

COMPANY OVERVIEW - Apollo Pipes

A. Revenue

Reporting Year*	Unit	FY20 2019	FY21 2020	FY22 2021	FY23 2022
Reported Revenues	INR Million	4,079.58	5,180.68	7,840.80	9,145.20

B. Business Activity

Product	Revenue in FY21 (USD)	% of total revenue in FY21	Revenue in FY22	% of total revenue in FY22	
Business Activitiy	USD Million	95.43	100%	120.89	100%

GOVERNANCE AND ECONOMIC DATA

A. Board Structure

	Unit	2019	2020	2021	2022
Executive Directors	<i>Number</i>	1	1	1	2
Independent Directors	<i>Number</i>	3	3	3	3
Other Non-Executive Directors	<i>Number</i>	2	2	2	1
Total	<i>Number</i>	6	6	6	6

Female Directors	<i>Number</i>	1	1	1	1
	<i>Name</i>	Ms. Neeru Abrol	Ms. Neeru Abrol	Ms. Neeru Abrol	Ms. Neeru Abrol

	Unit	2021	2022
Average board meeting attendance	<i>Percentage</i>	83.33	84.00
Minimum attendance required of board members	<i>Percentage</i>	33.33	33.33
Average tenure of board members	<i>Years</i>	4.78	5.27
Number of non-executive/ independent directors with 4 or less other mandates	<i>Number</i>	3	3

Please provide the names of the directors included in the above count	<i>Describe</i>	Mr. Abhilash Lal Ms. Neeru Abrol Mr. Sanjay Gupta(NED)	Mr. Abhilash Lal Ms. Neeru Abrol Mr. Ashok Kumar Gupta
Performance assessment of board of directors/ supervisory board members	<i>Describe</i>	The Board of Directors conducted an Annual Evaluation, assessing its own performance, committee effectiveness, and individual director contributions. Criteria included adequacy of its composition, structure, and efficiency etc. Committees and individual directors were evaluated on their respective roles. The Board expressed satisfaction with overall performance following this comprehensive assessment.	The Board of Directors conducted an Annual Evaluation of its own performance, and that of its committees and Individual Directors (including Independent Directors) as prescribed under the Listing Regulations. Performance criteria included attendance, quality of participation, leadership, stakeholder interests, governance practices, and understanding critical issues. The performance of the committees was evaluated by the Board after seeking inputs from all the Directors and the committee Members. The Board expressed satisfaction with the overall performance of its committees and Directors.

		2021	2022
Number of independent or non-executive members with industry experience (e.g. excludes executives)	<i>Number</i>	5	4
List the independent or non-executive directors included in the above count:	<i>Describe</i>	Mr. Abhilash Lal Ms. Neeru Abrol Mr. Pradeep Kumar Jain Mr. Sanjay Gupta(NED) Mr. Saket Agarwal(NED)	Mr. Abhilash Lal Ms. Neeru Abrol Mr. Pradeep Kumar Jain Mr. Ashok Kumar Gupta(NED)

Multiple of base salary

Sameer Gupta (Chairman and MD)	<i>Number</i>	441.6421917
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B. Risk & Crisis Management

	Name	Position	Reporting Line
Highest ranking person with dedicated risk management responsibility on an operational level (not CEO)	Mr. Sameer Gupta	Chairman and Managing Director	Board of Directors
Highest ranking person with responsibility for monitoring and auditing risk management performance on an operational level (not CEO)	Mr. Ajay Kumar Jain	Chief Financial Officer and Chief Risk Officer	Mr. Sameer Gupta (Chairman and Managing Director)

	<i>Describe</i>	Emerging risk 1	Emerging Risk 2
Name of emerging risk	<i>Describe</i>	Code of Conduct	Water Management
Category	<i>Describe</i>	Regulatory/Reputational Risk	Operational/Financial Risk
Description	<i>Describe</i>	Non-compliance with business processes and regulatory requirements carries a substantial risk of negatively impacting both the company's reputation and the well being of its employees.	Insufficient water supply or fluctuations in water availability can significantly affect production schedules, leading to delays, downtime, or reduced productivity.
Impact	<i>Describe</i>	Negative - This significantly affects the brand reputation within the industry, resulting in financial losses.	Negative- Penalties and fines may be imposed for non-compliance with water pollution regulations.

Mitigating actions	<i>Describe</i>	<p>The company ensures that its employees and value chain partners are well informed about the code of conduct, and regular checks are conducted to verify compliance. The Ethics Committee at Apollo Pipes ensures consistent monitoring and resolution of all ethics and compliance matters in alignment with various policies.</p> <p>Apollo Pipes strive to embrace zero waste water discharge practices. Apollo pipes aim to achieve zero water discharge facilities.</p>
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C. Code of Conduct

	Unit	Written/ Direct Acknowledgement	Training Provided
Employees	<i>Percentage</i>	Verbal Acknowledgement	13%
Subsidiaries	<i>Percentage</i>	NA	NA

Systems and procedures for effective implementation of code of conduct	<p>The Company has laid down desirable codes and policies such as Code of Conduct for Board Members and Senior Management Personnel, Code of Conduct for Prevention of Insider Trading, Whistle Blower Policy, Web Archival Policy, Policy on preservation of documents, Policy on Dividend Distribution, Policy for determining the Materiality of Events, Policy on Materiality of Related Party Transactions and dealings with Related Party Transactions, Policy for determining Material Subsidiaries etc. The Internal Control systems and their adequacy is overseen by the Audit Committee so as to bring transparency in decision making.</p>		
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D. Anti-Competitive Practices and Political Contributions

	Unit	2019	2020	2021	2022
Fines and settlements	<i>INR</i>	0	0	0	0

Corruption and bribery cases	<i>Number</i>	0	0	0	0
Lobbying	<i>INR</i>	0	0	0	0
Political campaigns (local, regional or national)	<i>INR</i>	0	0	0	0
Trade associations or tax-empt groups (think tanks)	<i>INR</i>	0	0	0	0

E. Material Issue

	Material Issue 1	Material Issue 2	Material Issue 3
Material Issue	Customer Relationship Management	Code of Conduct	Investment in new technologies
Business case	By placing customer preferences as a top priority, we can effectively nurture customer loyalty and elevate customer retention rates. We engage in customer satisfaction surveys to collect feedback and gain valuable insights from our valued clientele. Contented customers are more likely to engage in repeat purchases and potentially increase their spending with a manufacturer. Consequently, this can lead to a surge in sales volumes and foster revenue growth. Creating differentiation from competitors and offering compelling reasons for customers to choose our products over other alternatives are essential aspects of our business strategy.	Non-compliance with business processes and regulatory requirements carries a substantial risk of negatively impacting both the company's reputation and the well-being of its employees. The company ensures that its employees and value chain partners are wellinformed about the code of conduct, and regular checks are conducted to verify compliance. The Ethics Committee at Apollo Pipes ensures consistent monitoring and resolution of all ethics and compliance matters in alignment with various policies.	Investing in green technologies provides a multitude of advantages, spanning from market expansion and cost savings to regulatory compliance and an enhanced brand reputation. By obtaining a competitive advantage, the company can position itself for sustained long-term success.
Use-cases			

F. Supply Chain Management

	Aspects covered
Supplier Code of Conduct	Forced Labour, Child Labour, Anti-corruption, Health & Safety, Human Rights, Working Conditions, Environment, Anti-competitiveness

	Unit	Tier 1 suppliers
Absolute number of suppliers	<i>Number</i>	Apollo Pipes has 320 Tier 1 suppliers. Majority of our suppliers adhere to strong social compliance standards and we thoroughly assess new suppliers before onboarding them.

G. Information Security

Please indicate which role in the Executive Management team is responsible for overseeing cybersecurity within the company	Apollo Pipes has a cybersecurity policy. Cyber risks are a part of the risk management policy too, and the Risk Management Committee is chaired by Mr. Sameer Gupta.
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ENVIRONMENTAL DATA

A. Environmental Policy and Management Systems

	Description	Coverage (%)
EMS verified through international standards	ISO 9001	100%
Internal certification/ audit/ verification by company's own specialists from headquarters	Ernst & Young LLP (Internal Auditors)	100%

B. Environmental Violations

	Unit	2019	2020	2021	2022
Violations of legal obligations/ regulations	<i>Number</i>	0	0	0	0
Amount of fines/ penalties related to the above	<i>INR</i>	0	0	0	0
Environmental liability accrued at the year end	<i>INR</i>	0	0	0	0

C. GHG Emissions

	Unit	2019	2020	2021	2022
Total direct GHG emissions (Scope 1)	<i>metric tonnes</i>	Not measured	Not measured	211	198

Location-based (Scope 2)	<i>metric tonnes</i>	Not measured	Not measured	18,048	19,832
Total	<i>metric tonnes</i>			18,258	20,031
Direct NOx Emission	<i>metric tonnes</i>	1.9E-11	1.9E-11	2.105E-11	2.03E-11
Direct SOx Emission	<i>metric tonnes</i>	1.4E-11	1.4E-11	1.61E-11	1.42E-11

D. Energy Consumption

	Unit	2019	2020	2021	2022
Total non-renewable energy consumption	<i>MWh</i>	Not measured	Not measured	23,627	28,669
Total renewable energy consumption	<i>MWh</i>	Not measured	Not measured	1,207	1,132
Total energy consumption	<i>MWh</i>	Not measured	Not measured	24,833	29,801

E. Water

	Unit	2019	2020	2021	2022
Municipal water use	<i>million cubic meters</i>	Not measured	Not measured	0.00626	0.00273
Groundwater	<i>million cubic meters</i>	Not measured	Not measured	0.05634	0.13453
Total net fresh water withdrawal	<i>million cubic meters</i>	Not measured	Not measured	0.06260	0.13727
Total net fresh water consumption	<i>million cubic meters</i>	0.00350	0.00575	0.05367	0.05875

F. Waste

	Unit	2019	2020	2021	2022
Total waste recycled/ reused	<i>metric tonnes</i>	736	749	2,389	3,221
Total waste disposed	<i>metric tonnes</i>	Not measured	Not measured	Not measured	Not measured

PEOPLE DATA

A. Workforce

		2019(in %)	2020(in %)	2021(in %)	2022(in %)
Headcount by Age Group	Less than 30 years	60.26%	28.65%	28.06%	26.09%
	Between 30-50 years	34.75%	64.78%	65.16%	66.30%
	More than 50 years	4.99%	6.57%	6.77%	7.61%

Headcount by Management Level	Senior Management	1.75%	3.10%	3.23%	2.95%
	Middle Management	3.40%	10.22%	10.16%	10.25%
	Junior Management	34.56%	34.49%	35.32%	40.84%
	Others	60.28%	52.19%	51.29%	45.96%

Headcount by Gender	Male	99.06%	97.45%	97.26%	97.83%
	Female	0.94%	2.55%	2.74%	2.17%

B. Gender Diversity

		2019(in %)	2020(in %)	2021(in %)	2022(in %)
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Female Workforce	Permanent	0.94%	2.55%	2.74%	2.17%
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Female workforce in Departments	Revenue Generation	No females involved in revenue-related functions			
	STEM Functions	No females involved in STEM-related functions			

Female Workforce in Age Group	Less than 30 years	0.02%	1.28%	0.65%	0.47%
	Between 30-50 years	0.92%	1.28%	2.10%	1.71%
	More than 50 years	0.00%	0.00%	0.00%	0.00%

Female Workforce at Management level	All management	2.03%	2.37%	2.26%	2.02%
	Senior Management	0.00%	0.00%	0.00%	0.00%
	Middle Management	0.37%	0.55%	0.48%	0.47%
	Junior Management	1.66%	1.82%	1.77%	1.55%

Female Workforce at Leadership Level	Board members	16.66%	16.66%	16.66%	16.66%
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C. Discrimination and Harassment

		2019	2020	2021	2022
Discrimination and Harassment Incidents	<i>Number</i>	0	0	0	0

D. Hiring

		2019	2020	2021	2022
Annual Hiring	Number	135	114	174	196

E. Employee Turnover

		2019(in %)	2020(in %)	2021(in %)	2022(in %)
Total Employee Turnover rate	Total	21.25%	26.00%	22.00%	31.00%
Employee Turnover Rate- by Gender	Male	19.00%	26.00%	22.00%	31.00%
	Female	22.00%	38.00%	19.00%	38.00%
Employee Turnover rate by Age Group	Less than 30 years	8.30%	7.20%	3.55%	7.91%
	Between 30-50 years	11.75%	10.70%	12.10%	17.52%
	More than 50 years	1.20%	0.92%	1.45%	1.24%

Total Voluntary Turnover rate	Total	17.56%	12.73%	13.23%	22.95%
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F. Employee Engagement

		2019(in %)	2020(in %)	2021(in %)	2022(in %)
Employee participated in survey	Total	Not available			

G. Human Capital Development

		2019	2020	2021	2022
Average hours spent by FTE on training and development	Hours	Not Available	3.66	4.00	5.29
Average hours spent on training and development by gender	Male	Not Available	3.73	4.11	5.41
	Female	Not Available	0.00	0.00	0.00
Average hours spent on training and	Management	Not Available	3.73	4.11	5.41

development by training type	Technical	Not Available	0.00	0.00	0.00
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H. Human Capital Return on Investment

		2019	2020	2021	2022
Total Revenue	<i>INR Million</i>	4,079.58	5,180.68	7,840.80	9,145.20
Total Operating Expenses	<i>INR Million</i>	3,616.06	4,438.18	6,906.84	8,464.92
Total employee-related expenses (salaries and benefits)	<i>INR Million</i>	263.93	292.61	414.10	517.30

I. Human Rights

	Aspects Covered
Human Rights Commitment	Modern Slavery, Forced Labour, Child Labour, Freedom of Association, Health & Safety, Non discrimination, Gender Pay Equity

J. Employee Development Programme

		Description of program	FTE participation (%) in 2021	FTE participation (%) in 2022
Description of program objective and outcomes	Paathshala	Apollo Pipes invested in Paathshala, a state-of-the-art dedicated training center at Dadri which provided technical and non-technical training to the Company employees. Tailored training modules were developed in-house with the help of subject matter experts. Internal Faculty appointed by the management imparted training programs.	52.00%	69.00%

K. Employee Support Programs

1. Flexible working hours	
2. Working-from-home	
3. Childcare facilities or contributions	70.97% of the total employees and 0.95% of the total workers are covered under health insurance
4. Breast-feeding/ lactation facilities or benefits	2.76% of the total employees and 0.48% workers are covered under maternity benefits. Retirement benefits such as PF, Gratuity and ESI are also given.
5. Paid parental leave for primary caregiver with indication of number of paid weeks	

L. Talent Attraction and Retention

Provide a small write-up on how the company is evaluating recruiting channels, screening of candidates, assessing talent supply/demand)	Company has a defined recruitment policy along with SOPs. Company has also implemented online recruitment module through ZingHR (HRMS) Platform. All the recruitment are happening as per the approved hiring plan by the management. All the hiring are defined under TAT process so the recruitment is done in time.
Management by objectives: systematic use of agreed measurable targets by line superior	Company has implemented BSC based KRA framework and has robust PMS system which is implemented online through ZingHR (HRMS) Module.
Multidimensional performance appraisal (e.g. 360 degree feedback)	Not applicable
Team based performance appraisal	All the employees are covered under PMS Process, these employees are linked to their functional heads.
Formal comparative ranking of employees within one employee category	Bell curve is maintained where employees are compared based on their performance.

Frequency at which the performance appraisals take place	Annually PMS review system with half yearly team review
Type of long-term incentive program (e.g. stock options, restricted stock units, cash incentives, etc.) given out to employees	ESOP Scheme for employees
Type of employees below the senior management level the program applies to	Junior and Mid Level Management
Frequency at which the long term incentives are paid out	Disbursed in each financial year after PMS Process.

M. Occupational Health and Safety					
	Unit	2019	2020	2021	2022
Fatalities - Employees	<i>Number</i>	0.00	0.00	0.00	0.00
Fatalities - Contractors	<i>Number</i>	0.00	0.00	0.00	0.00
Lost-Time Injury Frequency Rate (LTIFR) - Employee	<i>n/million hours worked</i>	0.00	0.00	0.00	0.00
Lost-Time Injury Frequency Rate (LTIFR) - Contractors	<i>n/million hours worked</i>	0.00	0.00	0.00	0.00