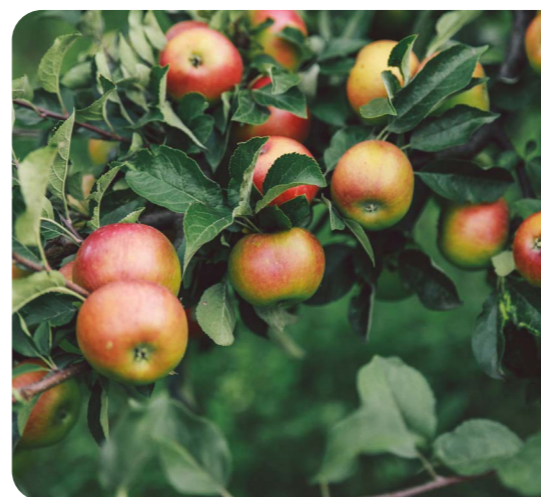
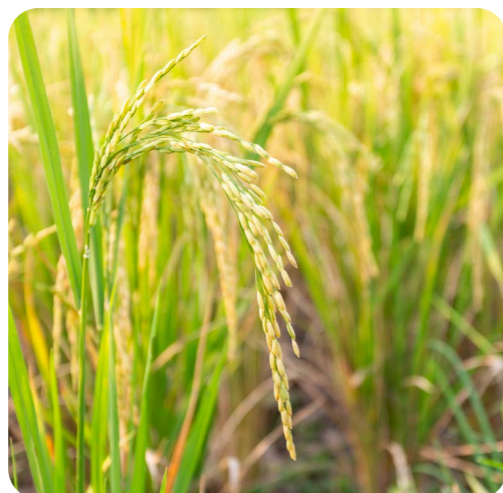
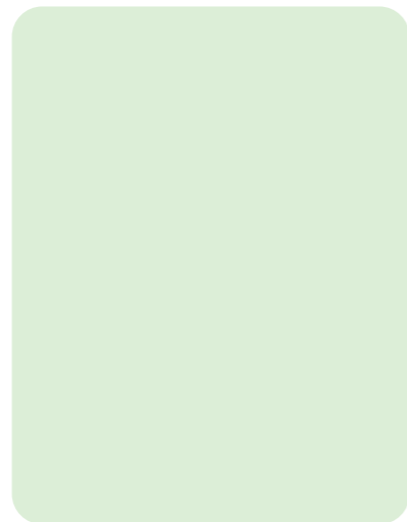
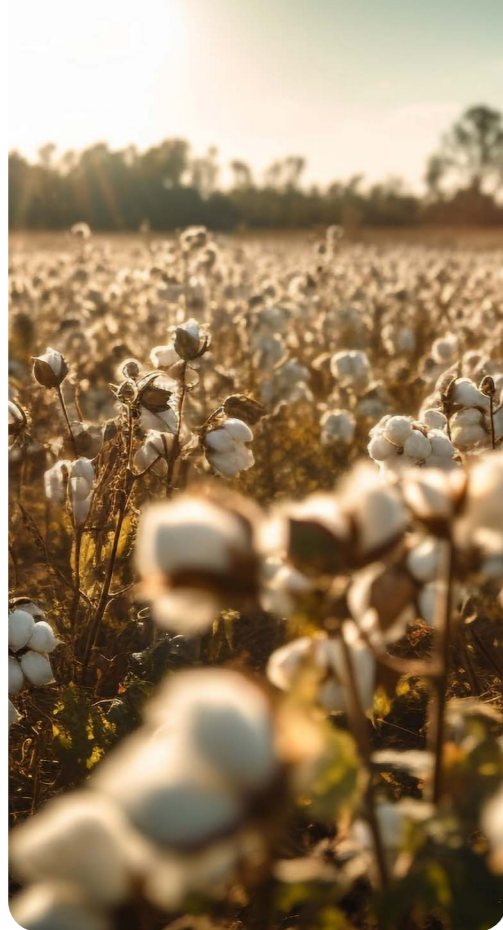


INSPIRING GROWTH, Sustaining Tomorrow



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Executive Overview



About the Theme

INSPIRING GROWTH, SUSTAINING TOMORROW

The theme “*Inspiring Growth, Sustaining Tomorrow*” reflects Crystal Crop Protection Limited’s strategic vision of driving agricultural transformation through innovation, responsibility, and long-term sustainability. It captures the essence of our journey — enabling growth for farmers, partners, and communities, while ensuring that progress today strengthens the foundations of a sustainable tomorrow.

At Crystal, *growth* is not measured solely by scale or profitability, but by the positive impact we create

across the agricultural value chain. Our focus on research-led innovation, operational excellence, and responsible stewardship continues to inspire new ways of improving farm productivity, ensuring resource efficiency, and promoting environmental balance.

“*Sustaining Tomorrow*” signifies our resolve to integrate sustainability into every aspect of our business — from the way we design products and manage resources to how we engage with people and protect ecosystems. Through initiatives in

energy and water conservation, waste reduction, emission control, and farmer outreach, we are translating this vision into measurable outcomes.

“*Inspiring Growth, Sustaining Tomorrow*” is therefore more than a theme — it reflects our purpose. It represents how Crystal Crop Protection is shaping a resilient, inclusive, and sustainable future for agriculture, empowering people and protecting the planet while continuing to grow responsibly.

“Every innovation, efficiency, and partnership at Crystal Crop Protection reflects a single vision to inspire growth that empowers farmers, protects the environment, and sustains the future of agriculture”

Message from the Chairman



In this evolving landscape, Crystal Crop Protection Limited continues to strengthen its role as a science-driven enterprise focused on sustainable growth and value creation.

The agriculture sector is undergoing a period of profound transformation. Changing climatic conditions, increasing demand for food security, and a growing emphasis on sustainable practices are reshaping how agri-input companies operate. India's agrochemical industry, valued at over USD 4 billion for domestic consumption, continues to expand steadily at a rate of 8-10 percent annually, driven by the need for productivity enhancement, innovation, and environmental responsibility. In this evolving landscape, Crystal Crop Protection Limited continues to strengthen its role as a science-driven enterprise focused on sustainable growth and value creation.

The theme of this year's report, "Inspiring Growth, Sustaining Tomorrow," captures our long-

term perspective. Growth, for Crystal, is about driving transformation across agriculture through innovation, partnerships, and responsible resource management. Sustaining tomorrow is about ensuring that every action taken today strengthens environmental resilience and social progress.

As we look ahead, we will continue to align our strategy with the evolving needs of farmers, markets, and ecosystems. By building a future-ready, responsible, and innovation-led organization, Crystal Crop Protection is positioned to play a vital role in shaping the next phase of sustainable agricultural growth in India and beyond.

Nand Kishore Aggarwal
Chairman
Crystal Crop Protection Limited

Message from the Managing Director



The agricultural sector is at a pivotal stage, influenced by technological advancement, climate variability, evolving consumer preferences, and policy transitions toward sustainability. In this dynamic context, Crystal Crop Protection Limited continues to strengthen its position as an integrated agri-input company with a clear focus on innovation, efficiency, and responsible growth.

Our efforts in sustainability go beyond compliance. We are embedding environmental and social considerations into every

decision — from how we source raw materials and manage water to how we innovate for safer, more effective crop protection solutions. This holistic approach positions Crystal as a partner of choice for farmers and stakeholders seeking reliable, responsible, and science-based agricultural solutions.

By strengthening process automation, safety systems, and performance monitoring across plants, we have enhanced productivity and reduced environmental intensity per unit of output. These interventions are

enabling us to build an efficient, scalable, and resilient enterprise that can adapt to future challenges in the sector.

Looking ahead, Crystal Crop Protection is entering a new phase of growth defined by innovation, integration, and impact. Our focus is on building a future where Indian agriculture becomes more productive, resilient, and environmentally balanced. By advancing research, expanding sustainable practices, and strengthening engagement with farming communities, we aim to transform every acre we reach into a source of lasting prosperity. This is how we view growth — creating progress today while safeguarding the promise of tomorrow.

Ankur Aggarwal
Managing Director
Crystal Crop Protection Limited

Our focus is on building a future where Indian agriculture becomes more productive, resilient, and environmentally balanced.

Message from the Chief Sustainability Officer



As we present CCPL's Sustainability Report for FY 2024-25, I am pleased to highlight the progress we have made in embedding sustainability across our operations and strategy. This year marked several important milestones, including our strategic acquisition of I&B Seeds, which amplifies our commitment to climate-resilient agriculture and broadens support for farmers through innovative seed and crop solutions.

Our sustainability priorities reflect real-world challenges and opportunities: advancing energy efficiency and emissions management, minimizing waste through circularity, and conserving water—each delivering measurable improvements in operational resilience and environmental stewardship. Our safety record and proactive workplace culture have

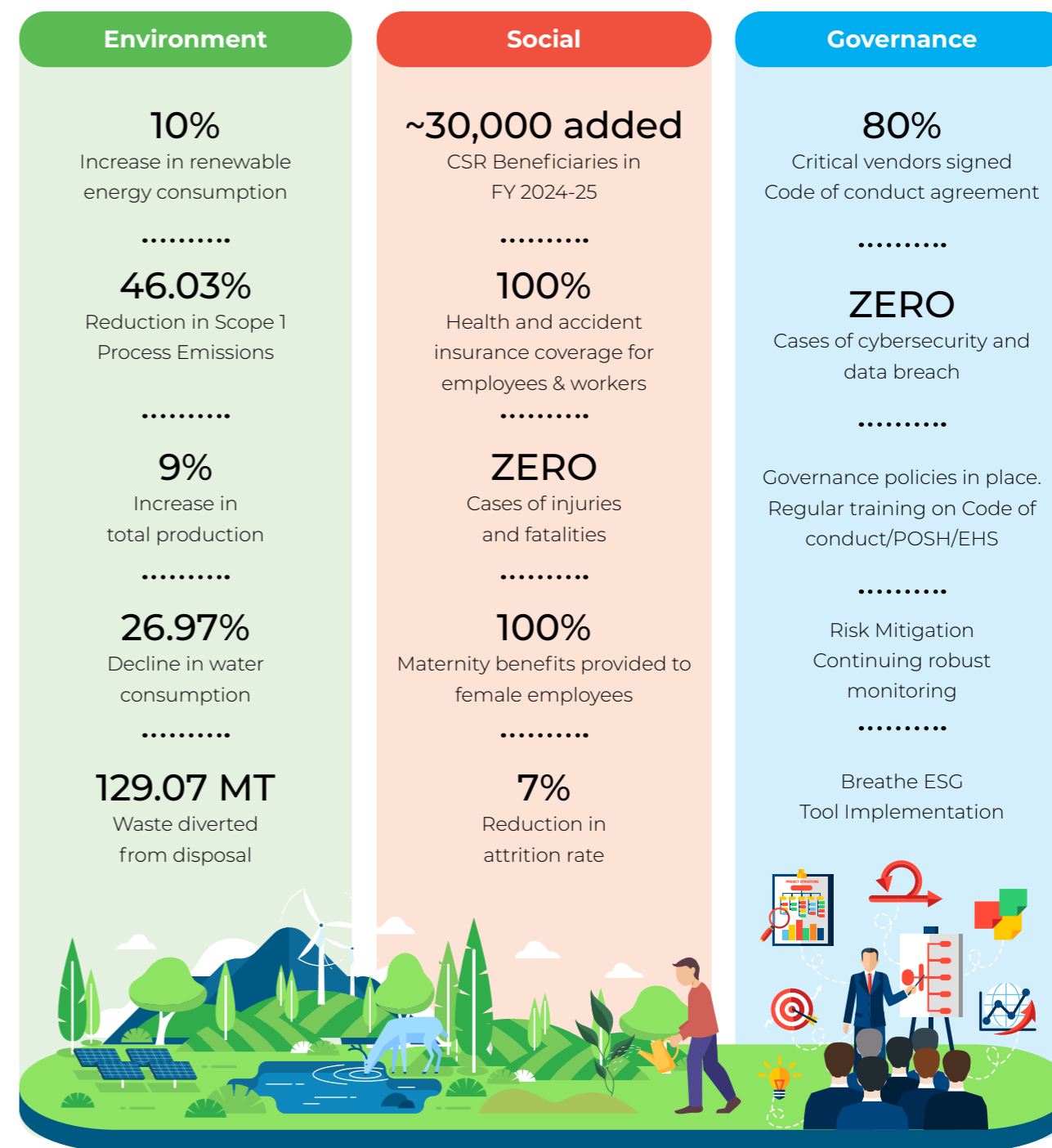
been shaped by continuous assessments, robust management systems, and a strong governance ethos.

Our manufacturing and R&D facilities have become key enablers of this transformation. By optimizing production processes and investing in cleaner technologies, we have reduced our environmental footprint while enhancing output quality and consistency. The complete transition away from coal-based energy, coupled with a 26.97 percent reduction in water consumption and a 14.67 percent decline in waste generation, reflects progress toward operational sustainability. The increased use of biomass fuels and optimization of manufacturing processes further reflect our direction toward cleaner and more sustainable operations.

On behalf of everyone at CCPL, I extend my gratitude to our employees, partners, farmers, customers, and communities for being part of our sustainability journey. The collective dedication, innovation, and collaboration shown across our value chain have been instrumental in translating our vision into real-world impact. As we move forward, CCPL will continue to raise the bar on environmental performance, social responsibility, and transparent governance, striving to meet stakeholder expectations.

Sarjiwan Manhas
Chief Sustainability Officer
Crystal Crop Protection Limited

ESG Performance Highlights



About the Report



Reporting Period, Scope & Boundary

This Sustainability Report covers Crystal Crop Protection Limited's (hereby referred to as "we," "the Company," or "CCPL") performance and initiatives during the financial year April 1, 2024, to March 31, 2025. The scope includes all consolidated operations of Crystal Crop Protection Limited and its subsidiaries, with the exception of IB Seeds Private Limited, which was acquired in October 2024 and will be incorporated in consolidated ESG reporting from the next cycle.

The boundary of this report has been defined 'with reference' to the GRI Standards 2021, Business Responsibility and Sustainability Reporting (BRSR) guidelines, and aligned with the United Nations Sustainable Development Goals (SDGs).

Report encompasses material topics, environmental and social risks and opportunities, governance, stakeholder engagement, and outcomes relating to business conduct across CCPL's agricultural

inputs, manufacturing, R&D, global exports, and community engagement. Where applicable, disclosures are annotated to specify the business entity or region covered, and any reporting exclusions are transparently indicated.

Forward-looking Statements

This Report contains statements which are forward-looking and about expected future events that may have a bearing on the Company's operations. By their nature, such forward-looking statements require us to make assumptions and are subject to inherent risks and uncertainties. Appropriate caution is advised concerning the consideration of assumptions, predictions, and

other such statements which may not prove to be accurate. Actual future results and events may differ materially from those expressed in the forward-looking statements. The Company undertakes no obligation to update these forward-looking statements which reflect events or circumstances, after the publication of this document.



For any feedback, questions, or comments on this report, please email us at:

Mr. Sarjiwan Manhas
 Chief Sustainability Officer
 Email ID: sarjiwan.manhas@crystalcrop.com
 Contact no.: +91-1149007100

About Crystal Crop



Company Overview and Business Model

Inspired by the purpose of serving Indian agriculture, Crystal Crop Protection Limited is an R&D-driven crop protection manufacturing and marketing company led by visionary industrialist Mr. Nand Kishore Aggarwal. The company's products support the entire crop lifecycle, from sowing to harvesting, offering science-based solutions that help farmers enhance productivity, protect yields, and improve profitability.

Crystal has developed a fully integrated operational model that spans development of new active ai molecules and mixers through in-house R&D, manufacturing of high-quality formulations, and delivery of products across India through an extensive distribution network. This integration enables

agility, quality assurance, and consistent value creation for its customers and partners.

Through its subsidiaries — Modern Papers and Nexus Crop Science Pvt. Ltd and Saffire Crop Science — the company engages in the technical manufacturing, formulation, and marketing of a broad portfolio of agrochemical products including insecticides, fungicides, herbicides, plant nutrition and soil health products.

R&D in seeds, having Plant breeding, development and state of the art infrastructure has helped in bringing new high yielding hybrids. With separate extensive distribution network across India has helped in positioning Crystal as one of the leading players in seeds.

Crystal has established itself as one of India's leading agri business enterprises, contributing to the advancement of sustainable and productive agriculture.

CCPL operates through a total of 43 locations, including 6 manufacturing plants and 35 offices within India, along with 2 international offices. The company serves markets across 22 states in India and is expanding business to over 30 countries worldwide. This extensive presence enables the Company to efficiently manage production, distribution, and customer engagement while expanding its global footprint through quality-driven and research-based agricultural solutions.



Holding, Subsidiary and Associate Companies

Nexus Crop Science Private Limited

Wholly owned subsidiary

Primarily engaged in manufacturing, jobwork, and distribution of various products ranging from fertilisers, pesticides, insecticides, etc., including bio-chemicals.

Crystal Crop Techno Solutions Private Limited

Wholly owned subsidiary

Primarily engaged in manufacturing, jobwork, and distribution of various products ranging from fertilisers, pesticides, insecticides, etc., including bio-chemicals.

I&B Seeds Private Limited

Wholly owned subsidiary

Engaged in the business of research, production, processing and marketing of various high quality seeds, etc.

Crystal Crop Protection South Africa (Pty) Ltd

Wholly owned subsidiary

Yet to commence business.

Saffire Crop Science Private Limited

Wholly owned subsidiary

Engaged in the trading and distribution of various products ranging from fertilisers, pesticides, insecticides, fungicides and all types of bio-chemicals.

Modern Papers Private Limited

Engaged in the trading and distribution of various products ranging from fertilisers, pesticides, insecticides, fungicides and all types of bio-chemicals.

Crystal Crop Protection (Australia) Pty Ltd

Wholly owned subsidiary

Yet to commence business.

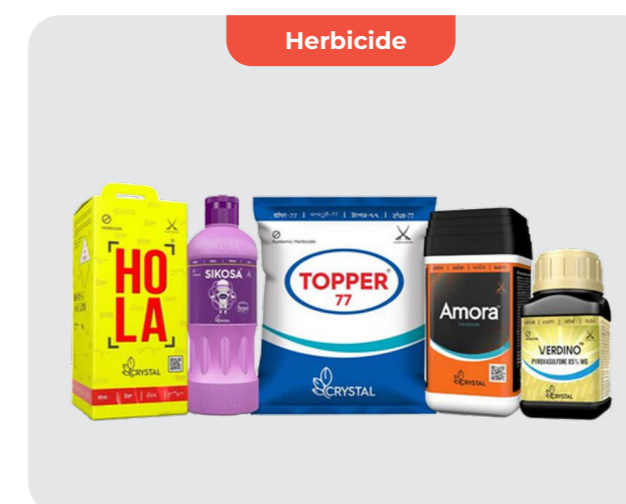
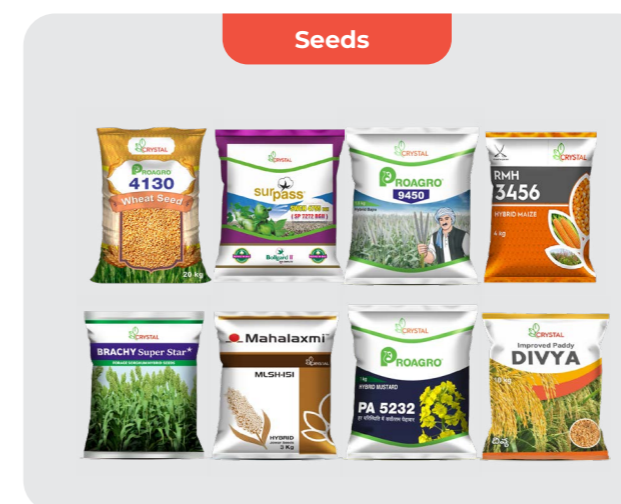
Product Portfolio

Crystal Crop Protection Limited offers an extensive range of products that address the complete spectrum of agricultural needs, from sowing to harvesting. Our portfolio is built on innovation, scientific research, and a deep understanding of Indian farming systems. It encompasses seeds, insecticides,

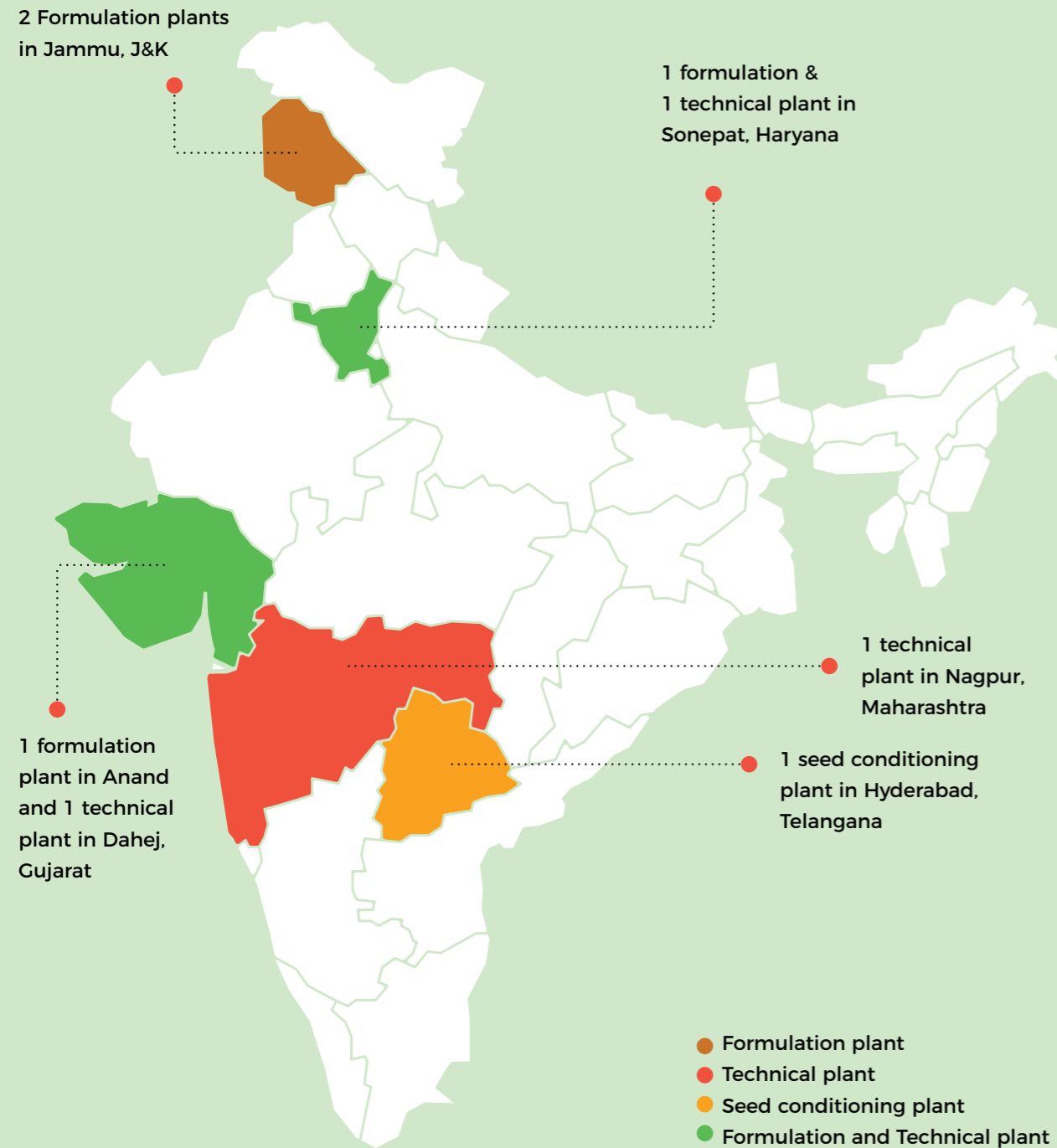
herbicides, fungicides, plant growth regulators, micronutrients, and agri equipment, designed to enhance productivity, crop health, and environmental sustainability.

Through our diverse product range, we provide solutions tailored to the unique requirements of different

crops and agro-climatic zones across India. Our research-driven approach enables the development and introduction of advanced molecules and formulations that support efficient pest and weed management while ensuring minimal environmental impact.



Manufacturing Footprint



Customers We Serve

Farmers



As the primary end-users, farmers across India are reached through an extensive distribution network. The company offers a comprehensive portfolio of agrochemicals, seeds, and agricultural equipment tailored to address various crop protection and productivity needs.

Distribution Partners and Retailers



- These stakeholders comprising over 10,000 distribution partners and 50,000 retail outlets form an essential part of Crystal's go-to-market strategy, facilitating product availability to farmers across diverse agro-climatic regions in India. Their role ensures timely supply, last-mile connectivity, and regional adaptability of solutions.
- The company has deployed a network of over a dedicated field force of 700+ sales and marketing personnel and over 2,000 crop advisors who directly interact with farmers to provide agronomic guidance and promote optimal usage of Crystal's products.

Institutional Buyers and Co-operatives



- Crystal's products also reach farmers through institutional channels such as government bodies, cooperatives, and downstream agrochemical companies, further enhancing accessibility and affordability for rural communities.

International Customers



- Crystal also caters to overseas markets by exporting both formulated and technical agrochemical products to more than 30 countries.
- The company provides regulatory support to international partners for product registration in their respective geographies, enabling localized market access.

Awards, Accreditations and Recognition



Awarded the “WOW Workplace” at the 2025 WOW Workplace Awards in Mumbai organized by Jombay for Crystal’s Positive Work Culture and Employee Satisfaction.



Awarded the “Employer Brand of the Year 2025” for best Branding strategies by Employer (Crystal) at the Asia L&D & Employer Branding Conference & Awards 2025 in Mumbai organized by the International Business Conferences (IBC).



Awarded the “HR Team of the Year” for introducing new and innovative HR Strategies as a Team and executing best practices at the Annual HR Conclave at Chandigarh organized by the PHDCCI (PHD Chamber of Commerce).



Awarded the “Excellence in Performance Management Process” for introducing a innovative PMS System that led to better performance appraisals at Crystal the Annual HR Conclave at Chandigarh organized by the PHDCCI (PHD Chamber of Commerce).

Industry Association

Reach of trade and industry chambers/ associations | National

Confederation of Indian Industry

Assocham

FICCI

PHD Chamber of Commerce and Industry

CropLife India

Agrochem Federation of India

European Business Group - Local India Chapter

Federation of Seed Industry of India



Crystal Crop Protection Limited has received the Best CSR Project of the Year, FY 2023-24 for its flagship CSR initiative, 'Mobile Medical Unit Support' in Uttarakhand, at the National CSR Impact Awards @ Delhi



Southern Gujarat Chamber of Commerce & Industry (SGCCI) and the Gujarat Pollution Control Board (GPCB) during the Environmental Conclave 2025 – CER Award Ceremony in recognition of excellence in Corporate Environmental Responsibility.



Award of Excellence For Switching to standard saving 800 Metric Tonnes of CO2 Emissions annually.

Corporate Governance



Governance at Crystal Crop

CCPL is governed by a Board that represents a balanced mix of Executive and Non-Executive Professional Directors, ensuring effective leadership and independent oversight. The Chairman of the Board serves in an executive capacity, providing strategic direction to the Company's operations and long-term vision.

As on March 31, 2025, the Board of Directors comprised eight (8) members, including the Managing Director, Whole-time Directors, and three (3) Non-Executive Independent Directors, among whom there is one (1) Woman Director and one (1) Nominee Non-Executive Director. Each member brings extensive expertise in areas such

as corporate management, strategy, finance, and banking, contributing meaningfully to the Board's deliberations and to the Company's sustainable growth and governance excellence.



Nand Kishore Aggarwal
Chairman



Ankur Aggarwal
Managing Director



Chetan Desai
Independent Director



Sangeeta K Singh
Independent Director



Sartaj Singh
Independent Director



Anil Jain
Executive Director



Mohit K Goel
Wholetime Director



Adam Sack
Nominee Director

Board Appointment and Remuneration

The Board, on the recommendation of the Nomination and Remuneration Committee, framed and adopted the Appointment and Remuneration Policy ("AR Policy") for the selection, appointment, and removal of directors, senior management, and key managerial personnel (KMP), including their remuneration. The Board recognises that various Committees of the Board have a very important role to play in ensuring the highest standards of corporate governance. The criteria for selection of directors, senior management, and KMP inter-alia include qualifications, experience,

expertise, integrity, independence of the directors, and board diversity.

As per the AR Policy, the non-executive directors are eligible to receive sitting fees for attending Board/Committee meetings, commission, and other reimbursements. As per the approval given by the members, the said commission shall not exceed 1% of the net profits of the Company. The Independent directors are not entitled to any stock options. The remuneration to the Whole Time Director/Executive Directors is broadly divided into fixed and

variable components. The fixed components comprise monthly salary, allowances, perquisites, and other retirement benefits. The variable component comprises a performance-based annual payment. The remuneration payable to them is subject to the approval of the members of the Company.

The Company has implemented the AR Policy pursuant to the provisions of Section 178 of the Act. The salient feature of the Policy is available on the Company's website at <https://www.crystalcropprotection.com/corporategovernance>.

Board Performance Evaluation

In compliance with the provisions of the Companies Act, 2013, the Nomination and Remuneration Committee has approved the process, format, attributes, and criteria for the performance evaluation of the Board, Board Committees, and Individual Directors including the Chairman

and the Managing Director. The process provides that the performance evaluation shall be carried out on an annual basis. During the year, the Directors had completed the evaluation process, which included the evaluation of the Board as a whole, the Board Committees, and individual

Directors, including the Chairman and the Managing Director.

The Directors actively participated in the evaluation process. All the Directors were subjected to peer evaluation in the respective Board/Committee meetings held on August 13, 2025.

Committees of the Board

	Mr. NK Aggarwal Executive Chairman	Mr. Ankur Aggarwal Managing Director	Ms. Sangeeta Kapiljit Singh Independent Director	Mr. Sartaj Sewa Singh Independent Director	Mr. Adam David Sack Nominee Director	Mr. Chetan Desai Independent Director
Audit Committee		M	M	M	M	C
Nomination and Remuneration Committee	M		C	M	M	M
Corporate Social Responsibility Committee	C	M	M	M	M	

C Chairperson M Member



ESG Governance Structure

Crystal Crop Protection Limited has established a well-defined governance structure to oversee the implementation of its Environmental, Social, and Governance (ESG) strategy and business responsibility policies. The framework is anchored at the Board level through a dedicated ESG Committee, which provides strategic direction and oversight on sustainability-related matters. The Committee works closely with the Chief Sustainability Officer (CSO), who is responsible for the execution and monitoring of ESG initiatives across the organization. The CSO is supported by the leadership team, comprising departmental heads, and an ESG Working Group that ensures seamless integration of sustainability principles into daily operations. This structure



enables effective coordination, accountability, and continuous progress toward achieving Crystal's ESG objectives.

The ESG Steering Committee serves as the operational arm of this governance framework, translating the Board's guidance into actionable plans. It reviews performance at regular intervals to ensure that the Company's ESG objectives remain on track and continue to deliver measurable impact. Supporting the Steering

Committee, the ESG Working Group plays a critical role in implementation at the plant level by coordinating efforts across teams and driving adherence to sustainability targets.

Together, this multi-tiered structure ensures that ESG remains a central pillar of Crystal's growth strategy, enabling consistent progress toward responsible, resilient, and sustainable business performance.

Business Ethics

At Crystal Crop Protection Limited, fairness, honesty, and transparency form the foundation of our reputation and long-term success. We uphold the highest standards of ethical conduct in all our interactions — whether with

employees, customers, suppliers, or the communities we engage with.

Our Code of Conduct for Directors and Senior Management Personnel establishes clear

expectations for responsible and ethical behaviour, guiding leadership actions with integrity, accountability, and professionalism. Similarly, our Code of Conduct for Employees extends these values across the

organization, ensuring that every individual aligns with the same principles of ethical business practice. In addition, our Supplier Code of Conduct defines our expectations for ethical, legal, and responsible business practices within our supply chain, covering areas such as fair labour practices, compliance with regulations, and workplace standards.

To strengthen governance and accountability, the Company has implemented a Whistle Blower Policy that allows employees, directors, vendors, suppliers, and other stakeholders to report any concerns related to unethical behaviour or violations of our Code of Conduct. All disclosures are handled with strict confidentiality to protect the

anonymity of whistle-blowers.

During FY 2024–25, no ethics-related complaints or violations were reported, reflecting our strong adherence to ethical practices and our continuous effort to maintain a culture of integrity and trust across all levels of the organization.

Regulatory Compliance

Crystal Crop Protection Limited has established a robust internal framework to ensure full adherence to all applicable legal and regulatory requirements. Our compliance processes are supported by systematic checks, periodic reviews, and well-defined controls that help verify statutory compliance and uphold strong corporate governance standards.

To further strengthen regulatory oversight, the Company established a dedicated Compliance Committee. The Committee is responsible for reviewing compliance

activities mapped in our internal compliance library and organizing training sessions to enhance awareness and accountability among users.

In line with our digital transformation agenda, we have adopted an advanced E-meeting software to enhance governance efficiency. This platform enables the digital creation, circulation, and archival of meeting agendas and minutes, serving as a centralized repository that supports seamless virtual meetings. It also reduces paper consumption, contributing to our environmental goals by minimizing the carbon footprint of governance operations.



Risk Management Framework

CCPL has established a comprehensive Risk Management Framework designed to identify, evaluate, and mitigate potential risks across all aspects of its operations. This framework is closely aligned with the Company's strategic objectives, ensuring business continuity, operational resilience, and long-term value creation.

The Board of Directors holds overall responsibility for overseeing the effectiveness of the risk management process. It is supported by a structured governance mechanism

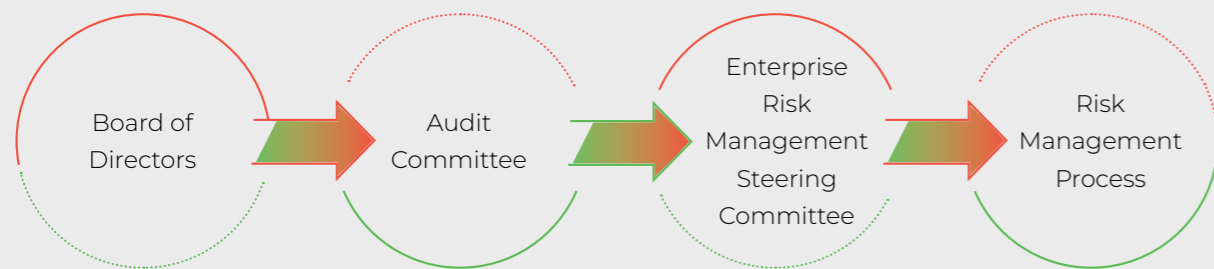
comprising defined policies, periodic reviews, and internal assurance systems. The Audit Committee provides independent oversight of compliance with risk management practices and acts as a key forum for evaluating and addressing emerging risks highlighted by the Enterprise Risk Management (ERM) Steering Committee.

The ERM Steering Committee, chaired by the Chairman and comprising key functional heads, plays a central role in developing and executing the Company's risk management framework.

Together, these governance layers establish a strong control environment in which employees clearly understand their roles and responsibilities in managing risks.

Through continuous risk assessments, monitoring mechanisms, and a robust internal control system, Crystal effectively minimizes the potential impact of operational, financial, and external risks. This proactive approach enables the Company to navigate uncertainties, safeguard stakeholder interests, and ensure steady progress toward sustainable growth.





Our Risk Management Framework

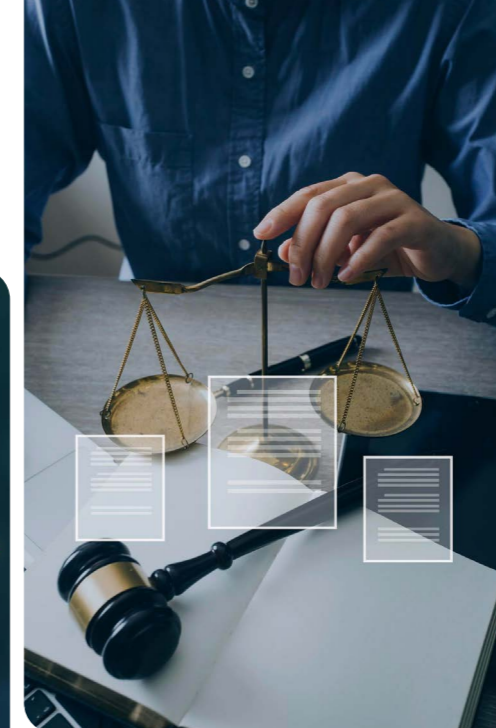
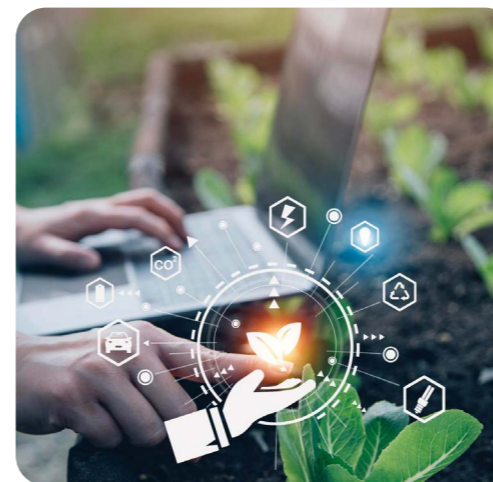


Our Risk Management Process



Risk type	Key risks	Mitigation strategies
Financial 	<ul style="list-style-type: none"> High debtor balances leading to increased credit exposure and potential write-off. Inefficient working capital management leading to high borrowing costs. Fluctuating currency price impacting cost & profitability. Inadequate/absence of insurance covers to mitigate financial loss and damages on account of under- 	<ul style="list-style-type: none"> Financial assessment of debtors on monthly/quarterly basis. Maintain healthy cash flows and analysing working capital ratios on regular basis. Forward contracts to mitigate foreign exchange related exposures. Conducting risk assessment of different locations on regular basis. Maintaining adequate inventory of raw materials and finished goods considering seasonal variations.
Operational 	<ul style="list-style-type: none"> Shutdown or partial hampering of production. Inability to retain talent/employees Price volatility & non-availability of desired quantities of raw materials from India and foreign nations Employee health & safety risks 	<ul style="list-style-type: none"> Implementation of safety and quality-driven processes to eliminate operational risks. Implementation of resource efficiency initiatives Employee engagement and development opportunities Obtain long-term purchase agreements from suppliers to ensure adequate and quality supply of raw materials. Ensure health & safety of workers through identifying and rectifying health & safety related instances promptly
Regulatory & Compliance 	<ul style="list-style-type: none"> Statutory non-compliances resulting in fines and penalties Delays in registration 	<ul style="list-style-type: none"> Continuous monitoring of the changing regulatory landscape Ensuring no deviation in statutory compliance through robust internal systems Readiness on upcoming laws and regulations Update Board on upcoming rules and regulations required changes in the Company's functioning

Risk type	Key risks	Mitigation strategies
Climate Change 	<ul style="list-style-type: none"> Unfavourable climate conditions impacting sales (product mix & margins). 	<ul style="list-style-type: none"> Initiatives to reduce ecological footprint in Company's premises. Contingency plans Monitor emissions on a regular basis and take adequate steps for gradual reduction over short, medium, and long term
Technological 	<ul style="list-style-type: none"> Not leveraging advancements in technology to launch/upgrade new/ existing products while also sustaining advantage over competitors. 	<ul style="list-style-type: none"> Finalising capital investment plans for R&D and regularly monitoring the progress of new projects. Have strategic focus towards digitalisation across functions. Upgrading technological skills of the workforce to increase operational efficiency
Strategic 	<ul style="list-style-type: none"> Investments/Acquisitions not generating desired results. Lack of succession planning for critical roles leading to inability in meeting business objectives. 	<ul style="list-style-type: none"> Proper payback analysis to be prepared and regular monitoring of capex investments. Prepare succession development plans and implementing the same.
Reputational 	<ul style="list-style-type: none"> Complaints from the end consumer due to weak product quality impacting organisation goodwill Non-Compliance and unfavourable media coverage 	<ul style="list-style-type: none"> Consumer complaint forum to be prepared to ensure proper handling of consumer complaints. Using latest techniques to ensure all the quality parameters to be fulfilled.



Materiality Assessment



Stakeholder Dialogue and Engagement

Stakeholder engagement forms the foundation of Crystal Crop Protection Limited's approach to sustainable growth. We place strong emphasis on maintaining open, transparent,

and continuous communication with all our stakeholder groups. Through proactive engagement, we seek to understand the evolving needs, expectations, and concerns of our stakeholders.

These interactions provide valuable insights that inform our strategic decisions, strengthen relationships, and guide the integration of sustainability into our business operations.

Stakeholder Identification

The identification of key stakeholder groups at our organization is guided by their influence on and interest in our operations, sustainability performance, and long-term value creation. We follow a structured stakeholder mapping and engagement process that involves cross-functional inputs from departments such as

sustainability, marketing, human resources, investor relations, procurement, and compliance.

Stakeholders are categorized based on their level of impact, dependency, and expectations from the business. Key stakeholder groups include employees and workers, customers, suppliers and value

chain partners, communities, investors and shareholders, regulatory authorities, and industry associations. We review our stakeholder map periodically to reflect changes in the business environment, expansion into new markets, regulatory developments, and shifts in societal expectations.



Stakeholder Engagement


Stakeholder Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement
Customers 	<ul style="list-style-type: none"> • Emails • Meetings • Conferences • Surveys to capture customer satisfaction levels • Collaborations for product development 	Regular	<ul style="list-style-type: none"> • Product innovation and life cycle • Resolution of customer complaints • Quality and efficacy of the products • Product Stewardship
Farmers 	<ul style="list-style-type: none"> • Meetings • Social media platforms • Focused Group Discussions • Farm visits 	Regular	<ul style="list-style-type: none"> • Product demonstration workshop • Field Visits • Good agricultural practices • Feedback on products • Resolutions of specific complaints
Employees 	<ul style="list-style-type: none"> • Emails/Phone • Notice board • Townhalls & open house sessions • Performance feedback • Employee satisfaction Surveys • Focused trainings and awareness sessions 	Regular	<ul style="list-style-type: none"> • Career growth prospects • Learning & development programs • Rewards and Recognition • Occupational Health and Safety and Emergency preparedness • Grievance redressal mechanism • Ethics and transparency, work policies and SOPs • IT enablement & digitalization • Feedback on company functioning, work environment and policies

Stakeholder Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement
Investors 	<ul style="list-style-type: none"> • Emails/Phone • Meetings • Conferences • Filings 	Regular	<ul style="list-style-type: none"> • Financial and non-financial performance • ESG initiatives • Risk management • Regulatory environment
B2B clients 	<ul style="list-style-type: none"> • Emails/Phone • Meetings • Visits to supplier's facility • Conferences 	Semi-annual	<ul style="list-style-type: none"> • New product development • Business requirement • Feedback on products and services
Suppliers 	<ul style="list-style-type: none"> • Emails/Phone • Periodic meetings • Visits to supplier's facility • Conferences 	Semi-annual	<ul style="list-style-type: none"> • Business opportunities, quality and safety of raw materials • Materials management • Resolution of issues faced by suppliers
Regulators 	<ul style="list-style-type: none"> • Meeting • Emails/Phone • Regulatory filings and compliances 	Regular	<ul style="list-style-type: none"> • Compliance requirements • Upcoming rules and regulations • Industry representation on key matters
Peers 	<ul style="list-style-type: none"> • Conferences • Fairs/Exhibitions • Meeting 	As per requirement	<ul style="list-style-type: none"> • Market outlook • New product development • Competition regulations
Communities 	<ul style="list-style-type: none"> • Community meetings • CSR projects • Email/Phone • Social impact assessment 	Regular	<ul style="list-style-type: none"> • Community concerns • Minimizing negative environmental impact • Local employment • Partnership with local NGOs • Local infrastructure development

Materiality Assessment


We conducted a thorough materiality assessment last year to identify and prioritise ESG aspects significant to our business and stakeholders. There has been no change in the material topics this year. The process we adopted for our materiality assessment is detailed below.

Identification and rationalisation of material topics




A comprehensive list of material topics was created by referencing the material topics of our peers, GRI standards, UN SDGs, and select ESG rating indices. The identified material topics were then refined and rationalised.

Stakeholder consultation



We held a materiality assessment workshop to gather insights from our key internal stakeholders. During this workshop, we discussed and evaluated the identified material topics based on their relevance and significance to both the company and all stakeholders.

Finalisation of material topics



Following consultations with relevant stakeholders, eleven material topics were finalised. These topics were then categorised under the following pillars: Environment Resilience, Inclusive Growth, Ethical Governance and, Innovation.



During the reporting year, CCPL reviewed and updated its material topics in line with evolving industry best practices, emerging ESG priorities, and updated disclosure guidelines.

The revision process considered stakeholder feedback, regulatory developments, and sectoral benchmarks to ensure that the identified topics reflect the most relevant environmental,

social, and governance issues influencing the Company's long-term performance and value creation.

ENVIRONMENT

Energy Efficiency and Emissions Management R

Rationale for identifying the risk / opportunity

Energy-intensive operations, particularly in agro chemical manufacturing, contribute significantly to Greenhouse Gas (GHG) emissions and operational costs. As regulatory frameworks tighten and stakeholder expectations around climate responsibility increase, inefficient energy use or high emission levels may pose financial, compliance, and reputational risks to the company. Additionally, dependency on fossil fuels exposes the business to energy price volatility and supply disruptions.

In case of risk, approach to adapt or mitigate

The company is addressing this risk by adopting energy-efficient technologies, conducting regular energy audits, and gradually integrating renewable energy sources into its operations. Efforts are focused on reducing specific energy consumption and emissions through process optimization and equipment upgrades, thereby improving operational efficiency while aligning with evolving regulatory and climate-related expectations.

Waste Reduction and Circularity R

Rationale for identifying the risk / opportunity

Inefficient waste management and lack of circularity can lead to environmental pollution, non-compliance with environmental regulations, increased operational costs, and reputational risks. In the agrochemical sector, improper handling of hazardous waste and packaging materials further heightens the risk of environmental damage and community concerns.

In case of risk, approach to adapt or mitigate

The company is mitigating this risk by enhancing waste segregation, promoting recycling and reuse of materials, and ensuring safe disposal of hazardous waste through authorized channels. Compliance with regulatory norms and implementation of best practices in waste management are central to reducing environmental impact and operational risk.

Indicate whether R risk or O opportunity

Water Conservation ○

Rationale for identifying the risk / opportunity

Efficient water use and conservation present an opportunity to reduce operational costs, enhance resilience to water scarcity, and meet regulatory and stakeholder expectations. In agriculture and agrochemical manufacturing, where water is a critical resource, proactive water stewardship can strengthen sustainability credentials and support long-term business continuity.

In case of risk, approach to adapt or mitigate

For CCPL, water conservation is an opportunity. Therefore, approach to adapt or mitigate is not applicable.

SOCIAL

Employee & Worker Development and Engagement R

Rationale for identifying the risk / opportunity

A lack of focus on employee and worker development can lead to low morale, reduced productivity, higher attrition rates, and difficulty in attracting skilled talent. Inadequate engagement or limited opportunities for growth may also affect workplace safety, innovation, and overall organizational performance, especially in a competitive and skill-dependent industry like agrochemicals.

In case of risk, approach to adapt or mitigate

The company is addressing this risk through structured training programs, skill development initiatives, and regular employee engagement activities. Performance management systems, career progression opportunities, and open communication channels are in place to enhance motivation and retention.

Occupational Health and Safety R

Rationale for identifying the risk / opportunity

In the agrochemical manufacturing sector, workers are potentially exposed to hazardous substances, machinery-related injuries, and operational risks. Inadequate Occupational Health and Safety (OHS) measures can lead to workplace accidents, legal liabilities, regulatory non-compliance, and loss of reputation, directly impacting productivity and employee wellbeing.

In case of risk, approach to adapt or mitigate

The company mitigates this risk by implementing robust OHS management systems, conducting regular safety audits, and ensuring compliance with applicable health and safety regulations. It conducts periodic training on safe handling of chemicals, use of personal protective equipment (PPE), and emergency response protocols. Continuous monitoring, reporting of incidents, and corrective actions are undertaken to maintain a safe and compliant work environment.

Indicate whether R risk or ○ opportunity

Local community engagement ○

Rationale for identifying the risk / opportunity

The company supports local community development through need-based CSR initiatives, farmer education programs, and rural employment generation. It actively engages with stakeholders to understand and address local priorities, such as education, health, water access, and sustainable agriculture. These efforts ensure goodwill, improve social impact, and reinforce long-term business sustainability.

In case of risk, approach to adapt or mitigate

For CCPL, local community engagement is an opportunity. Therefore, approach to adapt or mitigate is not applicable.

GOVERNANCE

Regulatory Compliance & Corporate Governance R

Rationale for identifying the risk / opportunity

Operating in the agrochemical sector involves strict compliance with environmental, safety, product, and financial regulations. Non-compliance or weak governance can result in legal penalties, business disruptions, loss of licenses, and reputational damage. Evolving regulatory frameworks, both domestic and international, further heighten this risk.

In case of risk, approach to adapt or mitigate

The company mitigates this risk by maintaining a strong compliance framework, supported by internal audits, legal reviews, and periodic training for employees and management. A structured corporate governance system ensures transparency, ethical conduct, and accountability across all operations. Regulatory updates are closely monitored to ensure timely alignment with changing laws and standards.

Business Ethics and Risk Management R

Rationale for identifying the risk / opportunity

Weak ethical practices or inadequate risk management can lead to fraud, corruption, compliance violations, and loss of stakeholder trust. In a sector that involves close coordination with regulators, supply chain partners, and communities, any lapse in ethical conduct or risk oversight can significantly impact on the company's financial stability and reputation.

In case of risk, approach to adapt or mitigate

The company has implemented a Code of Conduct, Whistleblower Policy, and internal control mechanisms to uphold ethical behavior across all levels. It also conducts regular risk assessments and integrates risk mitigation measures into strategic planning. Ongoing training on ethical standards and proactive governance help in building a culture of integrity and responsible decision-making.

Indicate whether R risk or ○ opportunity

Innovation and Product Safety ○

Rationale for identifying the risk / opportunity

The company is strengthening its R&D capabilities to develop innovative, safe, and sustainable crop protection solutions. It ensures strict quality control and safety testing protocols throughout the product lifecycle. By focusing on formulation improvements, reduced toxicity, and precision application technologies, the company enhances farmer productivity while promoting environmental stewardship and regulatory compliance.

Digitalization and Cybersecurity Ⓡ

Rationale for identifying the risk / opportunity

As the company increasingly adopts digital tools for operations, supply chain management, customer engagement, and data handling, it becomes more exposed to cyber threats, data breaches, and system disruptions. Inadequate cybersecurity measures can lead to loss of sensitive information, regulatory penalties, financial losses, and reputational harm.

In case of risk, approach to adapt or mitigate

For CCPL, innovation and product safety is an opportunity. Therefore, approach to adapt or mitigate is not applicable.

In case of risk, approach to adapt or mitigate

The company is addressing this risk by strengthening its IT infrastructure, implementing robust cybersecurity protocols, and conducting regular vulnerability assessments. Employee awareness programs, data encryption, access controls, and incident response mechanisms are in place to safeguard digital assets. Investments in digital resilience ensure secure and uninterrupted business operations.

Progress Towards our Commitments

During the reporting period, Crystal Crop Protection Limited made meaningful progress toward its sustainability and responsible business commitments across environmental, social, and governance dimensions. The Company continued to strengthen its operational practices through improved resource efficiency, enhanced governance frameworks, expanded digitalization, and

deeper engagement with employees and communities. These efforts reflect our ongoing focus on embedding sustainability into core business operations and decision-making processes.

It is important to note that the current reporting year marks a transition in our sustainability reporting approach. While earlier disclosures were based on a standalone entity, the present

report reflects a consolidated scope, incorporating newly added entities within the Group. As a result, certain performance indicators and baselines have been recalibrated to reflect the expanded organizational footprint. Going forward, we will continue to refine our data systems, reassess targets, and align performance metrics to ensure consistency, comparability, and transparency across the Group.

Our Commitments by 2027	Our Progress and Performance
20% reduction of GHG emissions per MT for technical and formulation units respectively	Achieved a notable reduction in GHG emissions intensity across technical and formulation units, progressing steadily toward the 2027 target. There has been 46.03% reduction in process emissions as compared to FY 2023-24. We have completely phased out coal as a fuel in our manufacturing operations.
Zero Harm Policy	Zero lost-time injuries recorded during the year, reflecting a strong safety culture and effective risk management practices.
Cover three lakh beneficiaries under CSR	During FY 2024-25, our programs benefited approximately 30,000 individuals, taking the cumulative impact to around 1,20,000 beneficiaries since FY 2022-23. These initiatives span key focus areas such as healthcare, education, livelihood enhancement, and community development, reflecting our ongoing efforts to create meaningful and lasting social impact across communities.
Assess 100% Critical Suppliers on Suppliers' Code of Conduct (CoC) principles	During FY 2024-25, approximately 80% of identified critical suppliers were assessed for compliance with ethical, social, and environmental standards. The remaining assessments are planned for completion in the upcoming period, reinforcing our commitment to achieving 100% coverage and strengthening sustainability across our value chain.
Representation of Women in senior positions (4A & above) to be doubled from existing representation	Initiatives undertaken to strengthen leadership pipelines and promote gender diversity across senior roles. There has been ~50% increase in women across senior positions, as compared to FY 2023-24.

Indicate whether Ⓡ risk or ○ opportunity

Driving Environmental Transformation

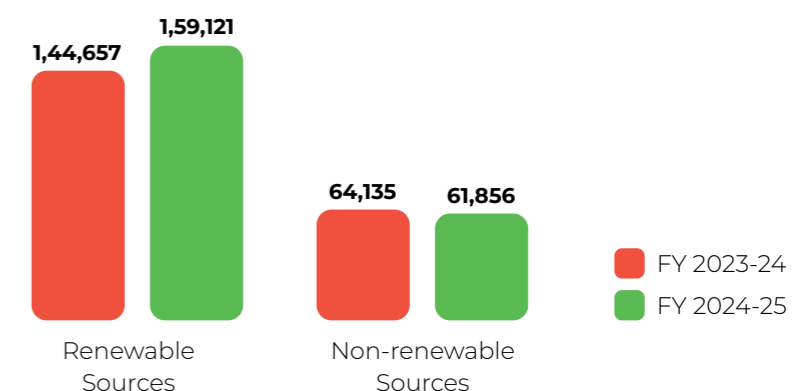


Energy Efficiency and Emissions Management

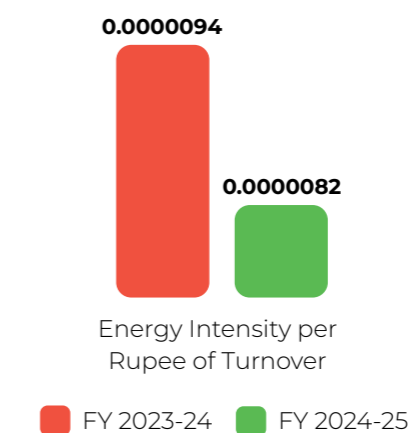
At CCPL, efficient energy management is integral to operational excellence and environmental responsibility. We are continuously optimising energy consumption across all our manufacturing units through the adoption of advanced technologies, process improvements, and regular performance monitoring. Our approach focuses on reducing energy intensity, improving equipment efficiency, and transitioning toward cleaner and renewable energy sources.

Routine preventive maintenance of equipment and machinery ensures minimal energy losses and sustained operational efficiency. We also conduct periodic energy audits to identify opportunities for conservation and implement energy-saving initiatives across production processes.

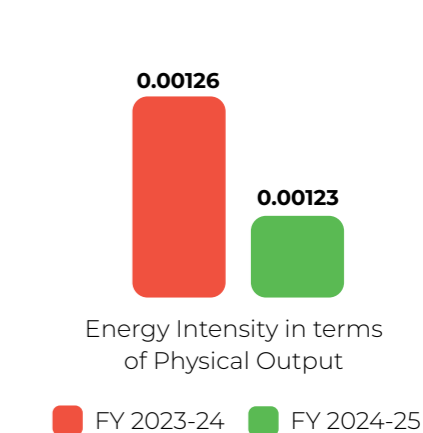
Total Energy Consumption (GJ)



Energy Intensity (GJ/ INR)



Energy Intensity (GJ/ MT)



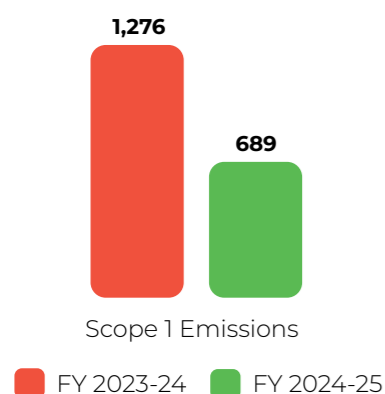
CCPL adopts a proactive approach to managing and reducing emissions across its operations. Our strategy focuses on identifying key emission sources, improving energy efficiency, and integrating cleaner technologies into our manufacturing processes. Through measures such as transitioning to biomass fuels, phasing out coal consumption, optimising process efficiencies, and increasing the use of renewable electricity, we have significantly reduced our Scope 1 emissions. There has been

an overall reduction of Scope 1 emissions by 46.03% due to shift from coal to biomass fuel. Total increase in renewable electricity was 42.16%. Continuous monitoring and data-driven decision-making enable us to track performance and identify new opportunities for reduction. These efforts align with our broader goal of achieving a 20% reduction in greenhouse gas emissions per metric tonne of production by FY 2027, reinforcing our long-term vision for low-carbon, sustainable growth.

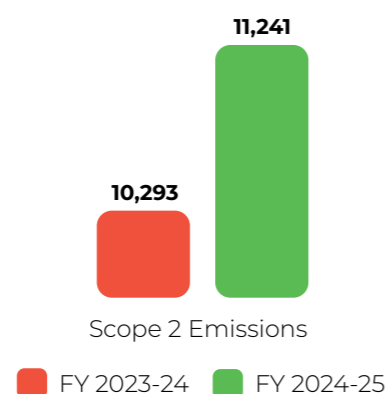
The Company continues to focus on reducing its overall environmental footprint by implementing measures that improve energy efficiency, promote cleaner production, and enhance operational performance. Beyond efforts to lower greenhouse gas emissions, we place equal importance on managing and minimising air emissions from our manufacturing processes.

We actively monitor and control emissions of key air pollutants, including nitrogen oxides (NO_x) and sulphur oxides (SO_x), ensuring that they remain within the permissible limits prescribed by the respective State Pollution Control Boards. Our plants are equipped with pollution control systems that support compliance and continuous improvement in air quality performance.

Total Scope 1 Emissions (tCO₂e)



Total Scope 2 Emissions (tCO₂e)



Air Emissions (other than GHG emissions)

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Nox	µg/m ³	20.97	18.55
Sox	µg/m ³	19.32	18.63
Particulate matter (PM-10)	µg/m ³	34.29	33.28
Carbon Dioxide	mg/m ³	0.15	0.16

Waste Reduction and Circularity

At Crystal Crop Protection Limited, responsible waste management is a key focus area within our environmental stewardship strategy. We aim to minimise waste generation at source, enhance material recovery, and ensure the safe and compliant disposal of all waste generated across our operations. Our approach is guided by regulatory requirements, internal standards, and best practices in circularity and resource efficiency.

During FY 2024–25, the Company generated a total of 3,683.67 metric tonnes of waste, reflecting a 14.7% reduction compared to 4,316.77 metric tonnes generated in FY 2023–24. This decrease was driven by improved process optimisation, enhanced segregation practices, and increased recycling and reuse initiatives at our plants.

Of the total waste generated in FY 2024–25, 97.69 MT comprised plastic waste, 0.03 MT each of e-waste and biomedical waste, 51.85 MT of construction and demolition waste, 0.15 MT of battery waste, 1,363.36 MT of other hazardous waste, and 2,170.56

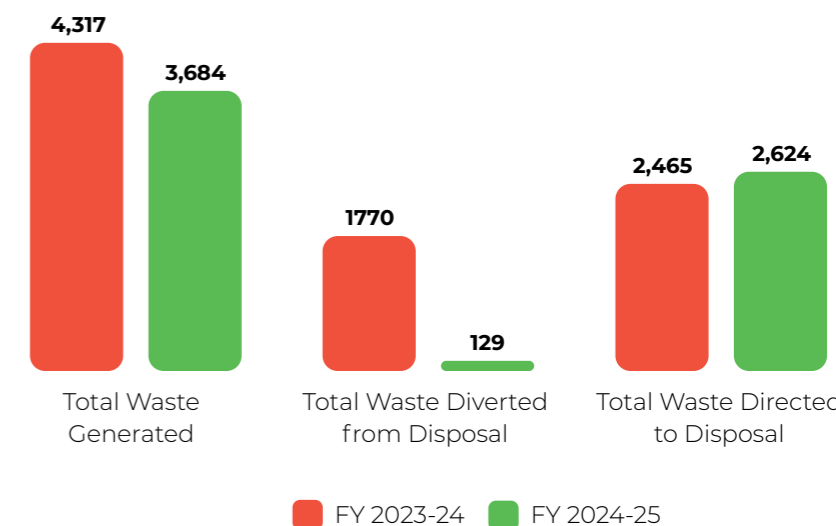
MT of other non-hazardous waste. Waste intensity stood at 0.0000001 MT per rupee of turnover, improving significantly from 0.0000002 MT in the previous year.

We continue to prioritise recovery and recycling wherever feasible. In FY 2024–25, a total of 129.07 MT of waste was diverted from disposal through recycling (72.88 MT), reuse (45.92 MT), and other recovery operations (10.27 MT). The remaining waste, primarily hazardous in nature, was safely disposed of through authorised

channels — including 1,410.03 MT through incineration, 1,100.19 MT through landfilling, and 113.51 MT through other disposal methods.

We ensure full compliance with the waste management guidelines prescribed by the Central and State Pollution Control Boards and maintain detailed records of waste generation, transportation, and disposal. Regular training is provided to employees to strengthen awareness of waste segregation and handling practices.

Waste Management (MT)



Water Conservation

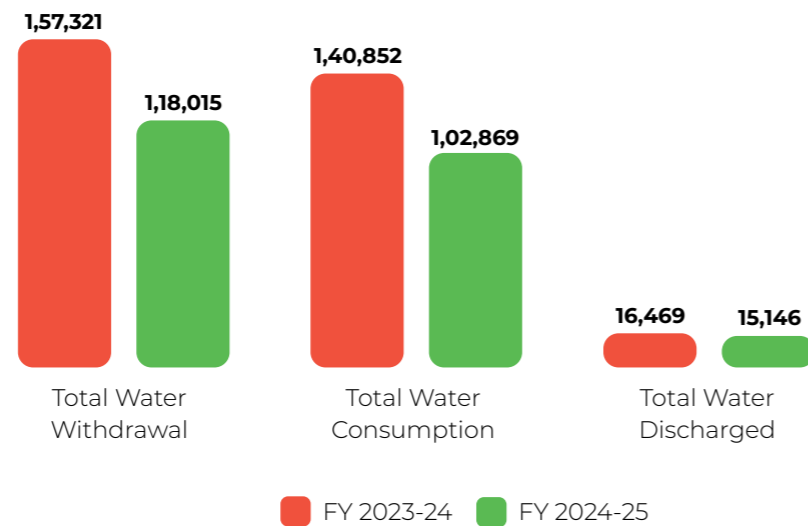
Water is a critical resource for both agriculture and industrial operations, and Crystal Crop Protection Limited recognises the importance of managing it responsibly. Our water management strategy is focused on reducing freshwater dependency, enhancing recycling and reuse, and ensuring compliance with all regulatory standards at our manufacturing facilities.

We continuously monitor water withdrawal, consumption, and discharge across our plants to identify opportunities for conservation and efficiency improvement. Regular audits and process reviews help us adopt technologies that minimise water usage in production and utility operations. In line with this approach, the Company achieved a 26.97% reduction in total water consumption in FY 2024–25 compared to the previous year.

Our facilities follow a closed-loop system approach wherever feasible, enabling maximum reuse of treated water. Effluent treatment plants (ETPs) and multiple-effect evaporators (MEEs) are operated at each manufacturing site to ensure that wastewater is treated and recycled safely before discharge or reuse. Rainwater harvesting and zero liquid discharge (ZLD) systems have also been adopted at select locations to further strengthen our conservation efforts.

Beyond operational efficiency, we emphasise awareness and behavioural change among employees through training on water stewardship and responsible usage. By integrating conservation practices into our day-to-day operations, we continue to advance toward our goal of achieving sustainable and efficient water use across all facilities.

Water Management (KL)



Social Impact and Human Capital



Employee & Worker Development and Engagement

Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1,243	1,195	96.13%	48	3.87%
2	Other than Permanent (E)	22	16	72.72%	6	27.28%
3	Total employees (D + E)	1,265	1,211	95.73%	54	4.27%
WORKERS						
4	Permanent (F)	353	347	98.30%	6	1.70%
5	Other than Permanent (G)*	1,981	1,963	99.09%	18	0.91%
6	Total workers (F + G)	2,324	2,310	99.40%	14	0.60%

Note:

* Other than permanent workers exclude daily wage workers deployed on a contractual basis at plant and RDC locations.

Differently abled Employees and workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	1	1	100%	0	0
WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (E)	0	0	0	0	0
6	Total differently abled workers (F + G)	0	0	0	0	0

At Crystal Crop Protection Limited, people are at the centre of our growth and success. We recognise that a skilled, motivated, and engaged workforce is essential to achieving operational excellence and sustainable business outcomes. Our approach to employee and worker development is designed to create a safe, inclusive, and performance-driven workplace where individuals can learn, grow, and contribute effectively.

Employee Hiring (FY 2024-25)

Gender	< 30 Years	30 to 50 years	> 50 years	Grand Total
PERMANENT EMPLOYEES				
Female	13	6	0	19
Male	174	304	16	494
Total	187	310	16	513
CONTRACTUAL EMPLOYEES				
Female	3	5	0	8
Male	963	746	21	1,730
Total	966	751	21	1,738

We invest in continuous learning through structured training programmes, workshops, and skill enhancement initiatives tailored to various roles and functions. These cover areas such as technical competencies, safety management, leadership development, and process efficiency. Special emphasis is placed on building future-ready capabilities that align with the Company's evolving business needs and technological advancements.

Employee engagement is encouraged through open communication channels, feedback mechanisms, and participatory forums that strengthen trust and collaboration. Regular team interactions, rewards and recognition programmes, and wellness initiatives ensure that our employees remain motivated and aligned with the organisation's goals.

For our workers, we prioritise safe working conditions, fair treatment, and access to learning and welfare opportunities. By integrating development and engagement into every aspect of our people strategy, we aim to nurture a culture of belonging, accountability, and continuous improvement — one that drives both individual and organisational growth.

Workforce Wellbeing

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)
PERMANENT EMPLOYEES											
Male	1,195	1,195	100%	1,195	100%	0	0%	1,195	100%	-	-
Female	48	48	100%	48	100%	48	100%	0	0%	-	-
Total	1,243	1,243	100%	1,243	100%	48	3.86%	1,195	96.14%	-	-
OTHER THAN PERMANENT EMPLOYEES											
Male	16	16	100%	16	100%	0	0%	16	100%	-	-
Female	6	6	100%	6	100%	6	100%	0	0%	-	-
Total	22	22	100%	22	100%	6	27.27%	16	72.72%	-	-

Details of measures for the well-being of workers

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)
PERMANENT WORKERS											
Male	347	347	100%	347	100%	0	0%	347	100%	-	-
Female	6	6	100%	6	100%	6	100%	0	0%	-	-
Total	353	353	100%	353	100%	6	1.70%	347	98.30%	-	-
OTHER THAN PERMANENT WORKERS											
Male	1,963	1,963	100%	1,693	100%	0	0%	1,963	100%	-	-
Female	18	18	100%	18	100%	18	100%	0	0%	-	-
Total	1,981	1,981	100%	1,981	100%	18	0.91%	1,963	99.09%	-	-

We have established comprehensive welfare measures that ensure access to quality healthcare, insurance coverage, and family support benefits across our workforce.

All permanent employees and workers are covered under health insurance and accident insurance

schemes, ensuring financial protection against medical emergencies and occupational hazards. As of FY 2024–25, 100% of permanent and contractual employees and workers were covered under these schemes.

In addition to statutory benefits, Crystal maintains a workplace

culture that encourages physical and mental well-being. Regular health check-ups, safety awareness programs, and wellness initiatives are organised to enhance the overall quality of work life. Through these measures, we aim to provide a secure, healthy, and supportive environment for every member of our workforce.



Human Rights

Crystal Crop Protection Limited upholds the principles of human rights as defined by the Universal Declaration of Human Rights and the International Labour Organization (ILO) Core Conventions. We are guided by these global frameworks in shaping our policies, business practices, and stakeholder relationships. The Company's Code of Conduct, Supplier Code of Conduct, and Human Rights Policy collectively ensure that all employees, workers, and business partners are treated with dignity, fairness, and respect.

Our operations are free from discrimination, forced or child labour, and any form of harassment. We ensure equal opportunity in employment, fair compensation, and safe working conditions across all sites. All workers and contractual employees have the right to freedom of association and collective representation, in line with applicable laws.

Human rights considerations are integrated into our risk assessment and supplier evaluation processes. Any

concerns related to potential violations can be raised through the Company's Grievance Redressal Mechanism and Whistle Blower Policy, which ensure confidentiality and non-retaliation. While no human rights grievances were reported during FY 2024–25, we continue to strengthen awareness and due diligence to ensure respect for human rights across our operations and value chain.

Learning & Development

Training given to employees and workers

Category	FY 2024-25					FY 2023-24				
	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 / D)	Number (F)	% (C / D)
EMPLOYEES										
Male	1,195	335	28.03%	1,003	83.93%	1,160	157	13.53%	935	80.60%
Female	48	24	50.00%	46	95.83%	44	17	38.64%	38	86.36%
Total	1,243	359	28.88%	1,049	84.39%	1,204	174	14.45%	908	80.81%
WORKERS										
Male	347	37	10.63%	26	7.49%	243	243	100%	124	51%
Female	6	1	16.67%	3	50%	3	0	0%	3	100%
Total	353	38	10.76%	29	8.22%	246	243	98.78%	127	51.62%

We view employee development as a continuous process that enables individuals to enhance their technical expertise, leadership skills, and functional competencies in alignment with the Company's evolving business priorities.

Our Learning and Development (L&D) framework focuses on creating a culture of knowledge sharing, innovation, and continuous improvement. Regular training programs are conducted across all levels — from shop-floor employees to senior leadership — covering diverse areas such as safety management, technical operations, product knowledge, digital transformation, quality control, and behavioural excellence. Special modules are also designed for first-time managers, sales teams, and plant operators to build both technical and interpersonal effectiveness.

In FY 2024–25, we continued to expand our training coverage through structured programs, e-learning modules, and on-the-job mentoring. Emphasis was placed on developing future-ready skills that strengthen operational efficiency and sustainability performance.

Among employees, 28.88% received training on health and safety measures, while 84.39% underwent skill upgradation programs aimed at improving

productivity, operational efficiency, and leadership capabilities. For workers, 10.76% received training on health and safety, and 8.22% participated in skill enhancement sessions.

Compared to the previous year, training coverage for employees has expanded significantly, reflecting our continuous focus on developing future-ready skills and maintaining high safety standards across operations.



Occupational Health and Safety

At Crystal, ensuring the health and safety of our workforce is integral to how we operate. We strive to maintain the highest standards of occupational health and safety across all our facilities, ensuring that every individual is protected from potential risks and hazards. Our approach combines robust safety protocols, periodic risk assessments, and regular employee training to reinforce safe work practices and compliance with statutory requirements.

We have established a comprehensive Environment & Social Management System (ESMS), which forms the foundation of our Environment, Health & Safety (EHS) and Social



Policies. This system provides a structured framework for identifying, managing, and mitigating workplace risks while ensuring that safety and environmental considerations are embedded in every aspect of our operations. The ESMS is rigorously implemented across all manufacturing sites, supported by continuous monitoring and review mechanisms.

Through these efforts, we have cultivated a strong safety culture that empowers employees to take ownership of safety in their daily work. Our sustained focus on preventive measures, awareness programs, and process improvements contributed to achieving zero lost-time injuries in FY 2024-25, reflecting our strong safety performance and operational discipline.

Safety related incidents

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce



We have established robust safety management systems across all our facilities to ensure the protection and well-being of our workforce. These systems focus on equipping employees with extensive health and safety training, proactively identifying and mitigating potential hazards, promoting safe work practices, and undertaking continuous improvements in infrastructure and processes to enhance overall workplace safety.

To maintain a zero-harm environment, we conduct regular safety drills and awareness sessions such as fire safety demonstrations, mock evacuations, and emergency preparedness trainings. Additionally, we have implemented comprehensive emergency control and prevention systems to minimise incidents and occupational injuries.

Recognising the inherent risks associated with chemical handling and manufacturing operations, our facilities regularly conduct Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability Studies (HAZOP). These assessments form an integral part of our safety management framework, enabling us to anticipate potential hazards, enhance operational reliability, and safeguard both our employees and assets.

Each site has detailed mitigation plans for high-risk areas, including chemical safety management. These plans define clear roles and responsibilities, ensure continuous monitoring of control measures, and incorporate specialised competency training to strengthen workforce awareness and accountability toward maintaining a safe workplace.



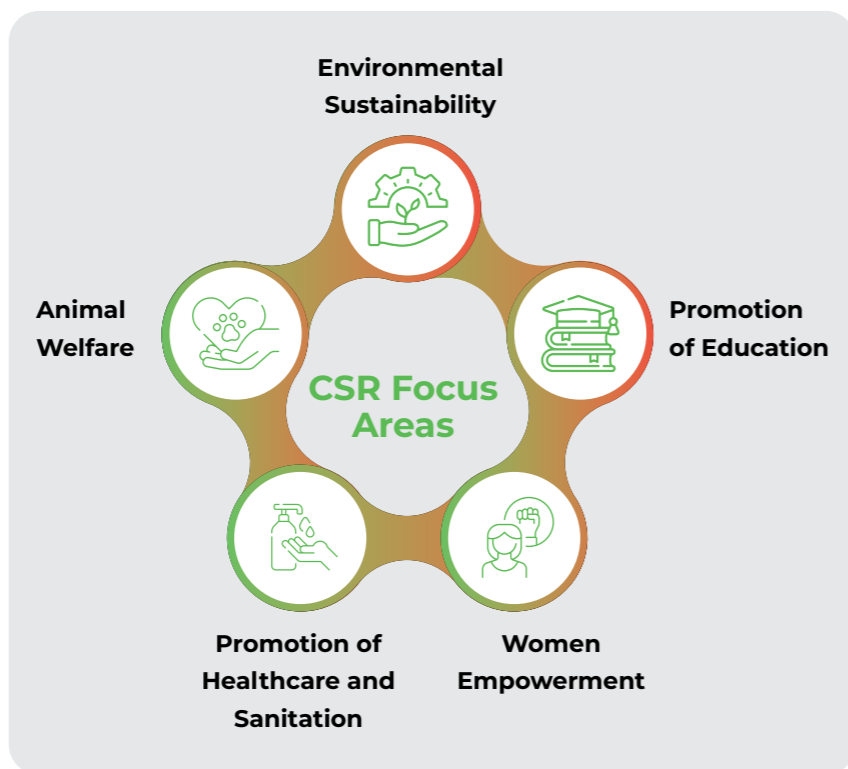
Local Community Engagement

At Crystal Crop Protection, our social responsibility initiatives reflect our belief that business success and societal progress go hand in hand. We aim to create long-term value for the communities we serve by supporting initiatives that enhance livelihoods, promote education, improve health outcomes, and protect the environment. Our CSR strategy is guided by our vision of empowering rural and farming communities through sustainable and inclusive growth.

During FY 2024–25, our CSR activities were primarily focused on rural development, education, and environmental conservation. We supported programs that promote sustainable agricultural practices, farmer training, and capacity building to strengthen resilience at the grassroots level. We also contributed to initiatives enhancing community health and hygiene, improving access to clean drinking water, and promoting environmental sustainability through tree plantation drives and waste reduction campaigns.

Our CSR Committee, comprising members of the Board, provides strategic oversight to ensure that every initiative aligns with our values and national priorities. All CSR projects are implemented in compliance with Schedule VII of the Companies Act, 2013, and are designed to generate

measurable and meaningful outcomes. Through these efforts, we continue to strengthen our role as a responsible corporate citizen—driving shared prosperity while building a sustainable future for communities and the environment alike.



Promotion of Healthcare

Improving community health and access to quality medical care remains a key pillar of our Corporate Social Responsibility initiatives. Our healthcare programs are designed to create lasting social impact by strengthening medical infrastructure, extending healthcare access to underserved areas, and supporting preventive and holistic health practices.

We have undertaken several impactful initiatives to promote health and well-being across the country. Crystal has constructed Delhi NCR's first Naturopathy Medical College, promoting holistic healthcare and education in partnership with the Nand

Kishore Shri Kishandas Barathi Charitable Trust. The Company also supported the construction of a 350-bedded IPD block at a cancer hospital in Delhi, strengthening tertiary healthcare infrastructure in the region.

To improve primary healthcare access in remote and rural areas, we supported over 25,000 patients through Mobile Medical Units (MMUs) operating in the hard-to-reach Himalayan region. Additionally, Crystal organised health camps to identify and treat cases of potential blindness and cataracts, benefitting more than 500 individuals through corrective surgeries and eye care.



During the COVID-19 pandemic, we donated a mega oxygen plant to the Government of Uttar Pradesh and contributed significantly to emergency response efforts, ensuring critical support to communities during the crisis



Water Conservation

Recognising the critical importance of water for agriculture and rural livelihoods, Crystal Crop Protection Limited has undertaken several initiatives to enhance water availability, improve groundwater recharge, and ensure long-term water security in water-stressed regions. Our interventions combine infrastructure creation, behavioural change, and community participation to drive measurable social and environmental benefits.

Through our water conservation programs, we have constructed 45 water storage, harvesting, and recharge structures and installed five community RO plants, expanding access to clean and safe water. These initiatives have benefitted nearly 30,000 people across drought-prone areas and enhanced local water availability by 2,250 crore cubic meters per year. Increased water access has brought 1,200



bigahas of additional land under irrigation, supporting sustainable agriculture and improved crop productivity.

The project has also yielded significant social outcomes — women now travel an average of 1.5 kilometres less per day to fetch water during lean periods, saving substantial time and effort. Additionally, the availability of water for sanitation has led to a 28% reduction in water-borne

diseases within the participating communities.

Improved irrigation and water access have generated an estimated ₹2 crore in additional livelihood income for local farmers, contributing to economic upliftment and rural prosperity. Beyond immediate benefits, these efforts are ensuring long-term groundwater recharge, livelihood resilience, and sustainable rural development.

Promoting Education and Skill Development

We view education and skill development as essential drivers of inclusive and sustainable growth. Our initiatives focus on strengthening educational infrastructure, expanding access to quality learning, and equipping youth and communities with

employable skills that enable long-term empowerment.

We have extended support to Ekal Vidyalaya in Uttarakhand to promote primary education in rural and tribal areas, ensuring access to learning opportunities

for underprivileged children. In Telangana, we have provided assistance to Vidya Volunteers, helping improve teaching capacity and learning outcomes in government schools. Additionally, our school infrastructure support in Rajasthan has enhanced the

learning environment for students in remote areas.

To strengthen vocational skills, we have undertaken initiatives such as Rubber Tapping and Processing Training and vocational education programs in Karnataka, enabling youth and local communities to gain practical skills for employment and entrepreneurship.

Through these efforts, Crystal continues to contribute to the nation's human capital development — empowering communities through education, skill enhancement, and improved access to healthcare and training opportunities.



Animal Welfare

We have supported Cow Care and Cow Shed Development projects through partnerships with Shri Krishna Gausghala and Shri Godham Maha Tirth, Pathmera. These initiatives ensure proper shelter, nutrition, and healthcare for cattle while promoting sustainable dairy management practices. The projects also contribute to the

conservation of indigenous cow breeds and encourage the use of organic manure, aligning with our focus on sustainable agriculture.

In addition, we continue to support Model Village Development programs that integrate animal welfare with rural livelihood enhancement,

fostering a holistic approach to rural prosperity.

Through these initiatives, Crystal reaffirms its responsibility toward animal welfare and sustainable rural development, ensuring harmony between agricultural progress and environmental stewardship.

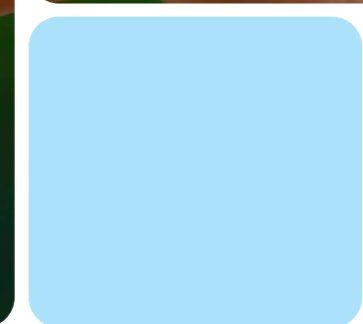
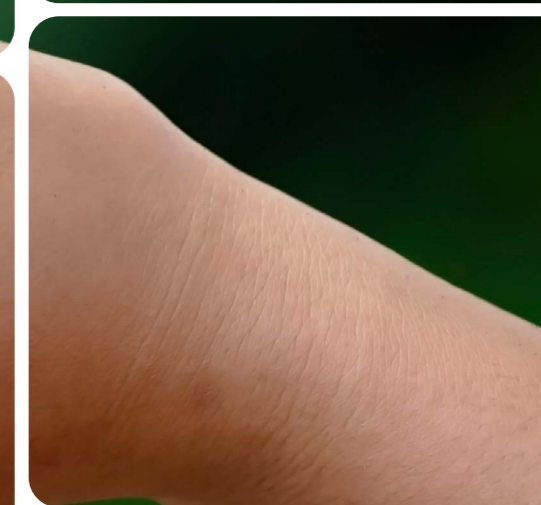
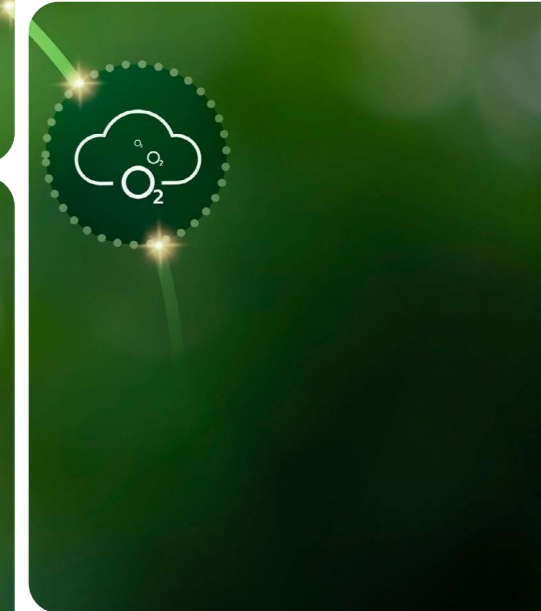
Environmental Sustainability

As part of our ongoing efforts to promote environmental sustainability and strengthen farmer resilience, Crystal Crop Protection Limited has undertaken initiatives that combine low-carbon innovation with agricultural development. Through the construction of solar passive houses and greenhouses, we are enabling farming communities to adopt energy-efficient and climate-smart solutions that enhance productivity while reducing environmental impact. The use of solar passive design helps minimize dependence on conventional energy sources by optimizing natural heating, cooling, and lighting. This contributes to a significant reduction in greenhouse gas emissions while improving living and working conditions for farmers in resource-constrained and climate-vulnerable regions.

Our greenhouse initiatives further support sustainable farming by allowing controlled cultivation

environments that ensure higher yields, reduced water consumption, and improved crop quality. These efforts not only lower carbon intensity but also enhance farmers' income stability and adaptive capacity to climate change.

Through such initiatives, Crystal continues to drive decarbonization at the grassroots level, integrating renewable energy, energy efficiency, and livelihood enhancement to create a positive and lasting environmental and social impact.



Innovation at Crystal Crop



Innovation and Product Safety

Innovation lies at the heart of Crystal Crop Protection Limited's strategy to advance sustainable agriculture and create value for farmers. We continuously invest in research and development to introduce science-driven, environmentally responsible, and high-performance crop protection solutions. Our innovation framework focuses on developing new formulations and molecules that enhance productivity, reduce environmental footprint, and ensure safe usage across diverse agricultural conditions.

Our R&D centres and state-of-the-art laboratories are equipped with advanced testing and analytical facilities to ensure every product meets stringent quality and safety standards. Each formulation undergoes rigorous multi-stage testing and regulatory evaluations before reaching the market. These processes ensure that our products are safe for farmers, consumers, and the environment alike.

We also prioritise product stewardship as an integral

aspect of our operations. Through awareness programs, farmer training sessions, and partnerships with agricultural institutions, we promote the responsible use, handling, and disposal of agrochemical products.



Product Development – Seeds Division

The Seeds Division at Crystal Crop Protection Limited has established Product Demonstration Farms on farmer fields to showcase the performance of newly commercialised seed varieties. These farms act as practical learning platforms that encourage the adoption of advanced agronomic and crop management practices, while also facilitating collaboration with scientific institutions and government agencies.

To ensure that products are evaluated under real-world agricultural conditions, Large

Plot Evaluations are conducted on active farms. This approach allows for accurate assessment of product performance, enabling data-driven decisions on product positioning and helping farmers maximise value from improved seed technologies.

Crystal has also developed Centres of Excellence (CoEs) on farmer fields, which serve as integrated hubs for in-house research, agronomic solution development, and stakeholder engagement.

Further, Agronomic Solution Trials are carried out through

Seed System Trials and Tailored Solution Trials. Seed System Trials focus on optimising plant population, determining ideal planting windows, developing nutrient management plans, and assessing tolerance to temperature extremes. Tailored Solution Trials evaluate seed treatment technologies and integrated pest, weed, and disease management practices, including the use of biological products. Collectively, these initiatives aim to advance sustainable and resilient agriculture by delivering innovative, high-performing, and locally adapted seed solutions.



The Crop Breeding Centre, located in Chinnakanjerla village, Patancheru Mandal, Sangareddy District, is recognised by the Department of Scientific and Industrial Research (DSIR) under the Department of Science & Technology, Government of India. During FY 2024–25, the division advanced several precision breeding initiatives aimed at enhancing seed performance and resilience across key crops.

Focus on Mustard Crop Improvement

Mustard remains a vital oilseed crop for India, particularly in northern states. Recognising its economic and nutritional importance, Crystal has made strategic investments in both conventional and molecular breeding. One of the major initiatives includes a genotyping project for mustard lines using Diversity Arrays Technology (DART) in collaboration with

Intertek. This project seeks to establish a comprehensive panel of Single Nucleotide Polymorphism (SNP) markers, enabling the identification of critical genetic traits and supporting Marker-Assisted Backcrossing (MABC) for varietal improvement.

In parallel, Crystal has entered into a Memorandum of

Understanding (MoU) with Delhi University South Campus to develop white rust-resistant mustard varieties using Marker-Assisted Selection (MAS). The project aims to introduce new genetics with enhanced disease resistance, ensuring higher yield protection and greater productivity for Indian farmers.



Collaboration for Weed Management

To strengthen integrated crop management, Crystal has partnered with BASF to introduce Clearfield® technology for

mustard cultivation in India. This innovative technology provides effective control of the parasitic weed Orobanche, helping

farmers achieve better yields and supporting sustainable weed management practices.

Advancing Precision Breeding Infrastructure

In line with its goal to expand precision breeding applications, Crystal has initiated the integration of its molecular

breeding platform across multiple portfolio crops. This expansion sets the stage for future breakthroughs in genetic

improvement, enabling the development of more resilient and high-performing crop varieties.

Research and Development

Innovation continues to be the cornerstone of Crystal Crop Protection Limited's strategy for advancing sustainable agriculture and strengthening

competitiveness. Our Research and Development (R&D) division drives the discovery, formulation, and registration of next-generation agrochemical and biological

solutions designed to deliver superior performance with a reduced environmental footprint.

Technical and Intermediates Development

During FY 2024–25, our R&D team achieved significant progress in the development of new technicals and intermediates.

- Executed cost optimisation and quality enhancement initiatives for six existing technicals, all of which have now been commercialised.
- Four technicals were successfully commercialised, accelerating our speed-to-market approach.
- Completed process development for five new technicals and one high-value intermediate.

Regulatory Studies and Molecule Registration

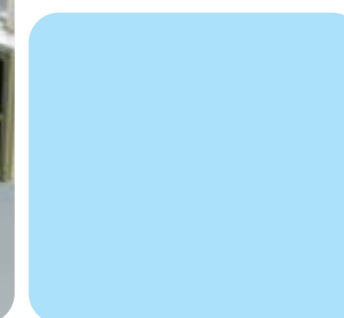
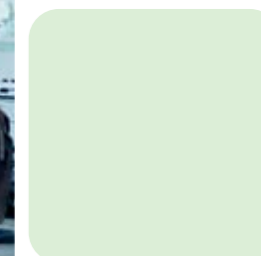
We strengthened our regulatory pipeline through robust GLP studies and registration activities.

- 01** Conducted seven five-batch and physico-chemical GLP studies, including impurity and reference standard preparation.
- 02** Completed drawl support for 14 new molecules submitted for registration under CIB-RC 9(3) and 9(4), covering both domestic and export markets.

Formulation and Biological R&D Advancements

Our formulation and biology teams continued to innovate with a focus on sustainability, safety, and performance.

- Developed and scaled up 12 new formulations under 9(3) and 9(4), enhancing bioavailability, stability, and environmental compatibility.
- Submitted regulatory data for five formulations in full compliance with statutory requirements.



Achieved process improvements in two formulations, leading to cost efficiencies, higher performance, and use of biodegradable inputs.

Currently developing around 50 formulations to optimise field performance and pest management.

Initiated five generic formulation projects to deliver cost-effective and sustainable product alternatives.

Ensured seamless technology transfer for scale-up, minimising environmental impact.

Expansion in Biological Solutions

In line with our sustainability vision, Crystal is rapidly expanding its portfolio of biologically derived agri-solutions to reduce chemical dependency and improve soil health.

01 Initiated development of bio-fertilisers and bio-pesticides using ROC, fermentation, and solid-state fermentation (SSF) technologies.

02 Focused on both active broth and spore-based formulations.

03 **Registered multiple beneficial microbial strains, including:**

- Trichoderma asperellum (PP434618)
- Purpureocillium lilacinus (PQ740314)
- Bacillus subtilis (PQ740316)
- Bacillus ferrooxidans (PQ350406)

04 Ongoing molecular biology research continues to explore additional microbial strains for future applications.

Future-Ready Infrastructure and Sustainability

We are investing in the future by expanding our R&D infrastructure and integrating sustainability into innovation.

Building strategic partnerships with global research institutions and technology firms to strengthen innovation capabilities and accelerate product development.

Enhancing infrastructure to support scale, speed, and global research collaboration.

Investing in green formulation technologies aligned with international sustainability standards.

Field Biology - Driving Innovation from Lab to Land

At Crystal Crop Protection Limited, the Field Biology Research and Development (R&D) division serves as the bridge between scientific innovation and on-ground agricultural transformation. It converts laboratory discoveries into practical, field-tested solutions that empower farmers with safer,

smarter, and more sustainable crop protection technologies. FY 2024–25 marked a pivotal year for the division, with over 500 field trials conducted across nine states and 14 major crops, spanning diverse agro-climatic zones—from the fertile plains of Punjab to the Deccan Plateau and the Himalayan foothills.

These extensive trials focused on herbicide, insecticide, fungicide, biological, and natural crop solution programs. Each trial reflected our dedication to scientific precision, farmer engagement, and sustainability, ensuring that every product delivers measurable agronomic and environmental value.

Crop and Technical Focus

Field research addressed key agricultural challenges in rice, soybean, cotton, sugarcane, wheat, and high-value horticultural crops such as chilli, brinjal, grapes, and pomegranate. Research priorities included weed and pest resistance management, precision application, and the integration of biological and chemical tools to support sustainable crop protection strategies.

Recent Product Launches

PROCLAIM XTRA (Emamectin Benzoate 5% + Lufenuron 40% EC) – A broad-spectrum caterpillar control solution providing long residual efficacy and improved pest management.

JIVORA (Flonicamid 11.7% + Diafenthiuron 36% WG) – A dual-action insecticide offering rapid pest knockdown while promoting crop vigour.

MARVEL (Fortified Mycorrhiza) – A newly launched VAM-based biological formulation introduced across multiple agro-climatic zones to enhance crop productivity, nutrient uptake, and soil health.

VERDINO (Pyoxasulfone 85% WG) – A breakthrough herbicide for Phalaris minor management, delivering extended residual control and effective resistance mitigation.

Future Outlook

Looking ahead, the Field Biology R&D division aims to accelerate the development of next-generation biologicals, eco-friendly herbicides, and seed coating innovations, while leveraging digital experimentation platforms for real-time insights. Our future strategy focuses on integrating biology, chemistry, and data science to build resilient and high-performing cropping systems that redefine sustainability in Indian agriculture.



Cotton pest control efficacy trials of Jivora



Maize pest control efficacy trials of Proclaim XTRA



Wheat weed control efficacy trials of Verdino



Field Crop Tour



Experiment layout: Rice Pre emergence Herbicide



Layout of Soybean Herbicide

Digitalization and Cybersecurity

Our digitalization initiatives aim to strengthen data-driven processes in manufacturing, supply chain, and customer engagement while fostering innovation and operational resilience. We are progressively adopting automation, digital monitoring tools, and advanced analytics to improve process reliability and optimize energy and resource utilization. Digital dashboards and performance tracking systems provide real-time visibility across business functions, ensuring faster response and informed strategic planning.

Given the growing digital footprint of our business, cybersecurity remains a key governance priority. The Company has established a robust Information Security Management System (ISMS) framework aligned with global best practices. Our cybersecurity protocols encompass data encryption, secure access controls, firewall management, and continuous monitoring of digital assets. Periodic audits and vulnerability assessments are conducted to proactively identify and mitigate potential risks.

In addition, employee awareness programs and cybersecurity trainings are regularly organized to ensure that all personnel understand data protection protocols and safe digital practices. These efforts collectively safeguard our information systems, protect stakeholder data, and reinforce business continuity in an increasingly digital and interconnected environment.

During the reporting year, we achieved several milestones in digital integration across business functions:

Implemented SAP S/4HANA on RISE, covering all core SAP modules and advanced functionalities such as Digital Signature for Sales Invoices, Bank Collection Automation (H2H), Fund Management, Actual Costing, Batch Split Valuation, and Purchase Accounting.

Revamped MINE CRM and implemented MINE HCM for the KRDC Team to improve collaboration and workforce efficiency.

Deployed an HRMS Solution to automate and manage the complete employee lifecycle from recruitment to retirement.

Introduced Happay Solution to streamline and automate expense management workflows.

Enhanced Safal Fasal for the Field Marketing Team to improve performance tracking and customer engagement.

Upgraded Farmvista for the Seeds Team to support comprehensive data capture, trial management, and analytical evaluation of seed performance.

To reinforce data integrity and cybersecurity, we significantly upgraded our **IT network and security ecosystem.**

Implemented **Active Directory (AD)** for centralized user access and policy management.

Adopted **Zero Trust Network Access (ZTNA)** to strengthen security for remote operations.

Introduced **Single Sign-On (SSO)** for unified and password-less authentication across applications.

Deployed **Robust Endpoint Security** to protect end-user devices and mitigate potential threats.

Installed a **Visitor Management Solution** to streamline and secure facility access.



Annexures

GRI Content Index

Statement of use: Crystal Crop Protection Limited (CCPL) has reported the information cited in this GRI content index for the period 1st April 2024 to 31st March 2025 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	
	2-2 Entities included in the organization's sustainability reporting	
	2-3 Reporting period, frequency and contact point	
	2-6 Activities, value chain and other business relationships	
	2-7 Employees	
	2-9 Governance structure and composition	
	2-10 Nomination and selection of the highest governance body	
	2-11 Chair of the highest governance body	
	2-12 Role of the highest governance body in overseeing the management of impacts	
	2-13 Delegation of responsibility for managing impacts	
	2-14 Role of the highest governance body in sustainability reporting	
	2-15 Conflicts of interest	
	2-18 Evaluation of the performance of the highest governance body	
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	
	2-23 Policy commitments	
	2-24 Embedding policy commitments	
	2-26 Mechanisms for seeking advice and raising concerns	
	2-27 Compliance with laws and regulations	
	2-28 Membership associations	
2-29 Approach to stakeholder engagement		

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	
	3-2 List of material topics	
	3-3 Management of material topics	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	
	205-3 Confirmed incidents of corruption and actions taken	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	
	302-2 Energy consumption outside of the organization	
	302-3 Energy intensity	
	302-4 Reduction of energy consumption	
	302-5 Reductions in energy requirements of products and services	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	
	403-10 Work-related ill health	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	
	404-2 Programs for upgrading employee skills and transition assistance programs	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	
	405-2 Ratio of basic salary and remuneration of women to men	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	



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