

August 29, 2023

**The National Stock Exchange of India Limited**  
Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No. C/1, G Block,  
Bandra-Kurla Complex, Bandra (East),  
Mumbai – 400 051

Department of Corporate Services/Listing  
**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai – 400 001

**NSE Symbol:** APOLLOPIPE

**SCRIP Code:** 531761

Dear Sir/Madam,

**Re: Business Responsibility and Sustainability Report**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Company's Business Responsibility and Sustainability Report for the Financial Year 2022-23, which also forms part of the Annual Report of F.Y. 2022-23 of the Company in the format as specified by the Securities and Exchange Board of India.

This is for your kind reference and records.

Yours faithfully,

For **Apollo Pipes Limited**

**Ankit Sharma**  
**Company Secretary & Compliance Officer**

Encl: A/a

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**APOLLO PIPES LIMITED**

Regd. Office : 37, Hargobind Enclave, Vikas Marg, Delhi-110092, India

Corporate Office : A-140, Sector 136, Noida (U.P.) - 201301

Manufacturing Unit : Dadri (U.P.), Sikandrabad (U.P.), Ahmedabad (Gujarat), Tumkur (Karnataka), Raipur (Chhattisgarh) India

**Toll Free No.: 1800-121-3737**

info@apollopipes.com | www.apollopipes.com | CIN : L65999DL1985PLC022723

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN)	L65999DL1985PLC022723
2.	Name of the Listed Entity	Apollo Pipes Ltd.
3.	Year of incorporation	1985
4.	Registered office address	37, Hargobind Enclave, Vikas Marg, Delhi – 110092
5.	Corporate address	Plot No. A-140, Sector-136, Noida, Uttar Pradesh – 201301
6.	E-mail	<a href="mailto:compliance@apollopipes.com">compliance@apollopipes.com</a>
7.	Telephone	91-11-44457164
8.	Website	<a href="https://www.apollopipes.com/">https://www.apollopipes.com/</a>
9.	Financial year for which reporting is being done	FY 2022 - 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE, NSE
11.	Paid-up Capital	₹ 39,32,82,060
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. Ajay Kumar Jain, Chief Financial Officer, Tel.No.: 0120-658777
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)	This report is being prepared on Standalone basis for Apollo Pipes only.

### II. Products/services

#### 14. 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.	Manufacturer of Plastic Products	Apollo Pipes manufactures a wide range of plastic products such as cPVC, uPVC, HDPE Pipes and Fittings	95%

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

Sl. No.	Product/ Service	NIC Code	% of total Turnover contributed
1.	cPVC, uPVC, HDPE Pipes and Fittings	222	95%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	2	7
International		NIL	

#### 17. Markets served by the entity:

##### a. Number of locations

Location	Number
National (No. of States)	In India, Apollo Pipes Limited has five main operational manufacturing locations, two at U.P., one at Ahmedabad, one at Bengaluru, and one at Raipur.
International (No. of Countries)	0

##### b. What is the contribution of exports as a percentage of the total turnover of the entity? : 0.002%

##### c. A brief on types of customers

The Apollo Pipes Limited serves a wide range of customers across various sectors. Some of the key customer segments for the company includes:

- **Agriculture Segment:** Majority of the products sold here are Casing pipes, Drip Irrigation System, Sprinkler System, Bore well pipes.
- **Water Management Segment:** Majority of the products sold here are Hot & cold potable water distribution & transportation, Residential, Commercial installations.
- **Construction Segment:** Majority of the products sold here are Sanitation & Sewage Pipes, Plumbing pipes.
- **Oil & Gas Segment:** Conveying edible oils and chemicals & corrosive fluids.
- **Telecom Ducting**

### IV. Employees

#### 18. 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)
<b>EMPLOYEES</b>						
1	Permanent (D)	434	421	97.00	13	3.00
2	Other than Permanent (E)	0	0	0	0	0
<b>3</b>	<b>Total Employees (D + E)</b>	<b>434</b>	<b>421</b>	<b>97.00</b>	<b>13</b>	<b>3.00</b>
<b>WORKERS</b>						
4	Permanent (F)	210	209	99.52	1	0.48
5	Other than Permanent (G)	65	65	100.00	0	0
<b>6</b>	<b>Total Workers (F + G)</b>	<b>275</b>	<b>274</b>	<b>99.64</b>	<b>1</b>	<b>0.36</b>

## b. Differently Abled Employees and Workers:\*

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
<b>3</b>	<b>Total differently abled employees (D+ E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
<b>6</b>	<b>Total Differently Abled Workers (F+G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*Though Apollo Pipes does not have any differently abled employees or workers at present, all the facilities such as offices and warehouses have been made accessible for differently abled visitors.

## 19. Participation/Inclusion/Representation of Women

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel(s)	4	0	0%

## 20. Turnover rate for Permanent Employees and Workers (Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in Current FY)			FY 2021-22 (Turnover rate in Previous FY)			FY 2020-21 (Turnover rate in the Year prior to the Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	31%	38%	31%	22%	19%	22%	26%	38%	26%
Permanent Workers	18%	100%	18%	8%	0%	8%	25%	100%	26%

## V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

## 21. (a) 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)
			NA	

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
- (ii) Turnover for the year ended 31 March, 2023 (in ₹): 9,14,52,34,269.00
- (iii) Net worth as at 31 March 2023 (in ₹): 4,57,21,65,805.00

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web link for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending for resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending for resolution at the close of the year	Remarks
Communities	Y	0	0	-	0	0	-
Investors (other than Shareholders)	Y	0	0	-	0	0	-
Shareholders	Y	0	0	-	0	0	-
Employees and Workers	Y	0	0	-	0	0	-
Customers	Y	295	All Resolved	-	70	0	All Resolved
Value Chain Partners	Y	0	0	-	0	0	-
Other	-	-	-	-	-	-	-

A Grievance Redressal Mechanism is in place. The web link for the same is:

<https://www.apollopipes.com/media/product/Whistle%20Blower%20or%20Vigil%20Mechanism%20Policy%20of%20Apollo%20Pipes%20Ltd.pdf>

**24. Overview of the Entity’s Material Responsible Business Conduct Issues**

Sl. 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	Customer Relationship Management	Opportunity	<p>Opportunity</p> <p>By placing Customer's preferences as a top priority, we can effectively nurture customer loyalty and elevate customer retention rates.</p> <p>We engage in customer satisfaction surveys to collect feedback and gain valuable insights from our valued clientele.</p>	-	<p>Positive</p> <p>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.</p> <p>Creating differentiation from competitors and offering compelling reasons for customers to choose our products over other alternatives are essential aspects of our business strategy.</p>

Sl. 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)
2	Code of Conduct	Risk	Risk 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 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.	Negative This significantly affects the brand reputation within the industry, resulting in financial losses.
3	Investment in new technologies	Opportunity	Opportunity Investing in Green technologies provides a multitude of advantages, spanning from market expansion and cost savings to regulatory compliance and an enhanced brand reputation.	-	Positive By obtaining a competitive advantage, the Company can position itself for sustained long-term success.
4	Energy Management	Opportunity	Opportunity Energy conservation strategies often involve enhancing the efficiency of processes, equipment, and systems.	-	Positive Reduced utility costs and operational expenses lead to enhanced profitability. Enhanced productivity, reduced downtime and optimized operations and contribute to an overall increase in corporate efficiency.
5	Waste Management	Opportunity	Opportunity By recycling and reusing plastic waste, businesses can effectively reduce both waste disposal costs and the expenses associated with purchasing new raw materials.	-	Positive Promoting recycling programs can lead to long-term gains in resource and economic efficiency.
6	Water Management	Risk / Opportunity	Risk Insufficient water supply or fluctuations in water availability can significantly affect production schedules, leading to delays, downtime, or reduced productivity. Opportunity Implementing water conservation methods can lead to substantial cost savings by reducing water usage and associated expenses, including those related to water supply and waste water treatment.	Apollo pipes strive to embrace zero waste water discharge practices. Apollo pipes aim to achieve zero water discharge facilities.	Negative Penalties and fines may be imposed for non-compliance with water pollution regulations. Positive Implementing long-term cost-saving measures can result in improved financial performance.

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.apollopipes.com/brsr-policies#investor">https://www.apollopipes.com/brsr-policies#investor</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the National and International codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 (Quality Management System)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>P1:</b> Zero case of fines / penalties / punishment from any regulatory/ enforcing agency in reporting year.</p> <p><b>P3:</b> Zero fatalities for employees</p> <p><b>P4:</b> 100% concerns raised by stakeholders to be addressed in a timely manner</p> <p><b>P5:</b> Zero complaints on human rights related issues</p> <p><b>P7:</b> Zero adverse orders from regulatory authorities for anti-competitive conduct</p> <p><b>P9:</b> Zero data privacy breach of customers</p>								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	All the targets mentioned above w.r.t. their principles are achieved								
<b>Governance, Leadership, and Oversight</b>									
<b>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)</b>									
ESG will emerge as the most crucial business challenge in the forthcoming years, primarily due to regulatory changes mandating stringent monitoring and reporting of ESG data at the Company level. Moreover, Companies will confront unprecedented levels of extreme weather events such as heatwaves, floods, droughts, and cyclones as the Earth's temperature continues to rise annually due to the over-exploitation of natural resources.									
To address these challenges effectively, Apollo Pipes remains committed to rigorously monitoring and reporting on ESG data. Additionally, the Company will actively plan for reduction measures and decarbonization strategies to fulfill its long-term sustainability commitments.									
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Board of Directors								
<b>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.</b>	<p>Yes, the Board of Directors of the Company has constituted a Risk Management Committee which looks after the Sustainability related issues comprising of following Directors:</p> <ol style="list-style-type: none"> <li>1. Mr. Sameer Gupta, Chairman</li> <li>2. Mr. Arun Agarwal, Member</li> <li>3. Mr. Abhilash Lal, Member</li> <li>4. Mr. Pradeep kumar Jain, Member</li> <li>5. Ms. Neeru Abrol, Member</li> </ol>								

**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/Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action.	Y	Y	Y	Y	Y	Y	Y	Y	Y										Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.	Y	Y	Y	Y	Y	Y	Y	Y	Y										Annually

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).**

If yes, provide the name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No external evaluation was undertaken. However, the processes and compliances are subject to scrutiny by Internal Auditors, and regulators, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management and/or Board.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/ No)	Not applicable as all policies of the Company are in line with principles of NGRBCs								
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****PRINCIPLE 1:**

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

**Essential Indicators****1. Percentage during coverage by training and awareness programmes on any of the principles the financial year:**

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Health & Safety, Code of Conduct, Cyber-security, POSH	100%
Key Managerial Personnel(s)	1	Health & Safety, Code of Conduct, Cyber-security, POSH	100%
Employees other than Board and KMPs	18	Health & Safety, Skill Upgradation, HIRA	13%
Workers	20	Health & Safety, Skill Upgradation, HIRA, First aid	60%

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	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

  

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

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

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

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.

At Apollo Pipes, we maintain a strong stance against bribery and corruption in all aspects of our operations. Our company strictly adheres to Anti-Bribery and Anti-Corruption policy. We firmly believe in conducting business with integrity and transparency, fostering an environment of trust and fairness. Our commitment to ethical practices ensures that our customers, employees and partners can rely on us to uphold the highest standards of business conduct, free from any form of bribery and corruption.

Link to the policy:

<https://www.apollopipes.com/media/product/Anti-Bribery%20Policy%20of%20Apollo%20Pipes%20Ltd..pdf>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors.	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs.	0	-	0	-

**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.**

There were zero cases of corruption and conflict of interest. Hence, this question is not applicable.

**Leadership Indicators****1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

Nil

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

Yes, the Company has strict measures in place to avoid/manage conflict of interest involving Board Members. Directors and Executives must use extreme caution to prevent 'conflicts of interest' with the Company. If a conflict of interest is probable, he/ she should make full disclosure of all facts and circumstances to the Chairman & Managing Director of the Company and receive prior written consent. Full disclosures must be made under the following circumstances:

- When a Director or Executive acts or has interests that make it impossible for him or her to do his or her job objectively and effectively;
- Inappropriate personal benefits received by a Member of one's family as a result of one's position in the Company;
- Any outside business activity that interferes with an individual's ability to devote adequate time and attention to the Company's duties;
- Any major ownership position in the Company's supplier, customer, or rival; and
- Any consulting or employment relationship with the Company's supplier, customer, business associate, or rival.

**PRINCIPLE 2:**

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

**Essential Indicators****1. Percentage of R&D and Capital Expenditure (CAPEX) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and CAPEX investments made by the entity, respectively.**

	Current Financial Year (2022-23)	Previous Financial Year (2021-22)	Details of improvements in environmental and social impacts
R&D*	-	-	NA
Capex	-	-	

\*Apollo Pipes is currently doing R&D activities that jointly have environmental and social impacts. It will be reported in the next financial year when we will have a breakdown of activities with their environmental and social impacts along with their monetary expenditure amount.

**2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

The Company is mindful of the environmental effect of sourcing and is always working with vendors and suppliers to lessen it.

We are aware that most significant raw material vendors/suppliers operate on a long-term basis. Transportation and Logistics optimization is a continuous effort to decrease relative environmental consequences. We are deliberating on measures to be undertaken to have a higher percentage of sustainably sourced raw materials.

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

Apollo Pipes is currently mapping the procurement practices as per sustainable sourcing framework. A quantitative number will be provided from the next financial year.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Plastic materials are reused in compliance with the State/Country’s regulatory and standard criteria. In some cases, garbage is sold to registered vendors or transferred to authorized recyclers. Furthermore, Apollo Pipes has agreements in place with authorized organizations at all locations to assist the pickup, recycling, reuse, or safe disposal of these products.

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

Yes, EPR is applicable to our activities pertaining to plastic packaging production. Apollo pipes has aligned the waste collection plan w.r.t. EPR guidelines

It includes following components:

- a) Setting up of collection infrastructure;
- b) Awareness programs;
- c) Tie-ups with waste management agencies; and
- d) Reporting and compliance

**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	Total (A)	% of Employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	421	296	70.31	0	0	0	0	0	0	0	0
Female	13	12	92.31	0	0	12	92.31	0	0	0	0
<b>Total</b>	<b>434</b>	<b>308</b>	<b>70.97</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>2.76</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	209	2	0.96	0	0	0	0	0	0	0	0
Female	1	0	0	0	0	1	100.00	0	0	0	0
<b>Total</b>	<b>210</b>	<b>2</b>	<b>0.95</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0.48</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Workers</b>											
Male	65	65	100	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>65</b>	<b>65</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**2. Details of Retirement Benefits for Current Financial Year and Previous Financial Year.**

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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/NA)	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/NA)
PF	59%	32%	Y	48%	40%	Y
Gratuity	18%	25%	Y	17%	29%	Y
ESI	12%	32%	Y	6%	40%	Y
Other – (NPS)	-	-	-	-	-	-

**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.**

At Apollo Pipes, inclusivity is at the core of our company values. We are dedicated to creating a workplace and accommodating to all individuals, including differently-abled employees. The Company's premises are made access friendly and assistive devices like slope, wheelchairs or walking sticks are made available for people with disability.

**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.**

At Apollo Pipes, we firmly believe in providing equal opportunities to all individuals, without any form of discrimination. We are committed to creating a workplace that promotes diversity, and inclusivity, valuing each employee for the unique skills, experiences, and perspective. Our hiring, promotion and development processes are based solely on merit, ensuring that every individual has an equal chance to contribute and succeed within our organization. The company's Business Responsibility Policy covers the rights of persons with disabilities.

The web-link to the policy is <https://www.apollopipes.com/media/product/Policy%20on%20Diversity%20and%20Inclusion%20of%20Apollo%20Pipes%20Ltd..pdf>

5. Return to work and Retention rates of Permanent Employees and Workers that took Parental Leave.

Gender	Permanent Employees		Permanent Workers	
	Return to Work rate	Retention Rate	Return to Work rate	Retention Rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
<b>Total</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the company has a robust and detailed Grievance Redressal Mechanism with the overarching goal of protecting our Employees and Directors. Procedures have been put in place to ensure that the process of filing a complaint, investigating it, and finally reaching an acceptable judgement is handled professionally and confidentially.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022 - 2023 (Current Financial Year)			FY 2021 - 2022 (Previous Financial Year)		
	Total Employees / Workers in respective category (A)	No. of Employees / Workers in respective category, who are part of Association(s) or Union (B)	% (B/A)	Total Employees / Workers in respective category (C)	No. of Employees / Workers in respective category, who are part of Association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Permanent Workers</b>	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil

8. Details of training given to Employees and Workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and Safety measures		On Skill Upgradation		Total (D)	On Health and Safety measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Employees</b>										
Male	421	55	13.06	223	52.97	354	42	11.86	207	58.47
Female	13	0	0	0	0	14	0	0	0	0
<b>Total</b>	<b>434</b>	<b>55</b>	<b>12.67</b>	<b>223</b>	<b>51.38</b>	<b>368</b>	<b>42</b>	<b>11.41</b>	<b>207</b>	<b>56.25</b>
<b>Workers</b>										
Male	209	127	60.77	112	53.59	249	135	54.22	116	46.59
Female	1	0	0	0	0	3	0	0	0	0
<b>Total</b>	<b>210</b>	<b>127</b>	<b>60.48</b>	<b>112</b>	<b>53.33</b>	<b>252</b>	<b>135</b>	<b>53.57</b>	<b>116</b>	<b>46.03</b>

## 9. Details of performance and career development reviews of Employees and Workers:

Category	FY 2022-2023 (Current Financial Year)			FY 2021 - 2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	421	348	82.66	354	294	83.05
Female	13	9	69.23	14	9	64.29
<b>Total</b>	<b>434</b>	<b>357</b>	<b>82.26</b>	<b>368</b>	<b>303</b>	<b>82.34</b>
<b>Workers</b>						
Male	209	182	87.08	249	211	84.74
Female	1	1	100	3	1	33.33
<b>Total</b>	<b>210</b>	<b>183</b>	<b>87.14</b>	<b>252</b>	<b>212</b>	<b>84.13</b>

## 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?

The Company understands the worth of a healthy and sound human resource. The Company focuses on ensuring the well-being of all its Employees. We have already put in place a strong health and safety framework for our offices around the country. All office buildings are safe and have safety systems such as fire detection, firefighting, safe means of escape, assembly points, emergency evacuation plans, and so on. We provide frequent safety training to our Employees in order to foster a safe culture throughout the firm.

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

To identify and quantify the risks associated with work-related hazards, we conducted a comprehensive hazard identification and risk assessment (HIRA) research. To identify work-related dangers for all normal and non-routine tasks, a hazard identification and risk assessment method is used. We implement risk mitigation methods based on the severity of the hazards, such as engineering, administrative, PPE controls, and so on.

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

Yes, the Company has procedures in place for Employees to report work-related risks and remove themselves from such hazards.

Some of the processes enabling Workers to report work related hazards:

- Safety committee meetings;
- Daily shop floor meeting;
- Interactions with the plant supervisors during their frequent rounds on the shop floor; and
- The workers are authorized to stop the machine and report to immediate Supervisor whenever they notice work related hazard

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

Yes, Apollo Pipes believes in providing an atmosphere in which Employees' financial needs are covered in addition to their remuneration.

Employees have access to non-occupational medical and health care services through Company-organized medical camps where reputable doctors from various disciplines/hospitals are accessible for health checkups and consultation, including online consultation and awareness workshops. Furthermore, every Employee and their designated dependents are covered by either medical insurance or ESI.

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

Safety Incident/Number	Category	FY 2022-2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

An Internal Safety Committee comprised of one safety in-charge and four supporting Members from cross functional departments conducts safety and health inspections at each Apollo Pipes Premise.

Internal Safety Committee is responsible for:

- Daily Safety round of whole company;
- Noting down of all unsafe conditions;
- Regular in-house safety training and awareness of all employees of the unit;
- Planning and conducting mock-drill on regular intervals;
- Regular monitoring of all firefighting equipment's; and
- Conduct weekly meetings with unit head for review of safety standard of the unit.

**13. Number of Complaints on the following made by Employees and Workers:**

	FY 2022-2023 (Current Financial Year)			FY 2021 - 2022 (Previous Financial Year)		
	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	NIL	NIL	-	NIL	NIL	-
Health & Safety	NIL	NIL	-	NIL	NIL	-

**14. Assessments for the year:**

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

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

No significant risks were found in the assessments.

**Leadership Indicators**

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, we have life insurance policy for our Employees and Workers under applicable regulations.

Provided Members have been placed in suitable employment.

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

Yes, the Company is always investing in human capital development, which encompasses both the improvement of current skills and competencies and the offer of a range of experiences to Employees. This improve Worker employability and, if desired, provide for a smoother move to other opportunities.

The Company is required to provide a gratuity, unfunded defined benefit retirement plan to qualified Employees. The plan provides for a lump sum payment to vested Employees at retirement, death while on the job, or termination of employment of an amount equal to 15 days/one month salary, as applicable, payable for each completed year of service or part thereof in excess of six months in terms of the Company's Gratuity scheme or as per payment of Gratuity Act, whichever is higher. Vesting takes place after five years of service.

**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 effect and impact of key stakeholders on the Company's activities are defined. The corporation conducted a materiality review in which it solicited the opinions of external and internal stakeholders via online and offline questionnaires. This approach began with identifying internal stakeholders as Workers and external stakeholders as Investors and Shareholders, Suppliers/partners, and Customers/Dealers. Furthermore, the firm chose community groups to invest resources on CSR programmes to assure community welfare.

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
Employees and Workers	No	<ul style="list-style-type: none"> <li>- E-mail</li> <li>- Intranet portal</li> <li>- Newsletters</li> <li>- Employee engagement activities and Surveys</li> <li>- Rewards and recognitions</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Employees are the most important assets of the Company and are essential to company's long-term success. They are critical for increasing the Company's competitiveness and confirming its market leadership.</li> </ul>

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 and Investors	No	<ul style="list-style-type: none"> <li>- Annual General Meeting</li> <li>- Investor Relations Web Page</li> <li>- Quarterly condensed financial statements</li> <li>- Annual Report</li> <li>- Investor conference calls</li> <li>- Television Interviews</li> <li>- Press Releases</li> </ul>	Quarterly, Half yearly & Annually and as and when required	- Announcing Financial Results, Dividend Updates, Annual Reports, Intimation to Physical Shareholders regarding Dispute Resolution Mechanism etc.
Customers	No	<ul style="list-style-type: none"> <li>- Engagement through website, social media, in-store promotions</li> <li>- Brand campaigns conducted regularly, during festive seasons and sales promotions</li> </ul>	Continuous	- End consumers hold a paramount role as key stakeholders, as their satisfaction and delight constitute a pivotal component of our strategy for achieving success.
Supply Chain Partners	No	<ul style="list-style-type: none"> <li>- One to-one meetings</li> <li>- Regular operational reviews</li> </ul>	Continuous	- The Company collaborates with the suppliers to maintain seamless business operations by ensuring effective and efficient procurement practices.
Communities	Yes	<ul style="list-style-type: none"> <li>- CSR initiatives</li> <li>- Volunteering initiatives</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Responsible corporate citizenship</li> <li>- To develop the CSR project along with the community, according to the need of the community</li> </ul>
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> <li>- Disclosures and filings for compliance reporting</li> <li>- Meeting authorities for permissions/ approvals</li> </ul>	Audits conducted periodically/ monthly/ quarterly/ annually and on need basis	- Compliance-Tax Payments Policy Advocacy

**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 frequently interacts with its stakeholders on any material feedback received from the stakeholders which is further communicated to the Board on an ongoing 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 continuously interacts with its stakeholders and is open to enact upon and incorporate any suggestions received from the stakeholders. During the reporting period, the Company did not receive any material suggestions from any of the stakeholders.

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

Apollo Pipes has a dedicated Grievance cell to address the queries, request and complaints of the clients.

**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 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of Employees/ Workers covered (B)	% (B/A)	Total (C)	No. of Employees/ Workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	434	57	13.13	368	71	19.29
Other than Permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>434</b>	<b>57</b>	<b>13.13</b>	<b>368</b>	<b>71</b>	<b>19.29</b>
<b>Workers</b>						
Permanent	210	125	59.52	252	135	53.57
Other than Permanent	65	0	0	80	0	0
<b>Total Workers</b>	<b>275</b>	<b>125</b>	<b>45.45</b>	<b>332</b>	<b>135</b>	<b>40.66</b>

2. Details of minimum wages paid to Employees and Workers, in the following format:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	421	1	0.24	420	99.76	354	6	1.69	296	83.62
Female	13	0	0	13	100	14	0	0	14	100
<b>Other than Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	209	64	30.62	145	69.38	249	89	35.74	160	64.25
Female	1	1	100	0	0	3	1	33.33	2	66.67
<b>Other than Permanent</b>										
Male	65	65	100	0	0	80	80	100	0	0
Female	0	0	0	0	0	0	0	0	0	0

**3. 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) (Whole Time Directors)	1	1,20,00,000		
Key Managerial Personnel(s)	2	12,08,244		
Employees other than BOD and KMP(s)	343	3,99,640	13	4,10,775
Workers	287	2,32,406	1	1,43,281

**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, we have a committee dedicated to address and resolve human rights issues with appropriate measures.

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

According to the Company, human rights are inherent, universal, indivisible, and interconnected in nature. Within its area of influence, the Company promotes human rights education and awareness across its value chain.

To safeguard Employees and Directors, the organisation has a robust and thorough Grievance Redressal Mechanism in place. Procedures have been put in place to guarantee that the process of filing a complaint, investigating it, and eventually reaching an acceptable judgement is done professionally and discreetly. The entire procedure is described in full under the Company's Whistleblower policy.

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

	FY 2022-2023 (Current Financial Year)			FY 2021 - 2022 (Previous Financial Year)		
	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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

Apollo Pipes has a well-defined policy in place to fight gender-based misbehavior and to provide a friendly work environment for Female Employees and others. The policy offers principles, methods, procedures, and platforms for filing, hearing, and resolving sexual harassment and discrimination complaints. The Complaints Committee, which was created by the Company's management, hears and addresses the complaints.

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

Yes, human rights are incorporated into the Company's commercial agreements and contracts. The firm is dedicated to protecting and upholding the human rights of its employees, communities, and others who are directly or indirectly impacted by the Company's commercial operations.

**9. 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 – please specify	-

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

NA

**Leadership Indicators****PRINCIPLE 6:**

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

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

Parameter		FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	GJ	100,557.68	82,243.51
Total fuel consumption (B)	GJ	2,650.37	2,812.46
Energy consumption through other sources (C) - Solar	GJ	4,074.04	4,343.51
<b>Total energy consumption (A+B+C)</b>	GJ	107,282.09	89,399.48
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (approx.)	GJ/INR millions	1.17	1.13
Energy intensity per quantity of goods sold (Total energy consumption/ quantity of goods sold)		-	-

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.

No

**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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Ground water	134,534	56,336
(iii) Third party water	2,732	6,262
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	137,266	62,598
<b>Total volume of water consumption (in kilolitres)</b>	58,752	53,674
<b>Water intensity per rupee of turnover (Water consumed / turnover) (KL/INR millions)</b>	0.64	0.68
<b>Water intensity per quantity of goods sold (Total water consumption/ quantity of goods sold)</b>	-	-

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

No

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

Apollo Pipes has not implemented ZLD as of FY23.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	µg/m3	20.3	21.05
Sox	µg/m3	14.2	16.1
Particulate matter (PM)	µg/m3	60.3	53.85
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others		-	-

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.

No

6. Provide details of Greenhouse Gas Emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	198.34	210.56
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	19,832.21	18,047.88
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	tCO <sub>2</sub> e/INR millions	0.21	0.23
Total Scope 1 and Scope 2 emissions intensity (Total emissions / quantity of goods sold)		-	-

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.

No

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

Yes, Apollo Pipes has installed solar panels in their facility to reduce their dependency on the non-renewable sources. This project has helped in the reduction of GHG emissions as the amount of electricity purchased from the grid has been reduced.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	3984	3082
E-waste (B)	NIL	NIL
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	7.1	2
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any (G)	2.9	1.2
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e., by materials relevant to the sector)	686	480
<b>Total (A+B + C + D + E + F + G + H)</b>	4680	3566
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	NIL	NIL
(i) Re-used	3221	2389
(ii) Other recovery operations	NIL	NIL
<b>Total</b>	3221	2389
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	NIL	NIL
(i) Landfilling	NIL	NIL
(ii) Other disposal operations	NIL	NIL
<b>Total</b>	NIL	NIL

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.

No

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

Apollo Pipe's products and processes does not involve the usage of hazardous and toxic chemicals in their products and processes.

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

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.
NA			

11. 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
NA					

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

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
NA				

**Leadership Indicators**

1. Provide break-up of the total energy consumed (in Joules or multiples) from Renewable and Non-Renewable sources, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From Renewable Sources (GJ)</b>		
Total electricity consumption (A)	4074.04	4343.51
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	4074.04	4343.51
<b>From Non-Renewable Sources (GJ)</b>		
Total electricity consumption (D)	100,557.68	82,243.51
Total fuel consumption (E)	2,650.37	2,812.46
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	103,208.05	85,055.97

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.

No

#### **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.**

One

**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/ association	Reach of trade and industry chambers/ associations (State/National)
1	Delhi Chamber of Commerce	State

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

#### **Leadership Indicators**

1.

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

#### **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
Social Impact Assessment has not been carried out in the current financial year					

##### **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)	No. of Project Affected Families (PAFs)	Amounts paid to PAFs in the FY (In ₹)
NA						

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

Community members can raise complaints through the Helpline number and Email address provided on the Apollo Pipes website <https://www.apollopipes.com/> where a dedicated team is assigned to monitor the complaints raised

Link to Grievance Redressal Policy –

<https://www.apollopipes.com/media/product/Whistle%20Blower%20or%20Vigil%20Mechanism%20Policy%20of%20Apollo%20Pipes%20Ltd.pdf>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/Small producers	26%	14%
Sourced directly from within the District and Neighbouring Districts	13%	16%

**Leadership Indicators**

**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.**

Since the Company is committed to providing value to its clients, customer satisfaction surveys are conducted on a regular basis. This gives essential input for the Company in order to deliver the best possible service to clients and to continually enhance its customer engagement.

**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	-
Safe and Responsible usage	-
Recycling and/or Safe disposal	-

\*Quantitative numbers will be reported from the next financial year onwards.

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

	FY 2022 - 2023 (Current Financial Year)		Remarks	FY 2021 - 2022 (Previous Financial Year)		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	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other (Customer Complaints)	0	0	-	0	0	-

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

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

**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.**

The company has prioritised Cyber Security. Firewalls have been installed at the gateway level to prevent unauthorised access. We are securing our endpoints by deploying antivirus software. We implemented an automated data backup system that allowed for safe and secure data storage.

Link to the policy: <https://www.apollopipes.com/media/product/Cyber%20Security%20Policy%20of%20Apollo%20Pipes%20Ltd..pdf>

**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.**

NA

**Leadership Indicators**