPIs, internal audits, and management reviews that drive continual improvement; corrective actions are monitored to closure and effectiveness is verified. Leadership visibly supports safety through safety walk-arounds, toolbox talks, recognition programs for safe behavior and integration of safety objectives into business planning and contractor management, fostering a proactive safety culture across all levels of the organization.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

N.A.

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees (Y/N) Yes

(B) Workers (Y/N) Yes

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

The company periodically audits and inspects the records of the value chain partners at their site as well as online periodically, to ensure that the statutory Compliance are duly complied. In case of any non-compliance or delayed compliance, the Company ensures that the statutory compliances are compiled at the earliest by the value chain partner and releases the payments upon submission of documentary evidence.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	2	0	0	0
Workers	0	0	0	0

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

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100 %
Working Conditions	100 %

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.

No pending action arising from assessments of health and safety practices and working conditions of value chain partners.

All safety related accidents are being investigated and learnings from investigation reports are shared across organization for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits/ internal audits Loss control tours.

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.

The Company has identified Shareholders, Value Chain partners, Employees and workers, Government and Communities as its key stakeholders on internal and external basis.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others—please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meetings, other shareholder meetings, email communications, Stock Exchange (SE) intimations, investor /analysts meet /conference calls, Annual Reports, quarterly results, media releases, Company's website	Ongoing	Financial results, dividends, financial stability, induction of board members, changes in shareholdings, growth prospects
Employees and workers	No	Regular Emails , Website, Tool Box Talk, Notice Boards , Town Hall,	Ongoing	Performance analysis and career path setting, Training and awareness, health, safety and engagement initiatives
Value Chain Partners	No	Vendor Meet	Ongoing	Quality, timely delivery fair and competitive pricings. Product quality and availability, responsiveness to needs,
Government	No	Meetings with local administration/ state government authorities through seminars on need basis	Ongoing	Statutory compliance, transparency in disclosures, tax revenues, sound corporate governance mechanisms
Communities	Yes	Community visits and projects, partnership with local charities, CSR initiatives	Ongoing	Assess local community's needs, strengthen livelihood opportunities, education, health care and humanitarian relief.

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 management regularly interacts with its key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company also has Corporate Social Responsibility Committee and Audit Committee which updates the progress on the actions taken to the Board and takes inputs and guidance from the Board on a quarterly basis.

- 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 engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics.

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

NA - no instances of engagement.

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 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3095	2646	85.50%	2891	1975	68.31%
Other than permanent	497	497	100%	476	263	55.25%
Total Employees	3592	3143	87.50%	3367	2238	66.47%
Workers						
Permanent						
Other than permanent						
Total Workers						

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

Category	FY 2025-26					FY 2024-25				
	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)
	Employees									
Permanent	3095	0	0	3095	100%	2891	0	0	2891	100%
Male	2995	0	0	2995	100%	2801	0	0	2801	100%
Female	100	0	0	100	100%	90	0	0	90	100%
Other than Permanent	497	0	0	497	100%					
Male	467	0	0	467	100%					
Female	30	0	0	30	100%					
	Workers									
Permanent										
Male	N/A									
Female										
Other than Permanent										
Male	N/A									
Female										

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	2,76,99,936	0	-
Key Managerial Personnel (excluding MD and ED)	2	1,75,78,477	0	-
Employees other than BoD and KMP	2989	9,76,800	100	7,63,200

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

	FY 2025-26 (%)	FY 2024-25 (%)
Gross wages paid to female as % of total wages	2.74%	2.7%

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

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

IOLCP is SA 8000:2014 certified establishment and has various committees to address issues; Grievance Redressal Committee, POSH Policy Implementation and works committee.

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

	FY 2025- 26			FY 2024-25		
	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	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

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

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

Grievance Redressal Committee, Works committee acts as per defined Mechanism, Certified Standing Orders

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

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100 %
Forced/involuntary labour	100 %
Sexual harassment	100 %
Discrimination at workplace	100 %
Wages	100 %
Others - HSE, other working conditions and Human Rights Compliance	100 %

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

No such instance. IOLCP is SA 8000:2014 Social Accountability Standard compliant and its requirements are implemented in letter and spirits.

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

No such grievances/complaints on Human Rights violations.

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

N/A

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

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	100 %
Discrimination at workplace	100 %
Child Labour	100 %
Forced Labour/Involuntary Labour	100 %
Wages	100 %
Others – please specify	100 %

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

No Significant Risk. All requirements of SA 8000:2014 being complied.

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:

Whether total energy consumption and energy intensity is applicable to Company: Yes

Revenue from operations (in ₹): 2319.06 crore

Parameter	Units	FY 2025-26	FY 2024-25
From renewable sources			
Total electricity consumption (A)	Tera Joules	2218.1	1974.5
Total fuel consumption (B)	Tera Joules	-	-
Energy consumption through other sources (C)	Tera Joules	3.49	0.37
Total energy consumption from renewable sources (A+B+C)	Tera Joules	2221.6	1974.9
From non-renewable sources			
Total electricity consumption (D)	Tera Joules	672.9	495.7
Total fuel consumption (E)	Tera Joules	-	-
Energy consumption through other sources (F)	Tera Joules	3.5	2.58
Total energy consumption from non-renewable sources (D+E+F)	Tera Joules	676.4	498.2
Total energy consumption (A+B+C+D+E+F)	Tera Joules	2898	2473.1
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Tera Joules	0.000000125	0.000000118
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)		2.79	2.45
Energy intensity in terms of physical output		0.014	0.016
Energy intensity per permanent employee		0.93	0.85

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, ISO 50001 :2018 Energy management system implemented and site was audited by BSI

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.

No

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	324641	213273
(ii) Groundwater	31155	49750
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	355796	263023
Total volume of water consumption (in kilolitres)	355796	263023
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000153	0.0000126
Water intensity Per Rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption (KL) / Revenue from operations adjusted for PPP)	343.66	254.056
Water intensity in terms of physical output (Water Consumed in KL/Production)	1.72	1.67
Water intensity per permanent employee	114.95	90.97

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, British Standard Institution (BSI)

4. Provide the following details related to water discharged

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment [in kilolitres (KL)]		
(i) To Surface Water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – Please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – Please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – Please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – Please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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, British Standard Institution (BSI)

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

Yes, Waste Effluent from all the plants comes to the ZLD facility established within the industry and the treated water is reused in Cooling towers. 2) ZLD SOP is in place to avoid any deviations in the process for smooth functioning. 3) Separate Lab is established for regular testing of the incoming streams.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	mg/NM3	88.35	104
SOx	mg/NM3	7.9	8.8
Particulate matter (PM)	mg/NM3	49.5	61.5
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	PPM	348	345
Hazardous air pollutants (HAP)	mg/NM3	16.56	0
Others- please specify	NA	NA	NA

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, Precitech Laboratories, State Pollution Control Board, Envirotech Laboratories

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	60731.8	45920
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	16681.2	6019.88
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ Equivalent/₹	0.0000033	0.00000249
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ Equivalent/₹	74.77	51.61
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ Equivalent/₹	0.37	0.33
Total Scope 1 and Scope 2 emission intensity per permanent employee	Metric tonnes of CO ₂ equivalent per permanent employee	25.01	17.96

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, GHG Emissions are verified by External Third party and are as per GRI guidelines and ISO 14064-1. Total GHG emissions (Scope 1, 2 & 3) accounted for FY 24-25 were 144982.6 tCO₂e. In FY 2025-26, Net Scope 1+ 2 Emissions intensity/ton of production has reduced by 8.8 % (excluding new plants) against FY 2024-25. Total Scope (1, 2 & 3) emissions reduced by 14.4% including new expansions. API Production Volumes in FY 2025-26 have increased by 43% over last year, similarly chemicals production has also increased by 9.17% leading to higher Scope 1 & 2 GHG emissions. However, steam consumption has increased only by 15% which reflects effective implementation and monitoring of GHG emission reduction initiatives.

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

IOL Chemicals and Pharmaceuticals Limited (IOLCP) has undertaken several projects aimed at reducing Greenhouse Gas (GHG) emissions, including :

- Hazardous waste reduction, recycling, and reuse work processes under waste to wealth initiative
- Steps to reuse byproducts of the process (Pharma & API)
- Various GHG emission reduction initiatives effectively implemented at site i.e. Solar panel Installation, Waste to wealth initiatives (By product recovery from waste and converted to saleable product), Green Hydrogen inhouse introduction, elimination of transportation emissions, Emission Reduction in Downstream Product sold category by vehicle clubbing initiative.

- Carbon footprint reduction of key starting material by capacity building of supplier under "PRAYAS" initiative. However, due to expansion in business model we are planning ahead to revalidate our SBTi targets and convert them into intensity-based targets.
- Optimization in one of the pharma product - Ammonium Sulphate formation (By Product) Recovery and convert to saleable product resulting in carbon offset of 126.07tCO₂e.

Local Sources Development for RM Vehicle Multimodal Concept implemented resulting in saving of 103.09tCO₂e.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	85.68	53.22
E-waste (B)	0.746	0.38
Bio-medical waste (C)	0.0106	0.0107
Construction and demolition waste (D)		0
Battery waste (E)	4.67	2.03
Radioactive waste (F)		0
Other Hazardous waste. Please specify, if any. (G)	6670.12	2705.21
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1932	1634.13
Total (A+B + C + D + E + F + G+ H)	8693.23	4394.98
Waste intensity per rupee of turnover (Total waste generated (MT) / Revenue from operations)	0.00000037	0.00000021
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated (MT) / Revenue from operations adjusted for PPP)	8.39	4.36
Waste intensity in terms of physical output	42.23	35.66
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	267	226.88
(ii) Re-used		NA
(iii) Other recovery operations		NA
Total	267	226.88
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	634.61	417.59
(ii) Landfilling	5768.508	2067.24
(iii) Other disposal operations		NA
Total	6403.121	2484.83

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

Yes, ISO 14001:2015 Environment management system implementation and was audited by BSI

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

IOL Chemicals and Pharmaceuticals Limited (IOLCP) adopts a comprehensive and environmentally responsible approach to waste management and the reduction of hazardous and toxic chemicals in its products and processes. The company ensures hazardous waste is stored separately in dedicated facilities and disposed of through authorized recyclers or incineration, complying with all regulatory requirements and holding valid authorizations.

- Different dustbins are defined in every plant, office, OHC, Canteen for collection of waste depending on the type and segregating from the source itself.
- Hazard Waste collection area is defined within the industry for storage.
- Awareness campaigns are been conducted in the premises for sustainable life and workplace management to reduce the waste.
- Condensate water is collected and reused in Cooling towers.
- Effluent treatment and reused in Cooling towers

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: **No**

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

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 project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Expansion of Chemicals and APIs production unit at Village & Post Fatehgarh Channa, Mansa Road, District Barnala	Notified under EIA Notification	NA	Yes	Yes	Environmental clearance document available on Ministry of Environment, Forest and Climate Change portal

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

S. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non- compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
				No

Leadership Indicators

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2025-26	FY 2024-25
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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 , Intertek

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	Metric tonnes of CO ₂ equivalent	85528.6	93042
Total Scope 3 emissions per rupee of turnover		0.0000036	0.0000044

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 GHG emissions are verified by external third party BSI . Limited Assurance statement was also issued by BSI

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.

In our operations areas, conservation of biodiversity is our top priority. We follow rules, carry out in-depth environmental impact evaluations for projects, and make sure there are no adjacent endangered species or environmentally sensitive areas. Sustainability and the preservation of the environment are guaranteed by our dedication to ethical environmental practices.

We ensure the preservation of ecological diversity with our strong, effective, and environmentally conscious management system. Given our geographic location, there are no eco-sensitive areas or endangered animals in the immediate neighborhood.

Company has developed and maintained two no. of Biodiversity parks at Barnala City.

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Solar Panel Installation	Under Scope 2 neutral initiative Phase-1 62.5 KW + 510KW+615KW Solar panel Installed	691tCO ₂ e	Monthly Monitoring & Inspection
2	Optimization in one of the pharma product	Ammonium Sulphate formation (By Product) Recovery and convert to saleable product	126.07tCO ₂ e	Monthly Monitoring & Inspection
3	Carbon Sink	Tree Plantation carbon sequestration verification	370.28tCO ₂ e	Monthly Monitoring & Inspection
4	Upstream Transportation	Local Sources Development for RM Vehicle Multimodal Concept implemented	103.09tCO ₂ e	Monthly Monitoring & Inspection

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
5	Upstream Packaging Emissions	Replacement of HDPE drums/HDPE lid with PP bagsIn FY 2025-26, 164905 Nos. of HDPE drums (120 Ltr / 105 Ltr) have been replaced with 313129 Nos. of PP bags	38	Monthly Monitoring & Inspection

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

IOL Chemicals and Pharmaceuticals Limited has established a documented Business Continuity and Disaster Management Plan (BCP) to ensure the resilience of its operations and minimize the impact of unforeseen disruptions. The Plan identifies critical business processes, assesses potential risks, and provides mitigation measures and recovery strategies for incidents such as fire, natural disasters, flooding, data loss, cyber incidents, utility failures and supply chain disruptions. It also provides documented procedures and response protocols to support timely recovery and continuity of operations. Business continuity is further strengthened through alternate sourcing of critical raw materials, backup arrangements for key services and utilities, IT backup and recovery systems, periodic risk assessments, mock drills and continuous monitoring to ensure uninterrupted operations and supply to customers.

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

NA

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

100% of key Tier-1 raw material suppliers, contributing approximately 80% of the total raw material procurement have been assessed internally on ESG parameters.

8. How many Green Credits have been generated or procured:

(i) By the listed entity: Nil

(ii) By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not available

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.

Thirteen

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	Phd chamber of commerce and industry	National – India
2	Apex chamber of commerce and Industry	National – India
3	Indian Chemical Council	National – India
4	Confederation of Indian Industry	National – India
5	Pharmexcil	National – India
6	Chemexcil	National – India
7	Chamber of industrial & commercial undertakings	National – India
8	Entrepreneures' organisation	International US &National (Personal Mr. Abhiraj Gupta)
9	Ludhiana Management Association	National – India
10	Young Presidents' Organization	International US &National (Personal Mr. Vikas Gupta)
11	National Safety Council (NSC)	National - India
12	Naukri.com	National - India
13	LinkedIn	National - India

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

Name of authority	Brief of the case	Corrective action taken
	NIL	

Leadership Indicators

1. Details of public policy positions advocated by the entity: No

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
			NO		

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.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
			NA		

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)

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

The Company is committed to maintaining transparent and constructive engagement with the communities in the areas where it operates. Community concerns, suggestions and grievances may be communicated through the Company's designated officials, plant administration, CSR representatives, stakeholder interactions, statutory public consultation processes and other established communication channels. The Company reviews and addresses such concerns through the appropriate functional departments in accordance with its governance framework, applicable policies and procedures. Where required, matters are escalated to the appropriate management level to ensure fair, timely and appropriate resolution. Regular stakeholder engagement and community outreach initiatives enable the Company to identify, address and monitor community concerns, thereby fostering trust and maintaining harmonious relationships with the local communities.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers for FY 2025-26:	15.80%	7.67%
Sourced directly from within the district and neighbouring districts for FY 2025-26:	20.10%	10%

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

Location	FY 2025-26 (%)	FY 2024-25 (%)
Rural	78.31%	77.97%
Semi-Urban	-	-
Urban	21.63%	22.80%
Metropolitan	0.06%	0.08%

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):

Details of negative social impact identified	Corrective action taken
NA	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
NA			

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

No. However, We have as a standard policy in general terms of condition of PO that the Company promotes diversification of vendors and does not discriminate the vendor on the basis of their name, religion, a small, minority own, women owned, disadvantage/disabled, veteran owned and LGBTQA business enterprises.

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

NA

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

NA

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
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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 the case	Corrective action taken
N/A		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Preventive health care & sanitation, Eradicating hunger	The Company's CSR initiatives are implemented in the communities surrounding its manufacturing facilities and Corporate Office to support the socio-economic development and well-being of the local population. A significant proportion of the beneficiaries comprise vulnerable and marginalized sections of society.	
2	Community Development		
3	Environmental sustainability and Disaster Relief		
4	Promoting education among children		
5	Animal welfare	Animals in and around the activity area	

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Yes, the SOP for the complaint handling and feedback is in place and integral part of quality management system. SOP no. is Number-BNL-API/CHEM-QA-SOP-000008 titled as "Handling of Product complaints"

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:

	2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	16	0	NA	42	1	NA

Note: The pending resolutions are now closed.

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

No. However, we are adhering the best practices to overcome the cyber threats.

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 were no incidents or complaints during the financial year relating to advertising and delivery of essential services, cybersecurity, customer data privacy or product safety. Further, no action was initiated or taken by any regulatory authority in respect of these matters. The Company continuously reviews and strengthens its cybersecurity framework and data privacy controls through periodic assessments, monitoring and implementation of appropriate safeguards in line with evolving risks and industry best practices.

a. Number of instances of data breaches

0

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

0%

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).

Information relating to all products of the Company are available on the website at <https://www.iolcp.com/business/business-overview>

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

IOLCP provides Material Safety Data Sheet (MSDS) while dispatching products to its customer which contains information pertaining to safe handling and product storage. Risks/hazards related to product and steps to mitigate risks are incorporated in MSDS.

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

The Company provide information to its customers through e-mails and phone calls.

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.

Yes, our product labels are in compliance with prevailing regulatory guidelines and mandatory information is displayed on product labels. As per customer requirement additional information is also provided, if any, like TREM card required during material transportation..

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)

Yes