



July 18, 2024

To,
BSE Limited
Corporate Relationship Department
25th Floor, Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai- 400001
Scrip Code: 543258

To
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C-1, Block G,
Bandra Kurla Complex, Bandra (East)
Mumbai -400051
NSE Symbol: INDIGOPNTS

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24 -Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

In compliance with Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 issued by SEBI in this regard, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

A copy of BRSR is also available on the Company's website at <https://indigopaints.com/investors/annual-reports/>

This is for your information and records.

Thanking you.

For Indigo Paints Limited

DAYEETA Digitally signed by
SHRINIVAS DAYEETA SHRINIVAS
GOKHALE GOKHALE
GOKHALE Date: 2024.07.18
18:52:00 +05'30'

Dayeeta Gokhale
Company Secretary and Compliance Officer

Encl – as above



Business Responsibility and Sustainability Report

A: General Disclosures

A.I: Details of the listed entity

1.	Corporate identity number (CIN) of the listed entity	L24114PN2000PLC014669
2.	Name of the listed entity	INDIGO PAINTS LIMITED
3.	Year of incorporation	2000
4.	Registered office address	Indigo Tower, Street-5, Pallod Farm-2, Baner Road, Pune- 411045, Maharashtra
5.	Corporate address	Same as Registered Office Address
6.	E-mail	secretarial@indigopaints.com
7.	Telephone	020-66814300
8.	Website	www.indigopaints.com
9.	Financial year for which reporting is being done	2023 - 2024 (April 01, 2023 - March 31, 2024)
10.	Name of the stock exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital (in ₹)	47,62,09,870
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Chetan Bhalchandra Humane, Chief Financial Officer, 020- 66814300, secretarial@indigopaints.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	NA
15.	Type of assurance obtained	NA

A.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
	Manufacturing	Manufacturing and supply of Paints, varnishes, enamels or lacquers	100

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
	Manufacturing of Paints, varnishes, enamels or lacquers	202	100

A.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	5	53	58
International	-	-	-

19. Markets served by the entity:

a. Number of locations:

Location	Number
National (No. of States)	36
International (No. of Countries)	1

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

0.21%

c. A brief on types of customers:

The Company is in the business of manufacturing, trading and selling of wide range of paints and allied products. It serves a diverse set of customers. It offers a wide range of paint and products for various applications, including decorative paints and wood finishes.

A.IV: Employees

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female		Other	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
EMPLOYEES								
1.	Permanent (D)	1055	1036	98.20	19	1.80	-	-
2.	Other than Permanent (E)	-	-	-	-	-	-	-
3.	Total employees (D+ E)	1055	1036	98.20	19	1.80	-	-
WORKERS								
4.	Permanent (F)	57	38	66.67	19	33.33	-	-
5.	Other than Permanent (G)	778	684	87.92	94	12.08	-	-
6.	Total workers (F + G)	835	722	86.47	113	15.81	-	-

b. Differently abled employees and workers:

S. No.	Particulars	Total	Male		Female		Other	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	1	1	100	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-	-	-
3.	Total differently abled employees (D+ E)	1	1	100	-	-	-	-
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	-	-	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-	-	-
6.	Total differently- abled workers (F + G)	-	-	-	-	-	-	-

21. Participation/inclusion/representation of women:

Leadership team	Total (A)	Number and percentage of females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.50
Key Management Personnel	2	1	50

Notes:

- Board of Directors includes Managing Director
- Key Management Personnel includes CFO & CS

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

Particulars	FY 2023 - 2024 (Turnover rate in current FY)				FY 2022-2023 (Turnover rate in previous FY)				FY 2021-2022 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	21.91%	5.26%	-	21.61%	17.40%	8.33%	-	17.26%	15.25%	50.00%	-	15.90%
Permanent Workers	5.26%	5.26%	-	5.26%	7.50%	-	-	5.00%	2.33%	-	-	1.59%

A.V: Holding, Subsidiary and Associate Companies (including joint ventures)**23. Details of holding/subsidiary/associate companies/joint ventures.:**

S. No.	Entity name (A)	Entity type	% of shares held	Entity (A) participate in the BRSR initiatives of the parent entity?
1	Apple Chemie (India) Private Limited	Subsidiary	51	No

Notes: This report is prepared on standalone basis.

A.VI: CSR Details**24. CSR details of the company:**

a. Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes

b. Turnover : ₹ 125,486.11 Lakhs

c. Net worth : ₹ 91,506.78 Lakhs

A brief outline on CSR Policy and CSR activities undertaken by the Company has been detailed in Annual Report on CSR activities in the Board's Report which forms a part of this Annual Report.

A.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?	If Yes, then provide web-link for policy	FY 2023 - 2024 Current Financial Year			FY 2022-2023 Previous Financial Year			If NA, then provide the reason
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	
Communities	Yes	https://indigopaints.com/investors/corporate-governance-2/	-	-	Nil	-	-	-	
Investors (other than shareholders)	Yes	https://indigopaints.com/investors/corporate-governance-2/	-	-	Nil	-	-	-	
Shareholders	Yes	https://indigopaints.com/investors/corporate-governance-2/	-	-	Refer Note 6	4	-	-	
Employees and workers	Yes	https://indigopaints.com/investors/corporate-governance-2/	-	-	Nil	-	-	-	
Customers	Yes	https://indigopaints.com/investors/corporate-governance-2/	51	4	Nil	42	3	-	
Value chain partners	Yes	https://indigopaints.com/investors/corporate-governance-2/	-	-	Nil	-	-	-	

Notes:

- Communities- All of the factories of the Company are located in the industrial areas. The factory managers regularly coordinate with the industrial representative bodies and local government bodies to address any grievances received from the local communities.
- Investors and Shareholders- The Company has a dedicated email id i.e. secretarial@indigopaints.com on which the investors and shareholders can raise their grievances. Additionally, shareholders can lodge complaints with respect to shares with the Registrar and Share Transfer Agent (RTA) by emailing at umesh.sharma@linkintime.co.in
- Employees and workers- The Company has in place Internal Complaints Committee and employees and workers can approach our HR Department for registering their grievances. Additionally, employees can register their grievances as per Whistle Blower Policy of the Company.
- Customers- The Company has a dedicated email id and customer care phone number i.e. info@indigopaints.com and +91 2931281162 on which the customers can raise their grievances.
- Value Chain Partners- The Company has a Supplier Code of Conduct in place to address the grievances raised by value chain partners.
- During the year under review, there were 7 requests from the shareholders which inter-alia include revalidation of dividend warrants, KYC updation, registration of nomination. These requests were served and resolved in respective quarter in which requests were reported.

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

S. No.	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1	Resource Use - Water Management	R	Water is a primary raw material in the manufacturing of water based paints	Since the availability of water is restricted, the Company endeavors to use water judiciously. The Company has taken steps to install rain water harvesting facility at all of its factories. Also to recharge the ground water, the Company at one of its factory premises has created water recharging pond.	Negative Implications
2	Resource Use- Energy Consumption	R and O	Energy (Electricity) is a key input in the manufacturing process to run the factories	Excess usage of electricity generated through fossil fuels impacts the environment negatively. The Company is actively implementing and exploring usage of energy generated from renewable resources including solar and wind. In our endeavor to minimize the usage of energy, the Company has already initiated the usage/replacement to energy efficient machinery	Negative and Positive Implications
3	People and Community	O	Employees and Community are the most important stakeholders.	The Company ensures safe and healthy work atmosphere by providing appropriate trainings and safety equipment. The Company also implements equal opportunity policy and prevention of child labor in all its offices and factories	Positive Implications
4	Governance	O	The Company ensures highest level of corporate governance and compliances with the statutory authorities	-	Positive Implications
5	Cyber Security	R	All our stakeholder engagements, including billing and purchasing, are managed through ERP systems. This could pose some digital risks, including potential cybersecurity threats.	Ensuring data security is a top priority for our company, as it is crucial for any business. To mitigate risks arising from cyber threats, we take daily backups of our cloud storage data. Additionally, we have implemented disaster recovery and business continuity plans to safeguard our operations.	Negative Implications

B: Management and Process Disclosures

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

- P1** Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable
- P2** Businesses should provide goods and services in a manner that is sustainable and safe
- P3** Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4** Businesses should respect the interests of and be responsive towards all its stakeholders
- P5** Businesses should respect and promote human rights
- P6** Businesses should respect, protect, and make efforts to restore the environment
- P7** Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8** Businesses should promote inclusive growth and equitable development
- P9** Businesses should engage with and provide value to their consumers in a responsible manner

B.1: Policy and management processes

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				
b. Has the policy been approved by the Board?					Yes				
c. Web Link of the Policies, if available					https://indigopaints.com/investors/corporate-governance-2/				
2. Whether the entity has translated the policy into procedures.					Yes				
3. Do the enlisted policies extend to your value chain partners?					Yes				
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.					All policies conform to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and National Guidance on Responsible Business Conduct.				
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.					Please refer to the Commitment to Sustainability Section forming a part of the Annual Report on Page 025				
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:					Mr. Hemant Kamala Jalan, Chairperson and Managing Director of the Company is the director responsible for the business responsibility report. For the statement, refer to the Chairperson's Message on Page 006				
8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy(ies):					Name- Mr. Chetan Bhalchandra Humane Designation- Chief Financial Officer				
9. Details about the entity's committee of the board/director responsible for decision making on sustainability related issues?:									
a. Does the entity have a specified committee of the board/director responsible for decision making on sustainability related issues?					: Yes				
b. If yes, provide details:					Mr. Hemant Kamala Jalan, Chairperson and Managing Director oversees and periodically review Business Responsibility and Sustainability Initiatives of the Company. We also have a ESG committee in place headed by the Managing Director				

B.2: Governance, leadership and oversight

10. Details of review of NGRBCs by the company:

a. Details about reviewing authority:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Director				
Description of any other committee									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Director				
Description of any other committee									

b. Details about frequency:

Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Any other				
Description of any other frequency					Ongoing				
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Any other				
Description of any other frequency					Ongoing				

11. Information about the independent assessment /evaluation of the working of its policies carried out by the entity by an external agency.:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?					No				
If yes, provide name of the agency									

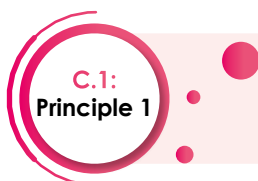
B.3: Details of Review

12. If answer to Q1 of section B.1 - Policy and management processes 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									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles									
The entity does not have the financial or/human and technical resources available for the task									
It is planned to be done in the next financial year									
Any other reason (please specify)									

Not Applicable

C: Principle Wise Performance Disclosures



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:

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	5	Industry Overview, Business Strategy, Corporate Governance and ESG	100
Key Managerial Personnel	3	Industry Overview, Market Research, Business Strategy, Corporate Governance and ESG	100
Employees other than BoD and KMPs	15	Employee Well-Being (Health and Finance), Product and Systems Training	61
Workers	15	Health and Safety	100

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:

a. Monetary:					
Penalties and Fees	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred?
Penalty/Fine	-	-	-	-	No
Settlement	-	-	-	-	No
Compounding fee	-	-	-	-	No

b. Non-monetary:				
Legal sanctions	NGRBC principle	Name of the regulatory enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred?
Imprisonment	-	-	-	No
Punishment	-	-	-	No

Materiality threshold as specified in Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 has been applied for the purpose of this disclosure.

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.: Not Applicable

4. Details about anti-corruption or anti-bribery policy.:

a. Does the entity have an anti-corruption or anti-bribery policy?

: Yes

b. If yes, provide details in brief.:

The Company has the policy and is available on <https://indigopaints.com/investors/corporate-governance-2>

c. If available, provide a web-link to the policy.:

<https://indigopaints.com/investors/corporate-governance-2>

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

Organizational roles	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

Complaints type	FY 2023 - 2024 (Current Financial Year)		FY 2022-2023 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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 or services procured]] in the following format:

Question	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts payables	121	102

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 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	27.29%	25.58%
	b. Number of trading houses where purchases are made from	104	97
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	70.11%	61.69%

Parameter	Metrics	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	21042	19028
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	3.41%	3.41%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.03%	-
	b. Sales (Sales to related parties / Total Sales)	-	-
Employees	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-*	-
Workers	d. Investments (Investments in related parties / Total Investments made)	-	-

* Note: Corporate Guarantee of ₹ 1800 Lakhs was provided to related party during FY 2023-24.

Leadership indicators

1. Details about the processes in place to avoid/ manage conflict of interests involving members of the Board.:

a. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

: Yes

b. If yes, provide details of the same.:

Yes, the company has implemented a Code of Ethics that applies to the Board of Directors, Key Managerial Personnel, and other members of Senior Management. This code provides clear guidelines for identifying, avoiding, and disclosing any actual or potential conflicts of interest that may arise with the company. To ensure transparency and compliance, the company obtains an annual declaration from the aforementioned individuals regarding their interests in other entities that could give rise to conflicts of interest. This allows the company to assess and address any potential conflicts in a timely manner. Furthermore, the company ensures that all necessary approvals required by applicable laws are obtained before engaging in transactions with any related entities. This proactive approach helps demonstrate the company's commitment to upholding legal and regulatory requirements while safeguarding the interests of its stakeholders

C.2: 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.:

Expenditure type	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	-	-	NA

2. Details about sustainable sourcing:

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

: Yes

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

: NA

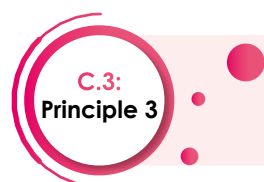
We have started using the recycled plastic cans in our operations. However, we have not maintained the percentage data this year.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for the following waste categories.:

Product type	Process description
a. Plastics (including packaging)	As part Extended Producer's Responsibility (EPR), the Company has partnered with third party organizations for fulfillment of EPR Targets
b. E-waste	Sent to Authorised Recyclers
c. Hazardous waste	Sent to Authorised Recyclers
d. Other waste	Sent to Authorised Recyclers and some processed wastes are reused/recycled internally by the Company

4. Details about Extended Producer Responsibility (EPR):

Questions	Response
Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.	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.	



Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential indicators

1. Details regarding well-being of employees and workers:

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	
		No.	%	No.	%	No.	%	No.	%	No.	%
		(B)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)	(F)	(F/A)
Permanent employees											
Male	1036	1036	100	1036	100	-	-	-	-	-	-
Female	19	19	100	19	100	19	100	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
Total	1055	1055	100	1055	100	19	100	-	-	-	-
Other than permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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	
		No.	%	No.	%	No.	%	No.	%	No.	%
		(B)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)	(F)	(F/A)
Permanent workers											
Male	38	38	100	38	100	-	-	-	-	-	-
Female	19	19	100	19	100	19	100	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
Total	57	57	100	57	100	19	100	-	-	-	-
Other than permanent workers											
Male	684	-	-	-	-	-	-	-	-	-	-
Female	94	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
Total	778	-	-	-	-	-	-	-	-	-	-

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

Question	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Cost incurred on well being measures as a % of total revenue of the company	0.05%	0.04%

2. Details of retirement benefits, for the current and previous financial year.:

Benefits	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (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	No. of employees covered as a % of total employees*	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes

*Eligible as per statute

3. Accessibility of workplaces:

Questions	Response
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?	Yes
If not, whether any steps are being taken by the entity in this regard.	-

4. Details about equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.:

Questions	Response
Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If so, provide a web-link to the policy.	https://indigopaints.com/investors/corporate-governance-2

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	-	-	-	-
Female	-	-	-	-
Other	-	-	-	-
Total	-	-	-	-

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

: Yes

b. If yes, give details of the mechanism in brief.:

Category	Yes/ No	If Yes, then give details of the mechanism in brief
Permanent workers	Yes	The Company has implemented a Whistleblower Mechanism to facilitate the resolution of grievances and promote the reporting of unethical behavior, incidents, fraud, or violations.
Other than permanent workers	Yes	To enable direct communication with the Audit Committee Chairman or Members of the Audit Committee, a dedicated email ID has been created for employees to use.
Permanent employees	Yes	Additionally, the Company adopts an open-door policy, allowing employees and workers to express their concerns to their immediate superiors or the Human Resource Department.
Other than permanent employees	Yes	This approach emphasizes the importance of effective communication and ensures that employees have multiple channels through which they can report any issues or grievances.
		Through these initiatives, the Company actively encourages transparency, accountability, and the prompt resolution of misconduct. By fostering an environment that values integrity, employees are empowered to come forward with their concerns, knowing that they will be addressed without fear of reprisal.

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

Benefits	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (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)
Total permanent employees	1055	-	-	788	-	-
Male	1036	-	-	776	-	-
Female	19	-	-	12	-	-
Other	-	-	-	-	-	-
Total permanent workers	57	32	56.14	60	34	56.66
Male	38	25	65.79	40	26	65.00
Female	19	7	36.84	20	8	40.00
Other	-	-	-	-	-	-

8. Details of training given to employees and workers:

Benefits	FY 2023 - 2024 (Current Financial Year)					FY 2022-2023 (Previous Financial Year)				
	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	1036	998	96.33	719	69.40	776	609	78.47	543	69.97
Female	19	18	94.74	10	52.63	12	12	100.00	12	100.00
Other	-	-	-	-	-	-	-	-	-	-
Total	1055	1016	96.30	729	69.10	788	621	78.81	555	70.43
	Workers									
Male	38	34	89.47	18	47.37	563	563	100.00	451	80.10
Female	19	19	100	10	52.63	102	102	100.00	92	90.19
Other	-	-	-	-	-	-	-	-	-	-
Total	57	53	92.98	28	49.12	665	665	100	543	81.65

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

Benefits	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	1036	1036	100	776	776	100
Female	19	19	100	12	12	100
Other	-	-	-	-	-	-
Total	1055	1055	100	788	788	100
Workers						
Male	38	38	100	563	563	100
Female	19	19	100	102	102	100
Other	-	-	-	-	-	-
Total	57	57	100	665	665	100

10. Health and safety management system:

Questions	Response
a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage such system?	Yes The Company places a strong emphasis on the health and safety of its employees and workers, making it a top priority. To achieve this, the Company has established comprehensive Occupational Health and Safety management systems. These management systems are designed to ensure the well-being of individuals within the organization by providing a structured framework for identifying, assessing, and managing occupational health and safety risks. They encompass a range of policies, procedures, and protocols that address various aspects of workplace safety.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company has established various procedures to assess risks on both routine and non-routine bases. Job Safety Analysis involves systematically evaluating job tasks and identifying potential hazards associated with them. By analyzing each step of a job, the Company can proactively mitigate risks and implement necessary safety measures
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.	Yes
d. Do the employees/ worker of the entity have access to non- occupational medical and healthcare services?	Yes

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

Safety incident/number	Category*	FY 2023 - 2024	FY 2022-2023
		(Current Financial Year)	(Previous Financial Year)
Lost time injury frequency rate (LTIFR) (per one million- person hours worked)	Employees	-	0.99
	Workers	1.07	2.64
Total recordable work-related injuries	Employees	-	2
	Workers	2	4
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Creating a safe and healthy workplace has been a primary focus for our paints manufacturing Company. We recognize the significance of ensuring safety, particularly within our manufacturing plant. To achieve this, we have implemented various measures to address physical health and safety requirements, adhere to statutory regulations, and promote a strong safety culture. Some of the measures we have taken are as below:

Establishing and Implementing Safety Policies: The Company has developed and communicated clear safety policies that outline expectations, rules, and procedures for maintaining a safe work environment. These policies broadly cover areas such as hazard identification, reporting mechanisms, emergency response protocols, and safety training requirements.

Conducting Risk Assessments: The Company regularly assess workplace hazards and risks to identify potential sources of harm or danger. This involves conducting thorough inspections, engaging employees in hazard identification, and utilizing risk assessment techniques. The findings are used to implement appropriate controls and mitigation measures.

Providing Safety Training and Education: The Company ensures that all employees receive proper safety training and education relevant to their roles and the specific hazards they may encounter. This includes training on safe work practices, proper equipment usage, emergency procedures, and any specific regulations or standards applicable to the industry.

Maintaining Proper Safety Equipment and Facilities: The Company maintains appropriate safety equipment, tools, and personal protective equipment (PPE) necessary for employees to perform their work safely. It also ensures that safety equipment is regularly inspected, maintained, and replaced when necessary. Additionally, the company strives to keep the workplace clean, organized, and free from potential hazards.

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

Category	FY 2023 - 2024			FY 2022-2023		
	(Current Financial Year)			(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	-	-	-	-	-	-
Health and safety	-	-	-	-	-	-

14. Assessments for the year:

Category	% 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.:

In order to address safety-related incidents, a thorough root cause analysis is conducted by a dedicated team. This analysis is closely monitored and reviewed by the central quality and safety team. Based on the identified

root causes, appropriate corrective measures are implemented, such as eliminating man-machine interaction or improving inadequate guarding. To ensure that these corrective actions are effectively implemented across all manufacturing locations, a horizontal deployment approach is adopted. This means that the corrective measures and their implementation guidelines are shared horizontally with all manufacturing locations. This allows for a comprehensive assessment of the proposed actions and facilitates their implementation in a consistent manner throughout the organization. By employing this approach, the company aims to ensure that the identified safety issues are addressed effectively, promoting a safer working environment across all manufacturing locations

Leadership indicators

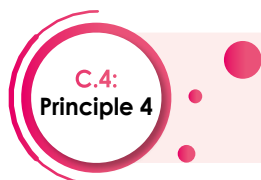
1. Does the entity extend any life insurance or any compensatory package in the event of death of:

Category	Response
Employees	Yes
Workers	Yes

The management of the Company places a high priority on the well-being of its employees. In the event of an unfortunate death of an employee or worker, the Company is committed to supporting the next of kin and the family. This support includes assisting them in claiming their legally entitled dues and benefits, as per the Company's policy that is periodically reviewed and updated. The Company recognizes the significance of addressing the financial entitlements of the bereaved family during this difficult period and aims to provide the necessary assistance and support they require.

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 is firmly committed to complying with applicable legislations and rules. It actively communicates and provides necessary information to its value chain partners to facilitate the deduction of statutory dues. Additionally, the Company diligently undertakes efforts to ensure that all transactions adhere to the requisite regulations by deducting and depositing the applicable statutory dues as mandated. By implementing these measures, the Company upholds its responsibility to meet legal obligations and maintain strict compliance with the applicable regulatory framework.



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.:

Identifying the stakeholders and engaging with them is critical to the Company's CSR and Health, Safety and Environment (HS&E) policies. Your Company has broadly identified six groups covering both internal and external stakeholders as follows:

- Employees
- Local communities
- Regulatory authorities
- Customers and Dealers
- Shareholders
- Suppliers and other business partners

Your company undertakes its CSR for overall betterment of the community with special emphasis on activities for the benefit of the poor and the needy segments of the society. Your company has also initiated training programs for applicators to enhance their skills in collaboration with the Paints & Coatings Skill Council. Your company endeavors to maintain a healthy stakeholder engagement, allow participation wherever possible and promote a collective decision-making process.

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	Channels of communication	Details of other channels of communication	Frequency of engagement	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mail		Others - please specify	Monthly	- Competitive rewards and remuneration, - Health and safety, - Performance evaluation and recognition
Local Communities	Yes	Community Meetings		Others - please specify	Ongoing	Community development programmes through CSR initiatives
Regulatory Authorities	No	E-mail		Others - please specify	Ongoing	- Compliance with rules and regulations - Timely reporting through various compliance- based forms
Customers	No	Other	We communicate with them through SMS, Emails and through phone. We engage with the influencers like painters and contractors through Decor Application available in Google Playstore.	Others - please specify	Need-Based	- New and innovative products as per latest market requirements - Easy access to products and services
Shareholders	No	Other	We engage with shareholders through quarterly conference calls, one on one investor meets, investor conferences arranged by investment and brokerage firms.	Quarterly		- Corporate Governance - Regulatory Compliances - Overall Company Performance
Dealers, Suppliers and other Business partners	No	E-mail		Others - please specify	Need-Based	- Pricing and favourable terms of payment - Timely clearance

Leadership indicators

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

Community, that the Company is a part of is an important stakeholder to the Business. The Company, having worked with the community understands their specific requirements and develop CSR programmes that can meet specific requirements of the community it serves. This is then implemented post identification of the needs, the Company embarks upon multiple, structured and well planned CSR projects. The CSR projects of the Company aims to focus on a social transformation in the life of our disadvantaged, vulnerable and marginalised stakeholders. The Company ensures that the CSR Funds are utilised in an optimum manner that uplifts the weaker sections of the society. The Company has undertaken various CSR initiatives on medical health and support, education support and women empowerment amongst the others.

C.5: Principle 5

Businesses should respect and promote human right

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 2023 - 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1055	1019	96.59	788	712	90.36
Other than permanent	-	-	-	-	-	-
Total employees	1055	1055	100	788	712	90.36
Workers						
Permanent	57	57	100	60	56	93.33
Other than permanent	778	-	-	605	584	96.53
Total workers	835	835	100	665	640	96.24

Note: Training on human rights and other policies is integrated into the Code of Conduct and various awareness programs. The Company has established the Code of Conduct as a key part of employee training.

Numerous discussions are held with all employees and workers to promote awareness about human rights and the Company's Code of Conduct. Besides HR-led sessions, functional team leads are responsible for educating all employees and workers, including new hires, about the Code of Conduct. These sessions are currently not tracked. Additionally, the Code of Conduct is available on the Company's website and intranet portal for reference. Employees are expected to read, understand, and uphold the Code in their daily activities, ensuring compliance with all applicable laws, rules, regulations, and Company policies and procedures.

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

Category	FY 2023 - 2024 (Current Financial Year)					FY 2022-2023 (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)
Employees										
Permanent	1055	-	-	1055	100	788	-	-	788	100
Male	1036	-	-	1036	100	776	-	-	776	100
Female	19	-	-	19	100	12	-	-	12	100
Other	-	-	-	-	-	-	-	-	-	-

Category	FY 2023 - 2024 (Current Financial Year)					FY 2022-2023 (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)
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	57	-	-	57	100	60	-	-	60	100
Male	38	-	-	38	100	40	-	-	40	100
Female	19	-	-	19	100	20	-	-	20	100
Other	-	-	-	-	-	-	-	-	-	-
Other than permanent	778	-	-	778	100	605	-	-	605	100
Male	684	-	-	684	100	523	-	-	523	100
Female	94	-	-	94	100	82	-	-	82	100
Other	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages:

a. Median remuneration/wages:

Category	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	5	15,00,000	3	11,25,000	-	-
Key Managerial Personnel	1	58,66,545	1	8,01,166	-	-
Employees other than BoD and KMP	1033	4,91,636	17	4,07,550	-	-
Workers	38	2,97,539	19	3,19,168	-	-

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

Question	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.42%	2.19%

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

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

The responsibility of recording and addressing human rights issues lies with the Human Resource team. However, the Company proactively focuses on prevention by providing training to employees on understanding human rights, recognizing its various forms, and the appropriate reporting procedures.

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

Benefits	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (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	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child labour	-	-	NA	-	-	NA
Forced labour/involuntary labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

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

Category	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The Company maintains a culture of open communication that fosters a respectful and harassment-free environment. The Whistleblower Policy serves as a guideline and mechanism for protecting individuals who raise complaints or act as whistleblowers. Any complaints or disclosures made by whistleblowers are thoroughly investigated, ensuring strict confidentiality and protection against retaliation.

The Company takes all necessary precautions to safeguard the identity of the complainant or whistleblower. This includes treating the investigation process with utmost confidentiality and implementing measures to withhold their identity. The Company provides necessary safeguards to whistleblowers, allowing them to make protected disclosures in good faith regarding various areas outlined in the Code of Conduct. In relation to sexual harassment, the Company strictly adheres to the principles of Prohibition, Prevention, and Redressal, as outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH) and the corresponding Rules. The Company ensures that the investigation procedure maintains strict confidentiality and safeguards the identity of the complainant. The Company has established a POSH committee in compliance with the provisions of the Act

9. Do human rights requirements form part of your business agreements and contracts?

: Yes

10. Assessments for the year:

Category	% 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

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

Not Applicable

Leadership indicators

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

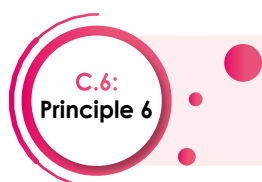
No complaints have been received during the Financial Year under review. Accordingly, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company has established strong practices to actively discourage not just human rights but also other kinds of behavior that may be in contravention to the Company's Ethics policy and Code of Conduct.

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

Yes, the Company strongly believes in the idea of providing equal opportunities to all its employees' and in lines with the same the Company is committed to make its premises accessible for differently abled employees & workers.



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	Unit	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	-	-
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	-	-
From non-renewable sources			
Total electricity consumption (D)	GJ	23201	17794
Total fuel consumption (E)	GJ	396	535
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	23597	18329
Total energy consumed (A+B+C+D+E+F)	GJ	23597	18329
Energy intensity per rupee of turnover (Total energy consumed/revenue from operations)	GJ/crore ₹ turnover	18.8	17.08
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)		Since we are not exporting any significant amount of product, PPP adjustment is not applicable.	
Energy intensity in terms of physical output	GJ/kilolitre of FG	0.114	0.118
Energy intensity (optional) – the relevant metric may be selected by the entity			

Parameter	Unit	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		Yes	Yes
If yes, name of the external agency.		Independent assessment was carried out by Sprih	Independent assessment was carried out by Sprih

2. Details about Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Questions	Response
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?	No
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.	NA

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

Parameter	Unit	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water withdrawal by source			
(i) Surface water	kilolitres	-	-
(ii) Groundwater	kilolitres	4081	-
(iii) Third party water	kilolitres	74343	55919
(iv) Seawater/desalinated water	kilolitres	-	-
(v) Others	kilolitres	-	-
Total volume of water withdrawal (i + ii + iii + iv + v)	kilolitres	78424	55919
Total volume of water consumption	kilolitres	78424	55919
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kilolitres/ crore ₹ turnover	62.49	52.1
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption / Revenue from operations adjusted for PPP)		Since we are not exporting any significant amount of product, PPP adjustment is not applicable.	
Water intensity in terms of physical output (Total water consumption / physical unit)	kilolitres/kilolitre of FG	0.38	0.36
Water intensity (optional) – the relevant metric may be selected by the entity			
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		Yes	Yes
If yes, name of the external agency.		Independent assessment was carried out by Sprih	Independent assessment was carried out by Sprih

4. Provide the following details related to water discharged:

Parameter	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No	No
If yes, name of the external agency.	NA	NA

5. Details about zero liquid discharge (ZLD):

Questions	Response
Has the entity implemented a mechanism for zero liquid discharge (ZLD)?	Yes
If yes, provide details of its coverage and implementation.	All the facilities of the Company are Zero Liquid Discharge facilities. The effluents are treated through dedicated effluent treatment plants installed within the facility premises. The treated effluents/ water are reused in the facility itself

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

Parameter	Please specify unit	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
NOx	Micro Gram	-	17.15
SOx	Micro Gram	-	16.10
Particulate matter (PM)	Micro Gram	-	78.50
Persistent organic pollutants (POP)	Micro Gram	-	-
Volatile organic compounds (VOC)	Micro Gram	-	-
Hazardous air pollutants (HAP)	Micro Gram	-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	Yes
If yes, name of the external agency.		-	Independent assessment was carried out by Sprih

Notes: This year, air emissions (other than GHG emissions) were not measured. We will be measuring it from the subsequent years.

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

Parameter	Unit	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
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)	tCO ₂ e	29.45	38.13
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)	tCO ₂ e	4620.00	4522.55
Total scope 1 and scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/crore ₹ turnover	3.71	4.25
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)		Since we are not exporting a significant amount of product, PPP adjustment is not applicable.	
Total scope 1 and scope 2 emission intensity in terms of physical output	tCO ₂ e/kilolitre of FG	0.022	0.029
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		Yes	Yes
If yes, name of the external agency.		Independent assessment was carried out by Sprih	Independent assessment was carried out by Sprih

8. Does the entity have any project related to reducing GHG emission? If yes, then provide details.:

The Company has undertaken multiple initiatives to reduce greenhouse gas (GHG) emissions. Specifically, we have planned to install 20 kW of solar panels at our head office and are planning to deploy a 1 MW solar plant at our factory locations. Furthermore, the company has conducted energy audits in our factories to identify and replace low efficiency equipment with energy-efficient alternatives. The Company has also started deploying electric vehicles for the last mile delivery.

9. Details related to waste management:**a. Different types of waste generated by the entity, in the following format:**

Organizational roles	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	537.62	322.00
E-waste (B)	0.02	0.01
Bio-medical waste (C)	0.003	0.01
Construction and demolition waste (D)	1.22	-
Battery waste (E)	0.8	0.16
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)	119.72	69.40
Other Non-hazardous waste generated (H). Please specify, if any	590.44	459.57
Total (A+B+C+D+E+F+G+H)	1249.81	851.14
Waste intensity per crore rupee of turnover (tonne/crore ₹ turnover)	0.996	0.793
Waste intensity per crore rupee of turnover adjusted for Purchasing Power Parity (PPP)	Since we are not exporting a significant amount of product, PPP adjustment is not applicable	
Waste intensity in terms of physical output tonne/kilolitre of FG	0.006	0.006
Waste intensity (optional) – the relevant metric may be selected by the entity		

b. Different types of waste recovered or disposed by the entity, in the current financial year:

Category of waste (in metric tonnes)	Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
Plastic waste	537.62	-	-	-	-	-
E-waste	0.02	-	-	-	-	-
Bio-medical waste	-	-	-	0.003	-	-
Construction and demolition waste	1.22	-	-	-	-	-
Battery waste	0.8	-	-	-	-	-
Radioactive waste	-	-	-	-	-	-
Other hazardous waste, if any	86.27	-	-	-	33.45	-
Other non-hazardous waste generated, if any	456.97	133.46	-	-	-	-
Total	1082.89	133.46	-	0.003	33.45	-

c. Different types of waste recovered or disposed by the entity, in the previous financial year:

Category of waste (in metric tonnes)	Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
Plastic waste	320.00	-	-	-	2.00	-
E-waste	0.01	-	-	-	-	-
Bio-medical waste	-	-	-	0.01	-	-
Construction and demolition waste	-	-	-	-	-	-
Battery waste	0.16	-	-	-	-	-
Radioactive waste	-	-	-	-	-	-
Other hazardous waste, if any	3.40	-	-	-	66.00	-
Other non-hazardous waste generated, if any	308.00	151.57	-	-	-	-
Total	631.57	151.57	-	0.01	68.00	-

Yes, Independent assessment was carried out by Sprih

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.:

Waste management and reduction in our operations is one of the key areas of concerns for our organization. The Company has been making consistent efforts to reduce the quantity of waste produced through our operations, by following techniques to reuse and recycle generated waste in an environmentally friendly manner. Our Research and Development department continues its endeavors and its focus on development of new technology that reduces the dependence on ecologically harmful raw materials. Some of the key achievements in this context are – Water based coating for Interior & Exterior Woodwork, Premium Interior Emulsion with rich sheen and smooth finish and Polyurethane based single pack Floor coat.

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

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

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	Results communicated in public domain	Relevant web link
NA	NA	NA	NA	NA	NA

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:

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	NA	NA	NA

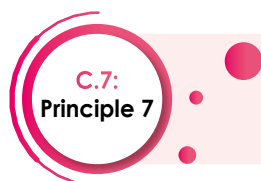
Leadership Indicator

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

Parameter	Unit	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
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)	tCO ₂ e	33094.00	26507.00
Total scope 3 emissions per rupee of turnover	tCO ₂ e/crore ₹ turnover	26.37	24.70
Total scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		Yes	Yes
If yes, name of the external agency.		Independent assessment has been carried out by Sprih	

We have covered only transportation and distribution category as of now.

All the environmental numeric data pertains exclusively to the manufacturing facilities and does not include data from the Pune head office



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

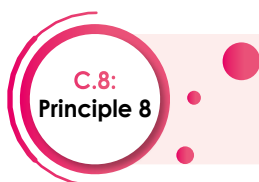
Essential indicators

- Number of affiliations with trade and industry chambers/associations: 1
- 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
1	Indian Paint Association	National

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
NA	NA	NA



Businesses should promote inclusive growth and equitable development

Essential indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.:** Not Applicable
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:** Not Applicable

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

The Company acknowledges its responsibility towards the society and supports inclusive growth and equitable development of all its stakeholders. Through the CSR Programs, the Company extends its support to the marginalized society, especially the under privileged girl child and empowers them through education. The CSR Team of the Company along with the management regularly engages with these communities to understand their grievances and provide appropriate support.

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

Category	FY 2023 - 2024 (Current Financial Year) (%)	FY 2022-2023 (Previous Financial Year) (%)
Directly sourced from MSMEs/ small producers	46.39	44.86
Directly from within India	91.97	93.19

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 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Rural	0.84	1.03
Semi-urban	3.35	3.47
Urban	42.78	43.38
Metropolitan	53.03	52.12

Leadership indicators:

1. **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	Educare	150	100
2	Grassroot Leadership Development Program	1101	100
3	Cancure Foundation	154	100
4	Healthcare for Painters	3519	100

**C.9:
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.:

Your Company is committed to transform its consumer experience through its finest products in the Paint Industry with respect to Quality, Reliability and Delivery. The Company has addressed all the customer grievances received during the last financial year. All product information displayed by the Company adheres to and conforms to norms as mandated by law. Additionally, Product Information Sheets which are available with the dealers of the Company and on the Company website and also on the packaging of products. Your Company through its on ground staff conducts regular surveys and takes feedback of customers regarding the quality of the product and services offered by the Company. Your company is also committed to fulfill the dynamic needs of its customers.

2. Turnover of product and/services as a percentage of turnover from all products/service that carry information about.:

Category	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.:

Benefits	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	-	-	NA	-	-	NA
Advertising	-	-	NA	-	-	NA
Cyber-security	-	-	NA	-	-	NA
Delivery of essential services	-	-	NA	-	-	NA
Restrictive trade practices	-	-	NA	-	-	NA
Unfair trade practices	-	-	NA	-	-	NA
Other	51	4	-	42	3	-

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

Category	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?:

Questions	Response
Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes
If available, provide a web-link of the policy.	https://indigopaints.com/investors/corporate-governance-2

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

- 7 Provide the following information relating to data breaches :

a.	Number of instances of data breaches	-
b.	Percentage of data breaches involving personally identifiable information of customers.	-
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).:

www.indigopaints.com

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

To educate the consumers about the safe usage of the product, we create a document called as Product information Sheet for the basic information. We also create product applications videos for some special products for quick reference and circulations.

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

In order to inform customers of disruption/discontinuation of essential services our branch offices connect with the local customers as per details stored in our database.