



LAXMI ORGANIC INDUSTRIES LTD

Sustainability Report
2023-24



Responsible Growth:

Nurturing Sustainability

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Website: <https://www.laxmi.com/>



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INDUSTRIES LTD.





Basis of Reporting

About the Report

We are pleased to share Laxmi Organic Industries Limited's (also referred to as 'LOIL', 'We', or 'Our Company') sustainability report for the year 2023-24. This report aims to give a comprehensive overview of our sustainability journey, and performance against key metrics.

We emphasise our efforts, advancements, and commitment to Environment, Social, and Governance (ESG) in our report. We track our results in relation to the significant material issues we have identified.

Our Company believes that this report will give our stakeholders important information on our governance structure, operations, and our strategy on addressing material issues. As a signatory to 'Responsible Care' we are dedicated to creating sustainable long-term value for all stakeholders.

Reporting Frameworks

This sustainability report is made in reference to the Global Reporting Initiative (GRI) 2021 standard. It highlights our efforts towards achieving the United Nations Sustainable Development Goals (SDGs) and reflects our commitment to our ESG vision. Additionally, the Company has adopted the Business Responsibility and Sustainability Reporting (BRSR) framework issued by the Securities and Exchange Board of India (SEBI) and has published the details in its Annual Report. No information has been restated for this reporting period, and all estimates and calculations are supported by detailed explanations and specific methodologies.

Our Annual Report for 2023-24, including the BRSR can be accessed here. (<https://www.laxmi.com/documents/default.aspx?f=investor-relations/annual-report-20232024-341.pdf>)



Scope & Boundary

The Report encompasses all the activities and operations of our business segment in India for 2023-24 (April 01, 2023, to March 31, 2024). The reporting boundary includes the following operational locations:

Synthetic Organic Chemicals (Essentials & Specialties) Manufacturing Plants



Site I



Site II



Site III

Yellowstone Fine Chemicals Private Limited (YFCPL) – For GHG Assessment

Windmill in Sangli



Hydropower Generation at Yedgaon



R&D Centre in Rabale



Offices in Mumbai, Pune, and Hyderabad



Note

LOIL's distilleries and subsidiaries are not included within the reporting boundary of this report. For detailed information on all entities, please refer to the consolidated financial statements of 2023-24, available in our Annual Report (<https://www.laxmi.com/documents/default.aspx?f=investor-relations/annual-report-20232024-341.pdf>)

This report is structured around the material topics identified through our stakeholder engagement process, with relevant disclosures designed to enhance the understanding of our sustainability initiatives and performance.



Our Commitment to Sustainability

Fostering Sustainable Practices for Tomorrow

At Laxmi Organic Industries Limited, our mission is to emerge as a global leader, rooted in innovation, driven by excellent talent, and elevated through superior processes. As we expand our horizons, we remain deeply committed to safeguarding our environment and uplifting the communities we touch. LOIL proudly stands at the forefront of Acetyl Intermediaries in India, with expertise in Ketene and Diketene intermediaries, while recently venturing into the market of Fluorine intermediates.

As we expand our capacities in pursuit of growth, we remain aware of the environmental and social responsibilities we face. Our commitment to sustainability begins with robust governance, ensuring that our policies and oversight mechanisms blend ESG principles into the core of our corporate strategy. In FY 2023, LOIL formulated a dedicated ESG policy and implemented a governance structure to oversee its integration within the organisation.

Moreover, as we channel investments into growth and expand our capacities in Lote and Dahej, LOIL is committed to strengthening its ESG metrics. We conducted a baseline assessment and adopted internal targets on material ESG issues such as energy, emissions, occupational health & safety, and diversity & inclusion, among others, to ensure that the organisation makes continual progress on ESG.

As proud members of Responsible Care, we place the utmost importance on ensuring a safe and secure working environment for all our employees and workers, reflecting our deep-rooted social responsibility. Our commitment goes beyond the workplace—it extends to being conscientious and responsible neighbours, actively contributing to the well-being of the communities around us. Guided by our comprehensive CSR policy, we are dedicated to fostering positive, lasting change, while remaining persistent in our promise to uphold the highest ethical standards and social stewardship.







Championing Responsible Growth Together



The 2024 Economic Survey highlighted the chapter on 'Climate Change and India,' outlining a sustainable growth tailored to the nation's aspirations, environmental challenges, and socioeconomic needs. As India solidifies its position as a key player in the global chemical manufacturing arena, LOIL has set forth a growth strategy that carefully aligns our business ambitions with our responsibility to stakeholders."

As an emerging force in the international chemical industry, LOIL fully acknowledges the urgent need for decisive action on climate change, pollution control, resource conservation, and social stewardship. We are currently expanding our manufacturing footprint with state-of-the-art facilities in Lote, Maharashtra, and Dahej, Gujarat. These strategic investments will not only diversify our product portfolio but also reinforce our commitment to maintaining rigorous Environmental, Health, and Safety (EHS) standards while serving customers around the globe.

In 2022-23, LOIL laid the groundwork for a future defined by robust ESG actions. We conducted a comprehensive materiality assessment, developed a forward-looking ESG policy, and established a strong governance framework. This foundation enabled us to create a baseline for critical ESG metrics. Our Risk Management Governance Committee, the highest authority overseeing ESG at LOIL, now provides strategic direction and ensures the seamless integration of ESG principles into our operations. By embedding these principles into our growth strategy, we remain determined in our commitment to corporate responsibility, as reflected in the release of our second Sustainability Report.

By investing in renewable energy projects, upgrading our environmental impact, advancing research efforts, adopting internationally certified safety systems, and championing diversity and inclusion, we have built a solid foundation to face future ESG challenges head-on.



We have spearheaded several environmental initiatives, including transitioning from coal and furnace oil to cleaner fuels, installing electrostatic precipitators on our boilers to enhance air quality, and adopting closed-loop systems to minimise carbon intensity. Additionally, we launched a 30,000 sq. ft. startup campus in Mahape, Maharashtra, designed to foster innovation and research in new technologies.

Leadership in our Company is held accountable for achieving diversity and inclusion (D&I) targets, with over 10% of their performance tied to these goals. In FY 2024, women made up 22% of our managerial positions, underscoring our commitment to fostering a more inclusive workforce. Additionally, worker safety remains a top priority as we grow. By embedding Process Safety Management (PSM) into our Integrated Management System (IMS), we have strengthened safety protocols across our facilities. We are proud to report a zero lost-time injury rate in 2023-24, a record we are determined to sustain.

In line with our dedication to Environmental, Social, and Governance (ESG) principles, we have mapped out a detailed 5-year ESG action plan that covers essential areas like energy efficiency, emissions control, water stewardship, workplace safety, diversity, inclusion, and governance. Our ESG Steering Committee is in the process of adopting this roadmap, with KPIs being tracked periodically to ensure our goals remain on course and fully actionable.

I would like to take a moment to extend my heartfelt thanks to our employees, who have wholeheartedly embraced sustainability practices in their roles. Their dedication actively fosters positive change, paving the way for an exciting future.

Dr. Rajan Venkatesh

Managing Director & CEO

30,000 sq. ft.



We Launched Startup Campus in Mahape, Maharashtra





About the Company

Laxmi Organic Industries at a Glance

LOIL is a distinguished Indian producer of speciality chemicals and a publicly listed company. Since our establishment in 1989, we have focussed on manufacturing alcohol-based chemicals, primarily in the bulk category. Over the years, we have progressed up the value chain, starting ethanol production and becoming a leader in solvent manufacturing in India. Our commitment to exceptional quality and customer satisfaction has made us a preferred partner for pharmaceutical firms and ink producers. In the last ten years, we have expanded our expertise to include speciality intermediates, with the introduction of Diketene strengthening our standing as a leading manufacturer of fine and speciality chemicals in India. Our recent launch of a fluorospeciality intermediates facility will further diversify our speciality product range and drive sustained growth.

We cater to a diverse range of industries worldwide, including pharmaceuticals, agrochemicals, paints and coatings, as well as dyes and pigments. Looking ahead, our goal is to establish ourselves as a leader in speciality intermediates and become the preferred growth partner for global companies in Life Sciences, Crop Sciences, and Pigments.

As a manufacturer of speciality chemicals, our Company emphasises two primary business segments: Essential and Speciality Intermediates. Since our founding, we have consistently prioritised innovation, creativity, and agility, enabling us to address new challenges and seize opportunities globally. Our success stems from our dedication to essential and speciality chemicals.

By becoming a signatory to 'Responsible Care,' we align ourselves with the global chemical industry's voluntary commitment to achieving high standards in environmental, health, and safety performance.



LOIL is dedicated to crafting customer-specific, and market-driven emerging chemistries. Grounded in the essential tenets of chemistry and backed by a track record of delivering superior solutions to clients worldwide, our Company stands poised to harness the potential of new chemical innovations. Our recent acquisition of Miteni SPA's organic fluorospecialties and electrochemical fluorination assets marks our strategic entry into the fluorospeciality chemical arena, where we intend to capitalise on our expertise, capabilities, and established networks.

Our innovation prowess is bolstered by cutting-edge infrastructure. We consistently assess our research facilities to guarantee they adhere to international best practices. Additionally, our innovation hubs are outfitted with sophisticated laboratory equipment and a solid technical foundation, empowering us to create novel intermediates.

Utilising advanced analytical instruments, we conduct precise and thorough quality analyses of our products. Our manufacturing facilities are equipped to handle reactions across a broad temperature spectrum, ranging from -25°C to 700°C . With over 2,000 Tr, our Company can efficiently manage substantial refrigeration loads. Additionally, our specialised knowledge allows us to safely and effectively work with ethylene oxide under pressure, perform chlorination in cryogenic conditions, carry out esterification, reactive distillation, and catalytic oxidations, among other processes.





Mission

To consistently add value to our customer's lives by providing best-in-class solutions, while also being responsible towards the environment.



ESG Vision

Endeavour to be a responsible corporate that plays a proactive role in positively impacting society through its operations and activities





Values



Innovation

To foster a culture of innovation where failure is seen as the initial step towards success.



Customer Centricity

To improve the lives of our customers through reliability, agility, empathy and quality.



Integrity

To act in the best interests of all our stakeholders with a steadfast commitment to integrity.



Sustainability

To make a positive impact in all interactions with the environment and communities.



Geographical Presence

Headquartered in Mumbai, we serve a global clientele across more than 50 countries, spanning six continents: North America, South America, Europe, Africa, Australia, and Asia. Our chemical manufacturing facilities are based in Maharashtra, specifically within industrial zones of Mahad and Lote. Additionally, LOIL has established a hydro-based renewable energy project at Yedgaon, Maharashtra, and have invested in windmills at various locations in Maharashtra and Karnataka.

In Navi Mumbai, our Company has established a well-equipped innovation centre for product and process development.

30%

Exports Contribution to Overall Sales

50+

Countries Presence

34%

3-Year CAGR Growth in Exports

680+

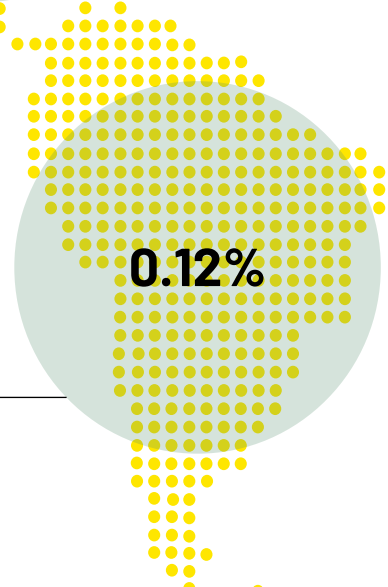
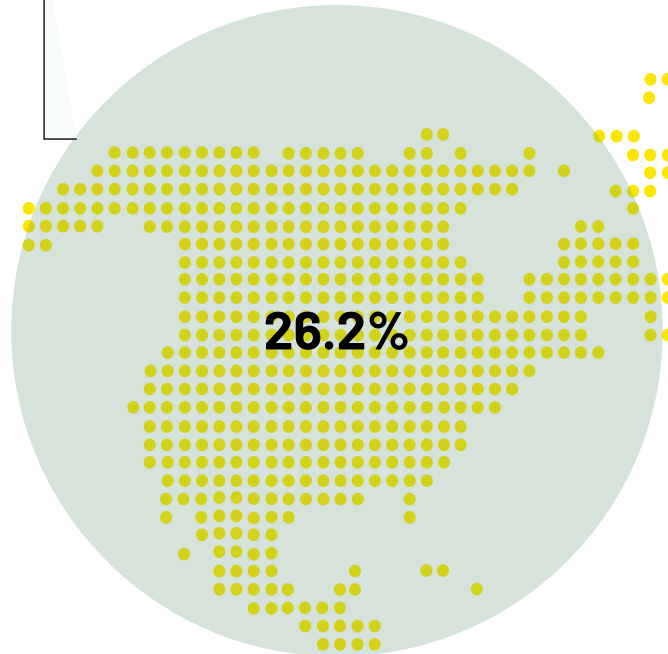
Clients Served

Offices Around the Globe

- 1 Mumbai (India)
- 2 Pune (India)
- 3 Hyderabad (India)
- 4 Amsterdam (The Netherlands)
- 5 Shanghai (China)
- 6 Rome (Italy)

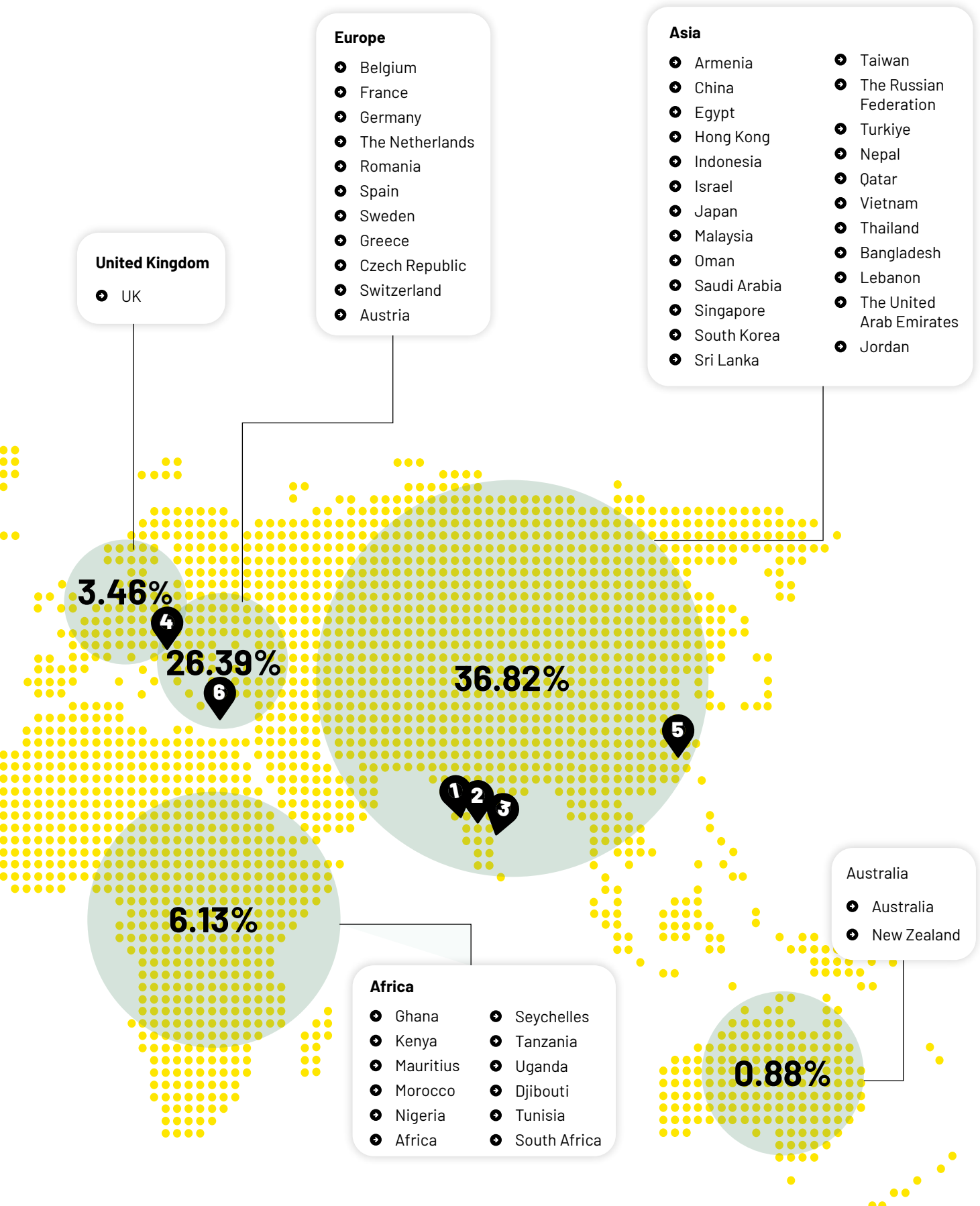
North America

- Canada
- The US



South America

- Argentina
- Brazil
- Uruguay



Disclaimer: This map is a generalised illustration only for the ease of the reader to understand the locations, and it is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. The Company or any of its directors, officers, or employees, cannot be held responsible for any misuse or misinterpretation of any information or design thereof. The Company does not warrant or represent any kind of connection to its accuracy or completeness.



Our journey so far...



Established essentials facility for glacial acetic acid manufacturing

1992



Two windmill installations at Karnataka of 0.6MW each

ISO 9001:2000 certification for AI products

2004



Entered Speciality Chemicals Business – Acquisition of Clariant’s Diketene Business

ISO 14001:2009 & OHSAS 18001:2007 certifications for essentials

2010



Investment by IFC

2012



1996

Commenced ETAC production



2008

Expansion of ETAC facility to 51,000 MT

Distillery set up at Jarandeshwar



2011

Expansion of diketene & derivatives capacity

DSIR-approved R&D centre at SI manufacturing facility



***** Inorganic growth



Commissioning of hydro-electric power project at Yedgaon

2018



Entry into Fluorospeciality Business – Acquisition of Assets from Miteni, Italy

2020



Commissioning of FI plants in India

2023

2013

Subsidiary incorporation in The Netherlands & Sharjah



2019

DSIR registration for Rabale Innovation Centre



2021

USDA-certified bio-based product label for ETAC

ISO 45001:2018;
ISO 9001:2015;
ISO 14001:2015
certifications for AI products

Signed Definitive Agreements for YCPL Acquisition





Product Portfolio



Essentials

This business vertical specialises in the production of a wide variety of acetyl products, including Bulk Solvents and Aldehydes. Our acetyl offerings find applications across various industries such as pharmaceutical formulations, coatings, printing inks and adhesives. With a blend of industry experience, a commitment to innovation, and a constant pursuit of excellence, we have established ourselves as a leading producer of acetyl intermediates.



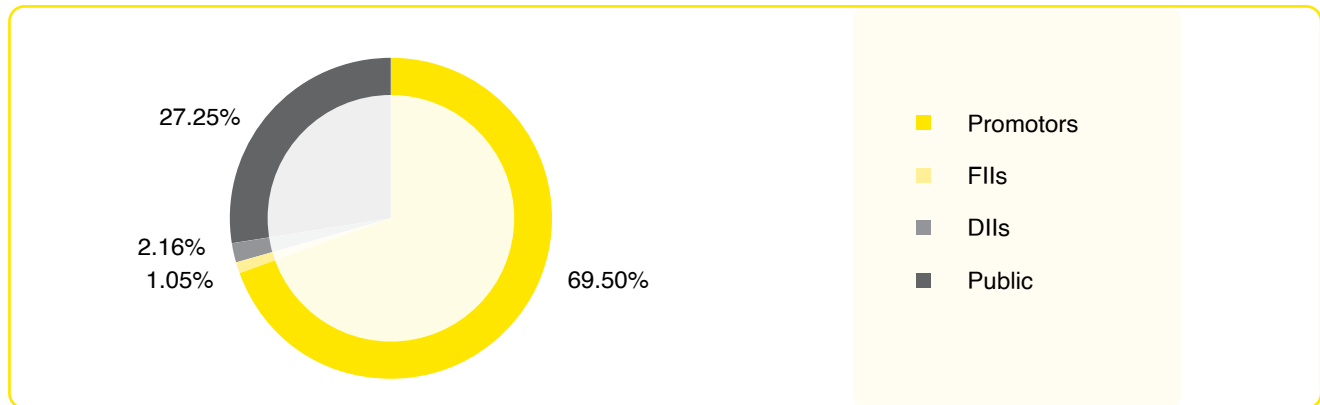
Specialties

We are a leading manufacturer of speciality intermediates such as ketene & diketene derivatives, including esters, amides and arylides. Our high-quality speciality intermediates are used in pharmaceuticals, the synthesis and manufacturing of agrochemicals, and pigments, among others. Our dedication to maintaining exceptional product standards and driving innovation has established us as a respected figure in the speciality intermediates industry. Recently, we have expanded into the fluorospeciality intermediate sector, leveraging highly complex chemistry and limited competitive pressure due to our acquired technology. Moreover, the products currently under development are poised for diverse and growing applications across multiple industry sectors, demonstrating substantial growth potential in new markets.



Shareholding Pattern

Founded on May 15, 1989, LOIL serves as the flagship company of the Goenka Group. Our Company became a publicly traded entity on the National Stock Exchange Limited (NSE Limited) and BSE Ltd. as of March 25, 2021.



S. No.	Name of the Holding/ Subsidiary/Associate Companies/Joint Ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of Shares Held by Listed Entity	Does the Entity Indicated in Column A Participate in the Business Responsibility Initiatives of the Listed Entity? (Yes/No)
1	Laxmi Organic Industries (Europe) BV, Netherlands (LOBV)	Wholly-Owned Subsidiary Company	100	No
2	Cellbion Lifesciences Private Limited, India (CLPL)	Wholly-Owned Subsidiary Company	100	No
3	Viva Lifesciences Private Limited, India (VLPL)	Wholly-Owned Subsidiary Company	100	No
4	Laxmi Speciality Chemicals (Shanghai) Co. Limited, China (LSCSCL)	Wholly-Owned Subsidiary Company	100	No
5	Yellowstone Fine Chemicals Private Limited (YFCPL)	Wholly-Owned Subsidiary Company	100	No
6	Yellowstone Speciality Chemicals Private Limited, India (YSCPL)	Wholly-Owned Subsidiary Company	100	No
7	Laxmi USA LLC, USA (USLLC)	Wholly-Owned Subsidiary Company	100	No
8	Laxmi SRL, Italy	Step-Down Subsidiary	100	No
9	Laxmi Petrochem (The Middle East) FZE		0	



Company Highlights

Certifications and Awards

Our commitment to excellence is reflected in our Integrated Management System, certified under ISO 9001, ISO 14001, ISO 45001, Star K Kosher, Halal India, and Responsible Care standards.



Received a National Level Appreciation Certificate from the National Safety Council of India in recognition of outstanding achievements in Occupational Safety and Health over the past three consecutive years.



Granted the State Level Safety Award 2023 by the Directorate of Industrial Safety and Health, Government of Maharashtra.



Received the 'Prashansa Patra' award from the National Safety Council of India for LOIL Site II.



Recognised by the Department of Industrial and Scientific Research (DISR), Government of India, for LOIL's Research and Development (R&D) efforts.



Shared a success story with the Maharashtra Pollution Control Board (MPCB), detailing specific schemes and investments that significantly reduced the Comprehensive Environmental Pollution Index (CEPI) in the Mahad MIDC area.



Membership Associations

The following major associations recognise LOIL as a valued member:



Indian Chemical Council

Indian Chemical Council (ICC)



Confederation of Indian Industry

Confederation of Indian Industry

FCII

Fellowship of the Chartered Insurance Institute



Maharashtra Labour Welfare



NATIONAL SAFETY COUNCIL

National Safety Council of India



Sustainability at LOIL

As awareness of the environmental and health consequences of chemicals rises worldwide, LOIL is dedicated to exploring more responsible and sustainable practices. Our manufacturing, handling, and transportation procedures undergo regular audits and are compared against both national and international safety and quality benchmarks.

We are fully aware of the challenges that come with chemical handling and storage, as well as the necessity of adhering to regulations. As a trusted chemical partner and a Responsible Care company, our Company is committed to minimising our environmental footprint and providing necessary disclosures with our products to prevent spills and accidents.

At our core, we believe that every employee and value chain partner can embrace sustainable practices through our process-orientated approach. We are dedicated to collaborating with our stakeholders to craft innovative and impactful solutions for the sustainability challenges we encounter.




Furthermore, we trust that this report will provide meaningful insights into our sustainability journey and encourage others to unite with us in building a sustainable future.



ESG Policy

LOIL is committed to being a responsible organisation that actively contributes to society through operations and activities. As a growing international player in the chemical industry, we recognise our significant role in driving the economic development of our nation, while simultaneously addressing the pressing issues of climate change, pollution control, resource conservation, and social responsibility.

The objectives of LOIL's Environment, Social, and Governance (ESG) Policy include:

-  Ensuring compliance with all relevant local, Indian, and global regulations related to LOIL's operations.
-  Establishing an ESG baseline and striving to consistently meet or exceed industry standards and best practices.
-  Integrating ESG considerations into corporate strategy, capital allocation, and resource management to have a positive impact on society and the environment.



This policy applies to everyone at LOIL, from directors and senior management to officers and employees. It also extends to all relevant stakeholders, including investors, customers, vendors, and the community, among others. For further details on the scope of LOIL's ESG policy, please visit: www.laxmi.com

Alignment with Sustainable Development Goals (SDGs)



SDG 7 Affordable and Clean Energy

LOIL has made significant advancements in championing clean energy through strategic investments in renewable sources like wind turbines and hydroelectric systems. Around 20% of our energy utilisation is derived from sustainable sources, highlighted by our 3 MW solar energy facility. Additionally, our Company actively engages in energy optimisation practices, employing environmentally friendly refrigerants and executing energy conservation programmes across our facilities.



SDG 8 Decent Work and Economic Growth

Through the National Apprenticeship Promotion Scheme (NAPS), LOIL fosters skill enhancement and job prospects for the youth, emphasising gender diversity and the integration of women into the workforce. By advocating for vocational education and employment through this initiative, we contribute to local economic advancement and the establishment of fair working conditions. Moreover, our dedication to nurturing a secure and inclusive workplace for our team members reinforces our commitment to promote dignified labour practices.



SDG 9 Industry, Innovation, and Infrastructure

At LOIL, we drive innovation through our startup campus and R&D centre, which focus on cutting-edge advancements in speciality chemicals. We have implemented advanced technologies, including closed-loop operations, mechanical seals, and vent condensers, to optimise process efficiency. Our dedication to green solvents, non-carcinogenic options, and innovations in fluorospecialties further underscores our alignment with sustainable industrialisation initiatives.



SDG 12 Responsible Consumption and Production

At the heart of our operations is a commitment to responsible production, driven by integrated management systems that supervise waste management, energy efficiency, and emissions reduction. By replacing coal with cleaner fuels, reusing wastewater, and employing advanced treatment technologies to diminish hazardous waste, we actively strive to reduce waste and enhance sustainability across our production practices.



SDG 13 Climate Action

With a proactive approach to reducing carbon footprint, our Company is shifting towards cleaner fuels and renewable energy solutions. We have introduced measures like installing electrostatic precipitators to enhance air quality and are utilising advanced energy management systems to lower greenhouse gas emissions. Our long-term sustainability roadmap also prioritises further emission reductions and increased energy efficiency.





Governance, Strategy, and Business Resilience

Our Policies

At LOIL, we uphold the highest standards of corporate governance, ensuring that our business operations are characterised by fairness and transparency. Our robust corporate governance framework, shaped by our guiding policies, governance philosophy, and corporate codes, is in line with evolving laws and regulations. This foundation supports our sustained success by promoting responsible growth.

Rooted in LOIL's core values, our corporate governance enables us to make informed decisions that foster sustainable growth. Compliance with relevant rules, regulations, codes, guidelines, and policies is essential to our operations. Our policies and codes guide our behaviour, ensuring we actively meet standards related to labour practices, environmental health and safety, Board diversity, Independent Directors, reporting procedures, and disciplinary measures.

Below are some of the organisation's fundamental policies:

- › Integrated Environment Health Safety & Quality (Integrated EHSQ) Policy
- › POSH Policy
- › CSR Policy
- › Remuneration Policy
- › Whistle-Blower Policy
- › Speak-Up Policy
- › Responsible Care Policy
- › HR Policy
- › Code of Conduct
- › Board Performance Evaluation Policy
- › Policy on Related Party Transactions
- › Anti-Bribery and Anti-Money Laundering Policy
- › Human Rights Policy



Here's a brief overview of some of our key policies:

Whistle-Blower Policy

We encourage our directors and employees to voice concerns regarding unethical conduct, potential fraud, mismanagement, and violations of our Code of Conduct and Ethics. This policy safeguards employees from any form of retaliation and provides them with direct access to the Chairperson of the Audit Committee. More information on our vigil mechanism can be found on our website: <https://www.laxmi.com/investors/policies>.

Speak-Up Policy

Complementing our vigilance mechanism, we have adopted a speak-up policy that provides both employees and business associates—including vendors, consultants, retainers, and advisors—with the means to report any cases of fraud, abuse, misconduct, or suspected malpractices at work.

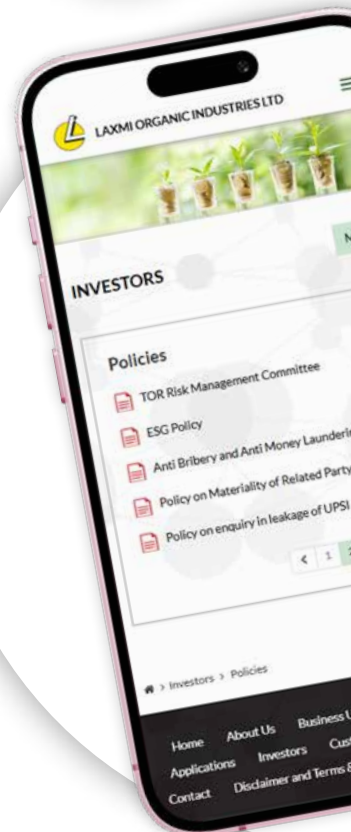
POSH (Prevention of Sexual Harassment) Policy

LOIL condemns sexual harassment of women in the workplace as discriminatory and unlawful, constituting a breach of both the Code of Conduct and the legal framework of the nation. Acknowledging the seriousness of this issue, we are committed to implementing effective measures to prevent and address sexual harassment. Moreover, such behaviour occurring within our offices, plants, or facilities is illegal and is unequivocally prohibited.

Human Rights Policy

The Human Rights Policy is applicable to us and our subsidiaries and covers all employees (permanent/temporary).

The policy's primary goal is to ensure that our operations align with national and international laws and standards, thus protecting the rights and well-being of all individuals involved. This includes the prohibition of child and forced labour, the prevention of corruption, the safeguarding of confidential information, the promotion of non-discrimination and equal opportunity, and the creation of a safe, healthy, and respectful work environment.





ESG Governance

The Board's Risk Management Committee undertook a detailed review and subsequently approved the ESG policy for implementation in 2022-23. To support this initiative, an ESG Steering Committee was established, featuring senior management from departments such as manufacturing, HR, investor relations, and strategy. This committee will be instrumental in adopting the policy and executing it alongside the ESG roadmap.



Reporting to the Risk Committee on a periodic basis to appraise progress on ESG goals as well as management of key ESG risks.



Reviewing and implementing the scope as defined in the ESG Policy.

The ESG Steering Committee is primarily tasked with the following responsibilities:



Striving to align the ESG Policy with evolving national and global ESG developments, particularly in the chemical industry.

Board Governance

The Board of Directors at LOIL adheres to the standards established by the Listing Regulations of 2015 and the Companies Act of 2013. As of March 31, 2024, the Board comprises nine members, a blend of Executive and Non-Executive Directors. Five of these members are Independent Directors, with one being a woman. To maintain the highest levels of corporate governance, the roles of the Chairman and Chief Executive Officer (CEO) are distinctly separate.

Our Company's team is made up of professionals from diverse backgrounds, equipped with varied skills and experiences, enabling them to effectively oversee our strategy and operations in a constantly shifting business landscape.



Mr. Ravi Goenka
Executive Chairman



Dr. Rajan Venkatesh
Managing Director & CEO



Ms. Sangeeta Singh
Independent Director



Mr. Omprakash V. Bundellu
Independent Director



Mr. Manish Chokhani
Independent Director



Mr. Rajeev Goenka
Non-Executive Director



Dr. Rajiv Banavali
Independent Director



Mr. Harshvardhan Goenka
Executive Director (Business Development & Strategy)



Dr. Rajeev Vaidya
Independent Director



Mr. Arun Tadarwal
Independent Director (w.e.f. April 01, 2024)



Board Performance Evaluation

LOIL has established a comprehensive policy to assess the performance of the Board, its committees, and individual directors, including Independent Directors. Evaluation criteria include meeting preparedness, constructive input, business insight, communication among Board members, adherence to the code of conduct, and alignment with our Company's vision and strategy. The performance of the Board and individual directors is rigorously evaluated against these standards. Independent directors also evaluate the performance of Non-Independent Directors, the overall Board, and the Chairman, considering feedback from both Executive and Non-Executive Directors.

We are dedicated to nurturing our employees' growth through a strong focus on continuous learning and development. Workshops for Board members are organised to emphasise ethical business practices, responsible and sustainable development, corporate social responsibility, and corporate governance. In addition, capacity-building workshops and training sessions are provided to enhance the Board's capabilities.

To ensure the Board meets its sustainability objectives, Mr. Ravi Goenka, Executive Chairman & Whole-Time Director, alongside the Leadership Team, regularly reviews progress in sustainability initiatives.

The Board's key responsibilities encompass:

- › Provide oversight on corporate governance practices
- › Review the business strategy and operational plans developed by the management
- › Monitor and review management performance
- › Review the risk management approach
- › Discharge statutory or contractual responsibilities
- › Supervise the process for compliance with laws and regulations
- › Monitor and review the Board's evaluation framework

The members of the Risk Management Committee responsible for ESG matters include:



Mr. Rajan Venkatesh



Mr. Harshvardhan Goenka

Our Company has established a formal policy for evaluating the performance of the Board and its committees, which includes criteria for both Non-Executive and Executive Directors. The Nomination and Remuneration Committee (NRC) assesses the performance of individual directors, while the Board evaluates the performance of itself, its committees, and individual directors. Independent directors convene separately to review the performance of non-independent directors, the overall Board, and the Chairman, as well as to assess the flow of information between management and the Board. The NRC also regularly examines succession planning and competency requirements for the Board and senior management.

Ethical Business Conduct



Dr. Rajiv Banavali



Dr. Rajeev Vaidya

We maintain a strong commitment to ethical business conduct, adhering to the best industry practices, global and national guidelines, and statutory requirements. To encourage reporting of unethical and unlawful behavior, we have implemented a whistle-blower protection policy that allows for anonymous reporting and provides adequate safeguards against retaliation for employees who utilise this mechanism. This policy also grants direct access to the Chairperson of the Audit Committee.

Business ethics encompass various areas, including corporate governance, employee conduct, labour relations, customer relationships, and supply chain management. These aspects can expose the organisation to numerous risks, such as legal, reputational, financial, and market-related challenges. As ESG themes gain traction, governance issues are increasingly scrutinised by potential investors and large customers, highlighting the need for robust systems and processes to manage business ethics effectively.

Central to our Company's corporate governance policy is the principle of transparency and openness in the effective functioning of management and the Board. In alignment with this policy, the Board of Directors has adopted a 'Code of Conduct for Board Members and Senior Management.' This code has been developed and implemented in compliance with Regulation 17(5) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.

Business ethics risks are mitigated through multiple measures such as Code of Conduct for Board of Directors, Independent Directors, Senior Management and Employees, Policy on Anti-Corruption, Anti-Bribery and Anti-Money Laundering, and Whistle-Blower Policy, among others.





LOIL's 'Code of Conduct' guides all their employees and other business stakeholders to make the right decisions that are in line with its principles of business operations.



All employees are required to adhere to applicable laws, including LOIL's internal policies, rules and regulations.



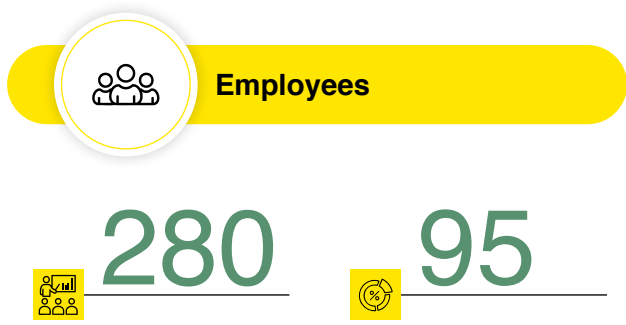
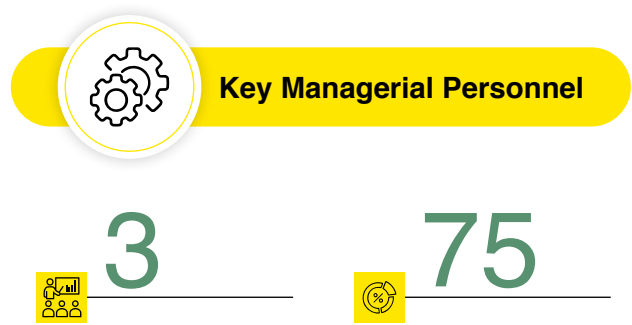
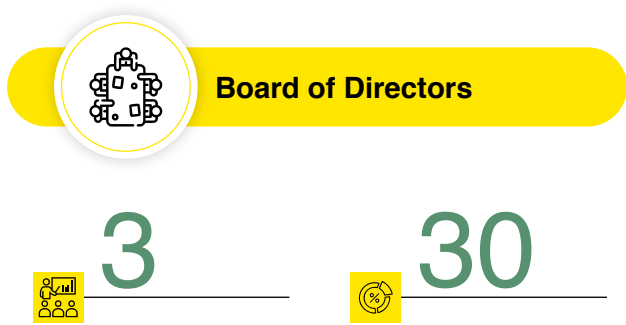
Conduct oneself with dignity, integrity and in an ethical manner when dealing with the public, business associates and colleagues.



Use reasonable care and exercise independent professional judgement at work as well as in conducting oneself in public so that there is no damage to the reputation of our Company.

The above policies are implemented by nature of awareness trainings and systems for grievance redressal. Policy has been entrusted with responsibility to investigate all complaints and recommend actions. The table below shows the number of training and awareness programmes conducted during FY 2024 and the persons covered in each category:

Number of Training and Awareness Programmes Held	% of Persons in Respective Category Covered by the Awareness Programmes



In 2023-24, no incidents of anti-competitive behaviour, corruption, or conflict of interest were reported.

Beginning in FY 2023, our Company launched initiatives to formalise Environmental, Social, and Governance (ESG) efforts. As part of this undertaking, the Board of Directors crafted and officially adopted a policy addressing anti-corruption, anti-bribery, and anti-money laundering. This policy is applicable to all personnel, regardless of their employment status, whether permanent or temporary. It aligns with pertinent provisions of Indian legislation, including the Prevention of Corruption Act 1988 (amended in 2018), the Prevention of Money Laundering Act 2002, and the Companies Act 2013. The policy underscores our commitment to integrity and ethical practices, establishing a zero-tolerance approach to corruption, bribery, and money laundering.

Furthermore, LOIL places a high priority on cybersecurity, having established a Business Continuity Plan (BCP) mechanism and policy, along with cyber insurance coverage. Enhanced security protocols, such as non-tamperable antivirus software and Advanced Threat Protection (ATP) services, are in operation. To strengthen security measures, we are migrating from on-premises systems to cloud infrastructure and are contemplating the implementation of Security Operations Centre (SOC).





Our Stakeholders and Materiality

Engaging with our stakeholders is a key aspect of our sustainability management practices. Their insights are critical, helping us understand expectations and challenges that shape our holistic approach to sustainability. In FY 2023, we undertook a comprehensive materiality assessment, meticulously considering stakeholder perspectives to identify the sustainability issues most pertinent to our operations and to inform the creation of this report. This assessment is instrumental in steering our ESG journey, enhancing our capacity to deliver meaningful value to our stakeholders. In 2023-24, we revisited these topics, evaluating their significance and relevance.

We define stakeholders as entities or individuals directly or indirectly impacted by our operations. These stakeholders are vital in unearthing the key concerns that resonate with our objectives. This report encapsulates our integrated stakeholder engagement strategy, which has empowered us to identify crucial stakeholders, deeply understand their concerns, and craft actionable plans that resonate with our business values.

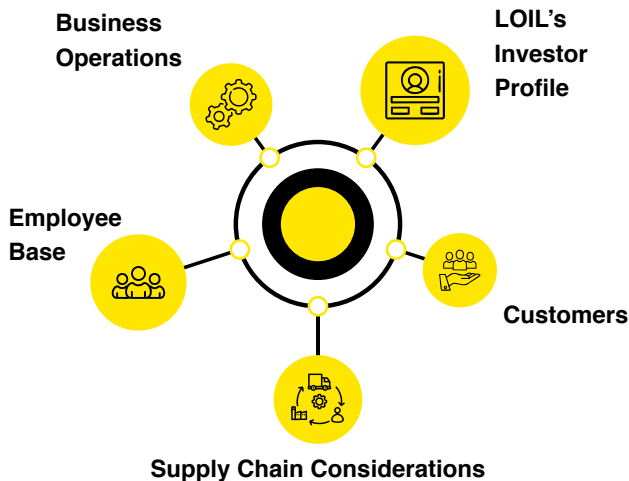
We regularly engage with stakeholders through a variety of avenues, including:

Stakeholder Group	Channels of Communication
Employee	
Supplier	
Customer/Client	
Investors (Other than Shareholders)	
Others - Community	

Email In-Person Meeting

Stakeholder Engagement Framework

We believe it is essential to adopt an internal perspective on the risks and opportunities generated by our Company's activities. Our selection of stakeholders was carried out through a meticulously orchestrated process that included extensive dialogues with LOIL's ESG team, focussing on the following key considerations:



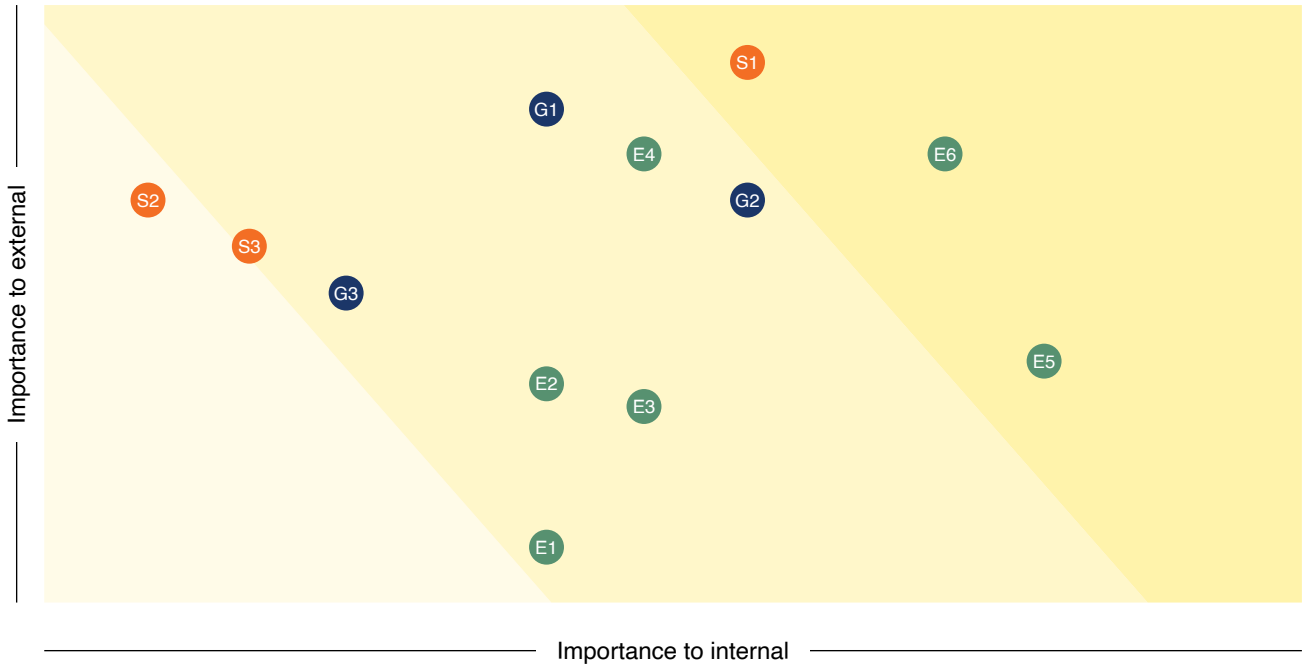
Materiality Assessment: Finding Focus Areas




Throughout the reporting period, LOIL shortlisted key material topics from an extensive list by leveraging the findings from last year's survey and assessing frameworks like GRI, SASB, DJSI, and MSCI for updates. Additionally, LOIL gathered stakeholder insights through surveys and dialogues. These discussions are scheduled to occur every three years to maintain the relevance of the identified material topics.

12

Material Topics Identified

Material Topics



ESG Topic	ESG Theme	Code	Material Topic	GRI Alignment
 Environment	Resource Footprint	E1	Energy Management	GRI 302: Energy
		E2	GHG Emissions	GRI 305: Emissions
		E3	Waste Management	GRI 306: Waste
		E4	Air Quality	GRI 305: Emissions
		E5	Water Quality & Wastewater Management	GRI 303: Water and Effluents
		E6	Hazardous Materials Management	GRI 306: Waste
 Social	Responsible Operations	S1	Occupational Health and Safety	GRI 403: Occupational Health and Safety
		S2	Human Rights	GRI Universal Standards
	Product Footprint	S3	Product Responsibility	GRI 416: Customer Health and Safety GRI 417: Marketing and Labelling
 Governance	Trusted Partner	G1	Business Ethics	GRI 2: General Disclosures
		G2	Management of Legal & Regulatory Environment	GRI 20: Economic Performance
		G3	Climate Risk & Opportunities	GRI 201: Economic Performance



Navigating Risks and Seizing Opportunities

LOIL has established robust and comprehensive internal control systems designed to align with the scale of its operations and support its anticipated future growth. These mechanisms are crafted to facilitate the identification and management of business risks while upholding exemplary standards of corporate governance. Our internal financial controls are meticulously documented and integrated into business processes. During the reporting year, these controls underwent testing, and no significant weaknesses in design or execution were identified.

In alignment with the SEBI Listing Regulations of 2015, we have established a Risk Management Committee tasked with developing a Risk Management Plan. This committee is responsible for identifying, assessing, and prioritising potential risks and threats, as well as implementing effective mitigation strategies to minimise the impact of any risks that may arise.

To strengthen compliance processes, we employ an internal compliance tool that aids in meeting statutory obligations. This automated system generates timely alerts to ensure precise compliance. We are confident that these systems provide reasonable assurance that our internal financial controls are effectively designed and operating as intended. The Board directly oversees the risk management process and has instituted a Risk Management Committee, chaired by the Chairman, to continuously monitor and review identified risks. Our risk management strategy adheres to the legal mandates specified in Regulation 21 of the SEBI (LODR) Regulation 2015.

Rationale for Identifying the Risk/Opportunity

Manufacturing speciality chemicals involves a multitude of risks, including material handling, spills, toxic fumes, fire threats, prolonged exposure, health deterioration, serious injuries, and even fatalities. LOIL's production process relies on water and generates industrial-grade effluents, raising concerns about the potential pollution of the surrounding land and water sources. Furthermore, the production of these chemicals can emit hazardous gases that pose significant dangers to both humans and wildlife. The chemical manufacturing sector is characterised by high emissions and is under stringent scrutiny from customers, investors, and regulatory bodies. Employees face risks from spills and vapours that can lead to severe health issues and property damage, while the management of hazardous waste threatens local ecosystems, including soil, waterways, as well as native flora & fauna.

On the flip side, there are significant opportunities. By implementing energy efficiency initiatives, LOIL can achieve emissions reduction targets while enhancing financial viability. Product stewardship is another vital consideration, especially given the implications for human consumption and the safety of customers' end products. Additionally, our Company has the potential to cultivate a culture where human rights are acknowledged and actively championed, fostering an atmosphere of fairness and equality.

Presented below is a summary table showcasing the essential risks and opportunities identified by LOIL, alongside approaches for adaptation, risk reduction, or further strategic actions.



Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/ Opportunity	In Case of Risk, Approach to Adapt or Mitigate
 <p>Water Quality & Wastewater Management</p>		<p>The production process results entail use of water and generation of industrial grade effluent. Water is a core input for the production process and long-term sustainability of water sources is a key risk area that needs to be monitored and managed on a regular basis. The effluent generated in the process could pollute nearby land and water bodies in the absence of appropriate treatment measures as the effluent constituents would render water bodies unfit for human or animal consumption.</p>	<p>Water and wastewater risk is mitigated with two different yet complementary approaches. Our plants are located in areas that are rain-fed and have no immediate threat of source water reduction or quality deterioration. However, we are taking measures to ensure that water is used judiciously in our process and wastage is minimised. Our effluent treatment plant incorporates unit operations that are designed to treat the effluents to safe discharge limits. Effluents are monitored regularly and zero liquid discharge (ZLD) plants are also operated to further limit the discharge of effluents.</p>
 <p>Hazardous Materials Management</p>		<p>Speciality chemical manufacturing involves handling of hazardous materials as part of raw material transport and storage, production process and finished goods storage and transportation. Employees and workers are exposed to risks from spills, and fumes, among others, that have the potential to cause serious damage to health and property.</p>	<p>LOIL has adopted an organisation-wide Integrated Policy on Environment Health Safety and Quality Management System (as per ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards). Our Company has also adopted measures to prevent occupational injuries, and ill-health to employees and contractors by deploying various hazard identification, risk assessment and risk control mechanisms, as defined in the above standards.</p>
 <p>Air Quality</p>		<p>Production of speciality chemicals has the potential to release harmful gases to the atmosphere that could endanger human and animal lives in surrounding areas or cause health-related impacts over a longer term.</p>	<ol style="list-style-type: none"> 1. All industry and legal standards are considered while establishing processes and SOPs to adopt air pollution control mechanisms. 2. Trainings and internal audits are done to ensure regular checks on air quality.










Risk



Opportunity

Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/ Opportunity	In Case of Risk, Approach to Adapt or Mitigate
 <p>Waste Management</p>	 	<p>Hazardous waste management presents risks to land, water bodies, flora & fauna if disposal guidelines are not taken care of by waste management contractors. Waste recycling could present a potential opportunity for LOIL through the adoption of circular economy principles that could lead to minimal waste generation.</p>	<p>Hazardous waste is handled and disposed of by approved contractors of the State Pollution Control Board.</p>
 <p>GHG Emissions</p>		<p>Chemical manufacturing is an emission-intensive activity that is monitored by large customers, investors as well as governments. LOIL's customers could drive GHG reduction commitments or specify conditions related to GHG for conducting business. Investors of a specific category with an ESG focus could invest only in certain companies that meet GHG emission reduction targets. India's current and potential future climate commitments would necessitate companies in the chemical industry to undertake emission reduction programmes. The government could also set stringent targets and is already in the process of creating a carbon trading market. GHG emissions, if not abated, could result in loss of potential customers, disinterest from specific sets of investors and higher costs to meet regulatory requirements.</p>	<p>GHG emissions are mitigated through a three-pronged approach: (1) conducting energy audits to identify opportunities for energy reduction, (2) increasing the use of renewable energy sources, and (3) purchasing offsets. During the current financial year, approximately 20% of our total energy consumption was derived from renewable sources.</p>

Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/ Opportunity	In Case of Risk, Approach to Adapt or Mitigate
 <p>Energy Management</p>		<p>Our manufacturing process is energy intensive and energy savings only add to the bottom line; they aid us in achieving our emissions goals.</p>	<p>Not Applicable</p>
 <p>Occupational Health and Safety</p>		<p>Manufacturing of speciality chemicals entails multiple risks to workers and employees in the form of material management, spills, fumes, fire hazards, and long-term exposure, among others, that could result in health impairment, serious injuries, or even fatalities. Health and safety risks are also present in the supply during the manufacture of raw materials and the transport of raw materials and finished products.</p>	<p>LOIL has taken various measures to mitigate occupational health and safety risks, including:</p> <ol style="list-style-type: none"> 1. Adoption of organisation-wide Integrated Policy on Environment, Health Safety and Quality Management System (as per ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards) 2. Strict health and safety measures and SOPs around storage, use, transportation and waste treatment of hazardous substances 3. Trainings, and internal audits for all SOPs on operational health and safety
 <p>Human Rights</p>	 	<p>Human rights is an area of risk as well as opportunity for LOIL. As a compliant organisation that has adopted a human rights policy in addition to other policies impacting human resources, LOIL has the potential to create a nurturing environment where the rights of co-workers are respected. Human rights-related risk for LOIL emanates more in the upstream supply chain (vendors), where there is a need to improve awareness as well as monitoring of human rights issues.</p>	<p>LOIL plans to mitigate human rights-related risk within the organisation and in the supply chain by conducting awareness trainings on human rights, providing adequate channels to raise human rights issues and conducting periodic third-party assessments to ensure robust implementation of policies.</p>



Risk



Opportunity

Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/ Opportunity	In Case of Risk, Approach to Adapt or Mitigate
 <p>Product Responsibility</p>		<p>Our Company focusses on two key product segments: the life sciences and crop sciences industries. In the life sciences sector, our products serve as essential components in pharmaceutical formulations, including anticoagulants, anti-inflammatory, anti-malarial, and anti-retroviral medications, among others. In the crop sciences sector, our products play a vital role in crop protection chemicals, such as synthesizing fertilisers and seed treatment solutions. Product responsibility assumes high significance as there is human consumption and/or potential human contact with our customers' end products.</p>	<p>Risk mitigation mechanisms are in place as we meet the quality standards of our customers on a continuous basis. By supplying products that demand higher safety and quality standards, LOIL can potentially open up newer customer segments.</p>
 <p>Business Ethics</p>		<p>Business ethics, including corporate governance, employee behaviour, labour relations, customer interactions, and supply chain dynamics, can expose the organisation to a multitude of risks, including legal, reputational, financial, and market challenges. As ESG themes rise in importance, governance-related matters are facing intensified scrutiny from prospective investors and major clients, underscoring the need for strong systems and processes to effectively manage ethical issues.</p>	<p>Business ethics risks are addressed through a variety of strategic measures, including a comprehensive 'Code of Conduct' for the Board of Directors, Independent Directors, Senior Management, and Employees. We enforce a robust Anti-Corruption, Anti-Bribery, and Anti-Money Laundering policy, alongside a whistle-blower protection mechanism. These initiatives are bolstered by awareness training and effective grievance resolution systems to ensure they are actively upheld.</p>

Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/ Opportunity	In Case of Risk, Approach to Adapt or Mitigate
 <p>Management of Legal & Regulatory Environment</p>		<p>The manufacturing of speciality chemicals requires a spectrum of approvals and routine regulatory submissions encompassing various domains, such as product standards, safety protocols, environmental controls, labour regulations, and factory codes. Furthermore, the necessity for ESG-related disclosures is anticipated to rise, beginning with the Business Responsibility and Sustainability Reporting (BRSR) in India and extending to expected supply chain transparency demands from clients in Europe and USA, driven by forthcoming legislation in those regions.</p>	<p>Regulatory compliance and documentation are managed through robust internal systems, comprehensive risk registers, and stringent process controls. LOIL actively works to elevate ESG disclosures, aiming to provide greater transparency and accountability to all stakeholders.</p>
 <p>Climate Risk & Opportunities</p>	 	<p>The chemical sector is recognised as both a major driver of climate change and a pivotal force in its mitigation through enhanced products and processes. With India committing to international climate objectives and aiming for Net Zero emissions by 2070, companies within the Indian chemical landscape are poised to take on a crucial role in curbing greenhouse gas emissions, reducing effluent and waste output, and fostering a circular economy within their operations.</p>	<p>Climate change risks and opportunities are planned to be addressed through:</p> <ol style="list-style-type: none"> 1. Enhancing operational efficiency, instituting sustainable sourcing practices, and advancing research and development to create superior products and processes aimed at reducing emissions and minimising waste output. 2. Setting ESG targets and implementing a governance framework to execute sustainability initiatives effectively.



Optimising Resources to Drive Sustainability

SDGs Impacted



Driven by a commitment to protect the environment, LOIL concentrates on enhancing energy efficiency, diversifying energy sources, recycling and repurposing wastewater, managing materials and waste responsibly, and optimising resource utilisation. These initiatives propel us towards operational excellence and significantly reduce our environmental footprint. We are dedicated to continually advancing our environmental performance and aim to share our progress transparently.

To effectively manage emissions and discharges, protect ecosystems, and diminish water consumption along with its impact on water resources, we have embraced external standards and principles set forth by the Global Reporting Initiative (GRI), the United Nations Global Compact (UNGC), and the Sustainable Development Goals (SDGs).

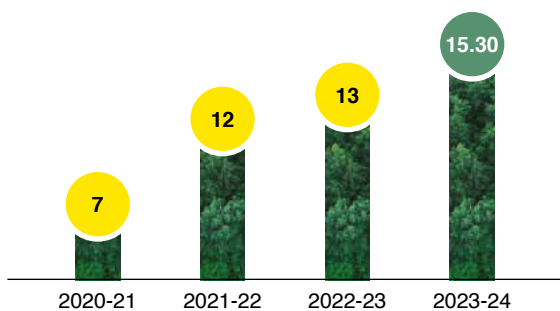
Additionally, we have evaluated our resource impact across our facilities, including Site 1, Mahad, Site 2, Mahad, all offices, and our innovation centre in Rabale, and are currently establishing a baseline for future strategic planning.



Key Performance Indicators	Unit	2022-23	2023-24
Total Production	tonnes	2,31,261	2,53,392
Total Energy Consumption	kWh	11,23,56,898	11,64,31,382
Energy Intensity	kWh/T	486	459
Total Renewable Energy Contribution	%	13	15.3
Total Grid Electricity Contribution	%	47	44
Wastewater Discharge Intensity	KL/T	0.3	0.5

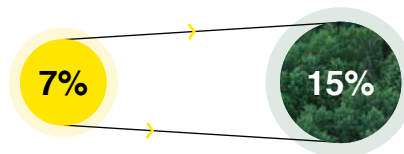
Electricity from Renewable/Non-Renewable Sources

Total Renewable Energy Contribution (in %)



15%

Production Growth from 2020-21 to 2023-24



Increase in Contribution to Renewable Energy

Energy Management

At LOIL, we recognise that the judicious and impactful use of energy fosters operational efficiency and enhances value creation for our stakeholders by boosting our competitiveness. Consequently, we prioritise the management and optimisation of our systems and processes to elevate the efficiency of our operations, ultimately reducing specific energy consumption.

Our primary energy sources encompass coal, diesel, LPG, and grid electricity. Alongside these, we use energy derived from renewable sources. We understand that diversifying our energy mix is a vital strategy for decarbonisation. To this end, we have crafted and implemented initiatives

aimed at increasing the proportion of renewable energy in our energy portfolio through on-site generation and an open access framework.

12,952 tCO₂e

Emissions Avoided in 2023-24 through Renewable Energy



Our Company's Renewable Energy Investments Encompass:



Two windmills, each with a capacity of 1.25 MW, located in Maharashtra and Karnataka.



4 MW hydroelectric power project at Yedgaon in Maharashtra.



3 MW solar power plant.



~20% of the total consumption from renewable power facilities.



GHG Emissions

For our GHG assessment, we have demarcated the assessment boundary using the operational control method. Emissions were calculated using the GHG Protocol's guidelines for computing Scope 1 and Scope 2 emissions. Various potential sources of greenhouse gases were considered in the calculation. To determine the total emissions, we calculated the emissions from each site individually for each financial year.

To minimise the carbon intensity of our operations, we have developed near-term plans to minimise coal consumption by using coal-bio-briquette mixture in coal-based boilers with bio-briquette and installing natural gas-based boilers wherever feasible.

Parameters	Unit	2022-23	2023-24
Total Scope 1 Emissions	tCO ₂ e	2,59,294	3,13,806
Total Scope 2 Emissions	tCO ₂ e	37,370	36,666
Total Scope 1 and Scope 2 Emissions	tCO ₂ e	2,96,664	3,50,472
Emissions Intensity	(tCO ₂ e/tonne)	1.3	1.4

Some of Our Initiatives to Reduce GHG Emissions Include:



Replacing coal and FO with a cleaner fuel (C9)



Installing ESP on boilers to improve air quality and reduce emissions



Using mechanical seals instead of glands



Deploying bulk storage tanks of solvents with vent condensers



Using closed loop operations



Utilising digital display board for monitoring consented parameters

Parameters	Unit	2022-23	2023-24
Non-Hazardous Waste Generated per Tonne of Product	kg/tonne	20.9	13.3
Hazardous Waste Generated per Tonne of Product	kg/tonne	20.6	19.2
Hazardous Waste Recycled, Recovered, Reused per Tonne of Product	kg/tonne	5.8	8.4

Waste Management

We follow stringent waste management protocols for the collection and storage of both hazardous and non-hazardous waste. Our facilities feature designated storage areas to ensure effective segregation right at the source. One of our process streams is repurposed as fuel for our in-process waste recovery system, leading to lower emissions and the recovery of certain products. All our manufacturing sites participate in a shared hazardous waste treatment, storage, and disposal facility accredited by the State Pollution Control Board (SPCB). The waste produced by our operations is disposed of at an SPCB-approved Treatment, Storage, and Disposal Facility (TSDF), while non-hazardous waste is sold to certified scrap vendors approved by the SPCB.

Additionally, our R&D department is dedicated to projects aimed at minimising waste generation and transforming waste into valuable products.

Initiative



Implemented indigenous sludge hydrolysis, significantly reducing in-process hazardous inventory substance.





Air Quality Management

LOIL's Air Quality Management Efforts Feature Several Key Initiatives:



An online monitoring system for SO_x, NO_x, and SPM analysers, directly linked to the MPCB and CPCB servers for real-time data sharing.



A digital display board for consented parameters.



Electrostatic precipitator (ESP) installation on our boilers, improving air quality and reducing emissions.



Water Quality & Wastewater Management

Principles of water conservation and wastewater reuse have been integrated in all existing as well as upcoming plants. A comprehensive treatment scheme has been implemented for recycle and reuse of treated effluents back to process. For instance, the Low Temperature Evaporation/Mechanical Vapour Recompression (MVR) technology has been implemented for advanced treatment.

Parameters	Unit	2022-23	2023-24
Total Freshwater Withdrawal	KL	12,44,543	12,67,298
Freshwater Withdrawal Intensity	KL/tonne	5.4	5.0
Total Wastewater Reuse	KL	2,09,336	2,20,600
Wastewater Reuse Intensity	KL/tonne	0.91	0.9

Wastewater Management Programme Includes The Following Initiatives:



Low-temperature evaporators to facilitate maximum wastewater reuse and ensure seamless manufacturing activities.



LTE system with feed tank, condensate tank, filtrate tank, concentrate tank and a filtration system that helps in quality improvement of treated effluents.



Implementation of ATFD-2 System for High COD.



Volute sludge dewatering system.

Some of the effective and efficient solutions of wastewater treatment include:

- › Volute Sludge Dewatering System
- › Multiple Effect Evaporator (MEE)
- › Provision of Stripper to Improve Condensate Quality
- › Low-Temperature Evaporator (LTE)
- › Agitated Thin Film Drier (ATFD)





Integrating Responsibility into Operations

Integrated Management System

LOIL has established a cohesive policy on Environmental Health, Safety and Quality Management in alignment with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards.



Our Company is committed to complying with all relevant legal and regulatory standards while adopting the ‘Responsible Care’ codes of practice and their ‘Guiding Principles’ in our business activities. We prioritise the prevention of workplace injuries and health issues for both employees and contractors through a robust framework of hazard identification, risk assessment, and risk management strategies. To safeguard the environment, we strive to eliminate pollution by minimising emissions, trade effluents, and waste, as well as reducing the inefficient consumption of natural resources throughout the product lifecycle.

Moreover, we have established Quality and Environmental, Health, Safety, and Quality (EHSQ) objectives aimed at maintaining or enhancing our performance, integrating

sustainability into every decision-making process, including the procurement of equipment and materials, as well as the selection and placement of personnel. We employ a Risk-Based Process Safety approach, implementing effective Process Safety Management to mitigate operational risks to an ‘As Low as Reasonably Practicable’ standard.

Our Company also emphasises consultation and engagement with employees at all levels, including workers, as well as all relevant stakeholders, to achieve our EHSQ goals while addressing their needs and expectations. We provide comprehensive information, instruction, and training—including refresher courses—to ensure that employees and contractors can proficiently fulfil their EHSQ responsibilities.

LOIL is committed to the continuous enhancement of EHSQ and sustainability performance, and this policy is accessible to all internal stakeholders and external business partners as needed.

Operational Health and Safety

The OHS system encompasses LOIL's primary production facilities and is enacted across three crucial manufacturing units. Our Company is certified to ISO 45001 standards, guaranteeing the deployment of robust hazard protection measures at these accredited locations.

Regular risk assessments are conducted to identify potential hazards and implement mitigation strategies. Emergency protocols are established to outline communication pathways and assign responsibilities during incidents.

Simulated drills are conducted to prepare all site personnel for potential crises. The system also mandates that safety-related product information is effectively communicated to customers.

Our external service providers, including transporters, are chosen through a rigorous vendor selection process and undergo ongoing evaluation. As part of this system, drivers participate in periodic training sessions focussed on transportation and product safety.

Here are a few significant upgrades in Workplace Health and Safety (OHS):

01

Continuous VOC monitoring system as per the internal EHS audits.

02

Full review of departmental HIRA registers and initiation of action plan.

03

Review and revision of all critical SOPs, with random checks to ensure their proper implementation.

04

The Emergency Response Team (ERT), which has received specialised training on emergency preparedness and response.

05

Development and training on incident communication protocol.

06

CPP automation, including pneumatic sand handling systems (14 TPH & 22 TPH), for workforce optimisation (in progress).

07

Installation of a fire hydrant water storage tank at YCPL (2,200 KL) for meeting fire water and process water requirements.

08

Plant automation through DCS for plant reliability and workforce optimisation.



Employee Safety

For contractual and direct-hired employees, monthly departmental EHS meetings are conducted where actions taken on their departmental EHS concerns are addressed and resolved. Each site hosts a Central Safety Committee that reviews Corrective and Preventive Actions (CAPA) and identifies any additional human, technological, or financial resources needed.



Multiple platforms are available for the identification of work-related hazards and the assessment of risks. These platforms, which cover the spectrum of activities, include Job Safety Analysis, Hazard Inventory Registry (Hazard Identification, Risk Assessment & Determination, and Implementation of Risk Controls), Hazard and Operability (HAZOP) Studies, Quantitative Risk Assessments (QRA), and Fire Risk Assessments, among others.

Plants and offices are assessed by statutory authorities. Manufacturing facilities covering 99% of turnover are assessed either by statutory bodies or by third party/certification bodies. Well-established procedures have been implemented for the reporting, investigation, and analysis of EHS incidents and injuries. The procedures cover incident (including near-miss) reporting protocol for verbal and written reporting, investigation team charter, investigation methodologies, and analysis.

Hazard control programmes involve participation from workers and contractors. Individual roles are explained in local language so that workers can protect themselves from work-related risks.

In addition, safety instructions for workers, including signboards, are displayed in conspicuous places.

For prompt evacuation from work-related risks, evacuation plans with clear access, egress, and safe assembly points are provided.

The entity provides employees and workers with access to both occupational and non-occupational medical and healthcare services. These include an Occupational Health Centre (OHC) equipped with an ambulance for the prompt mobilisation of casualties, 24/7 availability of qualified male and female nurses, and a Factory Medical Officer (FMO) on duty around the clock. The OHC ensures administration of first aid and expert medical care. The OHC also conducts occupational health surveillances through pre-employment, periodic and special medical examinations of direct employees and contractors. Health counselling is conducted following a periodic medical examination.

There were no safety-related incidents in 2023-24. This is attributed to our Emergency Planning Preparedness and Response (EPPR), including on-site emergency management, comprising fire hydrant upgradation, water curtains (for Chlorine shed, Diketene storage Ammonia storage), provision of sprinklers for methanol storage tanks, and glow-in-the-dark windsock, among others. As a part of EPPR, we carry out emergency drills once every three months and periodically conduct training for Emergency Response Team members.

Initiatives on Process Safety Management Elements (PSM) Implemented Include:



Upgrading software for prompt updating of Safety Data Sheets for our products.



Revalidating existing Process Hazard Analyses (PHAs).



Conducting Quantitative Risk Assessment (QRA) for all new facilities to implement prevention and mitigation measures for plant emergencies.



Reviewing and revising operating procedures as necessary and providing retraining for all operating personnel to ensure the required level of EHS competence.



Driving Sustainability through Supply Chain Excellence

Our supply chain approach encompasses ESG considerations, reflecting our commitment to sustainable practices, both within our operational limits and throughout the entire value chain. We strive to ensure that every product we manufacture adheres to our customers' quality requirements and industry production standards.



Product Responsibility

LOIL operates primarily in the life sciences and crop sciences sectors, where our products serve as vital ingredients in pharmaceutical formulations, including anticoagulants, anti-inflammatory medications, antimalarials, and antiretrovirals. Additionally, we supply crop protection solutions such as fertilisers and seed treatment chemicals. Given the direct impact on human health and potential contact with consumer products, our commitment to product responsibility is of paramount importance.

To ensure compliance with customers' quality expectations, we have implemented robust risk mitigation strategies. As a 'Responsible Care' partner, our Company aims to explore new customer segments, particularly in response to growing demand for safer and higher-quality products. Quality-related issues can have significant financial repercussions, including potential sales losses.

Furthermore, as we strive to enhance product safety and quality, investments in R&D are essential before any incremental revenue can be realised.

Sustainable Procurement Policy

At LOIL, we understand that our suppliers come in various sizes, offer different finished products, consume raw materials differently, and operate in diverse geographical locations. Taking these factors into account, our Company has crafted our Sustainable Procurement Policy to cater to our extensive supplier network. While the compliance requirements may vary based on the supplier and the associated principles, we expect all suppliers to implement internal policies, governance frameworks, systems, and processes to adhere to this Policy. We work closely with our suppliers to identify any shortcomings and help them bridge the gaps.

Furthermore, we require our suppliers to actively monitor and report on the initiatives they implement to comply with our sustainable procurement standards. We encourage an open dialogue, supporting suppliers who disclose actual or suspected violations without fear of retaliation.





Our Employees

SDG Impacted



Empowering People for Responsible Growth

22%

Women's Representation at Managerial Positions

Zero

Lost Time Injury Frequency Rate (LTIFR)

100%

Employees Covered under Health Insurance

Our stakeholders have been essential to our success, with our workforce being the most critical component. They exemplify a profound commitment to environmental and social responsibility, inspiring us to integrate sustainability and build resilience through mindful operations. Our interactions with our employees are shaped by our core values of Innovation, Integrity, Customer Focus, and Sustainability.

We attract top-tier talent from distinguished business and engineering colleges through a transparent, merit-based process that includes both campus recruitment and lateral hiring. As an equal opportunity employer, we unequivocally oppose discrimination based on religion, caste, gender, ethnicity, race, and language, among others.

773

Total Number of Permanent Employees as of March 31, 2024

12%

Increase in the Number of Employees from 2022-23

86

New Hires in 2023-24

6.7%

Women's Representation under the Newly Hired Employee Category



LOIL has implemented the Speak Up Policy, providing a critical avenue for employees to articulate their concerns. This policy enables the reporting of fraudulent conduct, misconduct, abuse of authority, breaches of contract, financial anomalies, legal violations, misappropriation of funds, and other unethical behaviours.

By adopting this policy, we reinforce our absolute intolerance for unfair practices, discrimination, harassment, and victimisation. It outlines the framework of the Speak Up Committee and specifies the different channels for reporting, the procedures for protected disclosures, and the investigation processes involved.

Zero

Complaints Received Related to Working Conditions or Health & Safety in 2023-24

Diversity & Inclusion

LOIL aspires to be an employer of choice for diversity in the Indian chemical companies. We have set a 3-year agenda to elevate women's representation, while enhancing their career achievements and overall satisfaction within the organisation.

4% → 12%

Expected Women's Representation by 2025-26



Key Milestones

- Identifying gender compatibility positions
- Sensitising the senior leadership team
- Sponsoring leadership by assigning Diversity and Inclusion (D&I) goals to each leader accounting for more than 10% weightage
- Launching the 'Women of LOIL Council' to serve as a resource group
- Revising and refining our flexible work policy
- Raising awareness among our manufacturing workforce about inclusive behaviours

Improving gender diversity at LOIL is a key goal. In the reporting year, we have created a three-pronged approach to improving diversity:

- 

Leadership Sponsorship

It is sponsored by each senior leadership team member who carries specific D&I goals with less than 10% weightage
- 

Women of Laxmi Council

A council has been formed with its preamble aimed to guide actions on how to improve the inclusion and lives of women at LOIL.
- 

Sensitisation

A year-round programme to manage issues that create impediments.

A range of initiatives has been put in place to enhance gender diversity at LOIL, including the cultivation of a talent pool through the NAPS Programme, workforce awareness through 'Nukkad Natak' workshops focussed on Prevention of Sexual Harassment (POSH), workshops with the women of the Laxmi Council, and initiatives aimed at ensuring the safety of female employees working shifts, particularly in manufacturing. We are also committed to developing women-friendly policies to foster an inclusive environment.

4% → 8%

Increase in Gender Diversity in 2023-24



Making LOIL a Better Place to Work



Employee Benefits

Our commitment to the foundational labour law principles of diversity, inclusion, and equal opportunity serves to prevent discrimination against those with disabilities. Our Human Rights Policy reflects these commitments and advocates fair treatment and non-discrimination. We endeavour to create equal employment opportunities by prohibiting discrimination based on gender, age, social origin, beliefs, disabilities, or religion.



Capacity Building

Our workforce is our most treasured asset, and we are focussed on attracting, developing, and retaining top talent. LOIL strives to maintain a culture of openness and a harmonious work environment. We are committed to fostering healthy industrial relations for our esteemed personnel. During the year under review, we introduced the following innovative initiatives in Human Resources.



Leadership Development Programme (LEAP)

It is an 8-month-long leadership development intervention that has been designed keeping in mind the 70:20:10 development model. For this, we collaborated with a panel of leadership development experts for designing and implementing the programme. LEAP is based on cohort learning, wherein immersions were conducted by external leaders and organisations to create an 'Outside In' perspective. To encourage the application of the competencies learnt in the workshops, group coaching was enabled. This programme will be an ongoing feature for leadership development at the organisation.



Internal Communication

An internal communication platform has been created to improve communication within the organisation. This is championed by an editorial team composed of employees from different factions. **Impromptu** (magazine) is published in both English and Marathi to provide a glimpse of important events taking place in different parts of the organisation. To further improve internal communication, our Company holds a quarterly town hall meeting. Through town hall meetings, employees are provided with business updates and operational aspects, including quality and EHS, among others. Exciting organisation-wide initiatives are also announced, and updates are given to employees.





1

Vision, Mission & Values

Our goal was to have Vision, Mission & Core Values to guide the organisation and align all business decisions that we make. Several lighthouse interviews were conducted across leadership teams, employee pools and customers to give insights around our Company's brand essence, the competitive landscape and the DNA of the organisation. All these findings were then used to craft the Vision, Mission and Values of the organisation. A leadership workshop was undertaken to derive Vision, Mission & Values using stakeholder insights, competitive landscape and our Company's brand essence. We launched our Vision, Mission & Value Orientation across all locations, covering more than 80% of our population.

2

Make Your Mark

LOIL's Rewards & Recognition programme has undergone a stellar transformation. The core values of Innovation, Sustainability, Customer Centricity, and Integrity are now the guiding behaviours, shaping the 'Make Your Mark' programme. This marks the beginning of a new era where excellence aligned with LOIL's values takes centre stage in our recognition initiatives.

3

Competency Framework Development & Orientation

The Competency Framework was developed using seven strategic intents derived from lighthouse interviews. The Competency Framework looks at competencies across several levels of the organisation by proficiency. Orientation has been done through interactive workshops covering people managers across all the locations. Going forward, all major HR processes will be based on the Competency Framework.



4

Employee Engagement

To strengthen the culture of continuous feedback and to enhance employee engagement, we are launching an automated continuous listening process throughout the lifecycle of an employee, which will cover onboarding, tenure, moments that matter, and exit. This is implemented by asking employees relevant questions based on their professional milestones and having personalised conversations. We have provided a seamless experience to employees with a chat interface. Through this chat interface, our aim is to highlight the employees who are at the risk of disengagement or potential attrition using AI and sentiment analysis. This will also provide actionable insights to the HR team via real-time analytics, helping them stay ahead of the curve.

5

Total Rewards Mindset

A basket of 24+ chemical sector companies were handpicked based on revenue, size, and focus of work, among other parameters, and benchmarked for compensation and other best practices. This activity helped us to have a robust compensation philosophy which hinges on the pillars of 'Pay for Performance,' and being 'Open, Fair and Consistent'.

6

Human Resources Information System Initiatives

In the reporting year, policy implementation was undertaken through HRIS. A few illustrations include flexible working days and hours. The continuous performance evaluation methodology, 'Checkins,' was implemented through HRIS for senior employees. Other process flows have been optimised as per evolving processes of recruitment.

7

National Apprenticeship Promotional Scheme

As a part of our Early Talent Development Pool, LOIL decided to go for the National Apprenticeship Promotion Scheme (NAPS) after reviewing NATS and NEEM. NAPS is the scheme driven by the Government of India's National Skill Development Corporation (NSDC) under the flagship 'Skill India' initiative. Through this, we focus on creating an industry platform for qualified freshers, enhancing candidate employability, fostering trained entry-level talent pool, providing quality of workforce on an immediate basis and nurturing a talent pool with gender diversity.

NAPS helps us in four key areas—attrition reduction, low-cost talent, diversity and saving on hiring costs. The objective of this programme is to improve bench strength, reduce the resourcing turnaround time, improve the quality of trained talent, improve gender diversity, and provide employment opportunities to entry-level talent. At the moment, we have engaged more than 140 NAPS trainees across our Organisation, and more than 54 NAPS trainees have been onboarded in 2023-24, with 69 trainees since the programme's introduction. The programme has helped us to bring down manufacturing grade 5 attrition by 2.93% over historical attrition and a 27% reduction in the number of employees leaving within 0-1 year of service, between pre- and post-NAPS deployment.

Furthermore, NAPS acted as a feed to the 'Build Model' for manufacturing and other functions for developing a gender-diverse talent pool. In 2023-24, more than 60% of the total diversity hired across our organisation was sourced from the NAPS pool.



Our Customers

Nurturing Sustainable Relationships with Our Customers

Customer Centricity

Our client-focussed strategy and dedication to responsible product management have significantly contributed to the growth and consolidation of our customer base. By implementing customer-orientated practices, we have devised unique business strategies that help us retain our competitive edge over time.

We periodically conduct customer satisfaction surveys to gather feedback and enhance our services. These surveys emphasise three key dimensions: product quality, product packaging, and customer service. This approach enables us to respond to our customers effectively and improve our offerings accordingly.

Customer satisfaction is continuously evaluated through a range of metrics, including:



Trends in these areas clearly indicate a high level of customer contentment.

Our Company excels in producing a diverse array of speciality intermediates tailored for various industrial sectors. These intermediates play a crucial role in the synthesis of high-value compounds for pharmaceuticals and bulk drugs, and they are also integral to the

production of pigments for paints and inks. Furthermore, some intermediates are essential in the agrochemical value chain. Recently, we have broadened our scope to include fluorochemicals, providing several specialised intermediates for the pharmaceutical and agrochemical industries. Additionally, we produce eco-friendly solvents that are preferred over traditional carcinogenic options in the production of paints, coatings, and adhesives.

LOIL leverages a network of strategically positioned branch offices to efficiently serve customers both locally and globally. To guarantee prompt service, we maintain storage facilities at key European ports, including Rotterdam. Beyond catering to the Indian market, we have established a global footprint with clients in over 67 countries across North America, South America, Europe, Africa, and Asia.

Customer Health and Safety

LOIL prioritises the well-being and safety of our customers, making it a firm commitment. We adhere to the most stringent health and safety standards within the industry. Utilising the Globally Harmonised System (GHS) labelling and detailed Safety Data Sheets (SDS), we ensure every product's specifications, risks, and mitigation measures are clearly communicated.

Customer Satisfaction

At LOIL, customer satisfaction stands as a top priority, supported by a robust system for tracking and distributing Product Safety Information via comprehensive 'Material Safety Data Sheets.' This ensures transparency and up-to-date communication with our clients. In parallel, our dedicated customer support, marketing, and sales teams maintain regular contact with customers to address their unique needs and preferences. Additionally, we conduct thorough audits of our manufacturing facilities to evaluate the adherence to Environmental, Health, and Safety (EHS) systems, aligning closely with customer EHS standards and protocols, ensuring the highest level of operational integrity.

Grievances

LOIL's formal Customer Complaint Management system logs and investigates any concerns raised by customers or distributors, covering aspects like quality, packaging, logistics, and documentation. This system ensures thorough inquiry into each issue and sets clear timelines for resolution and feedback to the customer. During the reporting period, we are proud to report that no customer complaints were filed. Additionally, regulatory authorities issued no penalties, sanctions, or show-cause notices for violations of product safety standards, reinforcing our commitment to maintaining the highest quality and compliance.





Our Community

Empowering Communities for Lasting Impact

₹ 43.59 Mn

Total Amount Spent

60,000

Total Number of Beneficiaries

SDGs Impacted



We recognise the significant influence the chemical industry can have both on the environment and the communities surrounding our manufacturing sites. Every production activity, whether directly or indirectly, has the potential to affect the local landscape, impact traditional ways of life, and shape the socioeconomic fabric of the region. Our Company aims to balance business growth with ethical principles, showcasing our commitment to sustainable progress by uplifting and empowering the communities around us. This dedication is reflected in our wide array of voluntary social initiatives, including the support of microenterprises and self-help groups, understanding the community as a vital stakeholder in our goal. LOIL proactively engages with local communities, addressing their needs and concerns to enhance their quality of life and ensure a meaningful and lasting impact.

CSR Policy

Through our operations, conduct, and activities, we strive to create value within the communities we serve. Our Company's CSR Policy enables the organisation to execute impactful initiatives in the areas surrounding our work centres.

At LOIL, we identify, design, and implement our CSR efforts in accordance with the provisions outlined in Section 135 of the Companies Act, 2013, and Schedule VII. CSR projects are closely monitored by the Board, guided by recommendations from the CSR Committee, as outlined in the Companies (Corporate Social Responsibility Policy) Rules, 2014. During the reporting year, we invested a total of ₹ 4.35 Crores into CSR programmes, positively affecting the lives of over 60,000 individuals.





CSR Objective and Scope



Objective

The objective of LOIL's Corporate Social Responsibility (CSR) Policy is to accomplish the following

- Enhance the quality of life for the communities living in the proximity of our manufacturing units.
- Promote environmental best practices and maintain ecological balance to contribute to sustainable development.
- Act as a responsible and responsive corporate citizen by providing welfare measures and creating a safe, harmonious, and ecologically balanced environment for its members and the wider community.
- Maintain a commitment to quality, health, and safety in all aspects of the business and for people.
- Promote workforce diversity and equality of opportunity through its business operations.
- Create social value and allow individual employees to participate in various programmes.
- Provide vocational training to improve the skills of individuals working in the unorganised sector.



Scope

LOIL's CSR Policy defines a clear set of objectives focussed on fostering sustainable growth and societal welfare. Our initiatives target key areas such as improving health, providing access to clean drinking water, enhancing education, and implementing efficient waste management.






At the heart of our CSR Policy lies the drive to support initiatives that champion socioeconomic growth, with a special focus on health, water, education, and waste management. Our Company is equally committed to rural development, seeking to elevate living conditions, infrastructure, and economic opportunities. Disaster management also plays a pivotal role, as we contribute to relief, rehabilitation, and the rebuilding of communities in need. All these efforts converge towards one objective—creating a lasting and transformative impact on society.

By supporting these projects and initiatives, LOIL strengthens its alignment with the global Sustainable Development Goals (SDGs). These reinforce our goal to contribute meaningfully to societal well-being, while upholding environmental sustainability as a core principle.



Work Initiatives Taken

As a socially responsible organisation, LOIL is committed to enhancing community welfare by proactively identifying and tackling critical issues. In partnership with expert organisations and by engaging with stakeholders, we have systematically categorised these concerns into four primary thematic areas: Health, Water, Education, and Waste Management.

Theme	Project	Location
 Health	Community Vaccination	Mahad Taluka & Lote
	Hospital Augmentation	Mahad
	Mobile Health Unit	Mahad Taluka
	Mobile Health Unit	Lote Taluka
 Waste	Waste Collection Vehicle	Mahad Taluka
 Water	Water Project	Mahad Taluka
	Construction of Well (Water Conservation)	Lote-Kosumwadi
	Solar Project at Jack Well	Mahad Taluka
 Education	Primary School Construction & Renovation at ZP School	Poladpur & Khed Taluka
	Parsule School Renovation	Mahad-Poladpur
 Others	Community Hall-Grave Yard	Kamble Village
	Commissioning of Solar Lights	Lote-Songaon
	Commissioning of Solar Lights	Lote-Dhamandivi
	Community Hall-Asanpoi Boudhawadi	Mahad-Asanpoi
	Budhawadi Relocation with Pakka Houses	Mahad-Budhawadi Kamble Village

Initiation	Number of Villages Covered	Number of Beneficiaries
2021-22	Mahad Taluka	
2022-23	Mahad Taluka	-
2022-23	21	26,411
2022-23	30	10,321
2021-22	1	7000
2021-22	1	3000
2023-24	1	1000+
2022-23	1	3000
2022-23	1	96
2022-23	6	130
2022-23	1	1500
2023-24	Khed	4500+
2023-24	Khed	4000+
2022-23	1	3000
2022-23	1	50



Health

In close collaboration with local district health authorities and following an extensive evaluation, we have introduced a Mobile Health Unit (MHU) in the Mahad and Lote regions. This unit is dedicated to providing essential health education on hygiene and common diseases to our beneficiaries. Through this initiative, we offer free healthcare services right at their doorsteps, including basic medications, diagnosis, consultations, treatments, and referrals for chronic illnesses. Our dedicated team comprises a qualified MBBS doctor, a pharmacist, a community mobiliser, and a committed driver. Currently, the MHU serves 21 villages in Mahad taluka and 30 villages in Khed taluka, regions previously lacking adequate healthcare services. We have partnered with 'Helpage India' to support the MHU programme, formalised under a three-year agreement. Launched in April 2022, the initiative is running successfully. Additionally, we organised events and awareness initiatives on World Health Day, Doctors' Day, and Elder Abuse Awareness Day, conducting seven health awareness camps that covered various aspects of healthcare.



Water

Acknowledging the essential role of clean, safe water for nearby communities, we evaluated the challenges related to drinking water faced by several surrounding villages. After engaging in discussions with village panchayats, we decided to focus on Nadgaon and Asanpoi to enhance access to drinking water sourced from the MIDC supply. The successful implementation of these projects has improved potable water availability for 3,000 residents. In addition, we provided resources to set up new drinking water connections. Partnering with a village in Mahad Taluka, we installed a 15 HP solar water submersible pump along with solar panels. This initiative aims to resolve electricity-related challenges, advocate sustainable, renewable energy sources, and guarantee dependable water access. Additionally, we have initiated the construction of a well in Kosumwadi-Lote, Khed Taluka, as part of our water conservation efforts, which will support over 1,000 beneficiaries.



Education

In the early stages, our focus was on constructing vital civil infrastructure for primary schools. We worked closely with district and local education authorities to identify a project site in the Mahad-Poladpur region. Currently, we are in the process of reconstructing a primary school in Parsule while also consolidating eleven nearby schools into a single project site. Our main objective is to implement a semi-English medium education system, collaborating with local communities, school and district authorities, and the Chief Executive Officer of the Zilla Parishad. This initiative aims to positively impact around six villages, benefiting more than 130 students. Furthermore, by consolidating schools, we intend to streamline resources and alleviate the burden on the government. Additionally, LOIL has partnered with Songaon Gram Panchayat and school officials to enhance infrastructure at the ZP School in Mathwadi, located in Lote.



National Apprenticeship Promotion Scheme (NAPS)

The National Apprenticeship Promotion Scheme (NAPS), a government initiative under the National Skill Development Corporation and part of the 'Skill India' programme 'Skill India' programme, is an integral part of our commitment to skill development. Our organisation is dedicated to empowering entry-level industrial workers through the NAPS initiative.

At LOIL, our strategy is centred on enhancing candidates' employability by offering comprehensive training, which ultimately nurtures a skilled talent pool for the chemical industry. This initiative also significantly advances gender diversity within our workforce. To date, we have successfully enrolled over 140 trainees in the NAPS programme at our manufacturing facilities in Mahad, where these trainees actively contribute across various shifts.



Waste Management

In a concerted effort with the local community, we tackled the challenges of domestic waste management in both Birwadi and Mahad. Collaborating with Gram Panchayat officials we developed effective strategies for proper waste disposal, addressing a significant concern among residents. Our assistance included providing waste collection vehicles, including tractors and trolleys. The ‘Vehicle Handover Programme’ was a collaborative event, featuring participation from LOIL’s representatives, Village Panchayat members, local residents, and the region’s elected MLA.

This initiative successfully resolved waste collection and disposal issues, benefitting around 12,000 villagers. We also supported the NGO Shrunkhala by offering a storage facility for their Dry Waste Collection Centre.



Future Endeavours

In addition to our successful projects, we are actively engaged in the expansion of two crucial initiatives in the coming years: the Mobile Health Unit (MHU) and the National Apprenticeship Promotion Scheme (NAPS). The MHU aims to enhance the overall health of the community and address the ongoing health challenges they encounter. Meanwhile, the expansion of the NAPS programme will play a vital role in equipping the emerging younger workforce with essential entry-level skills.

Our projects in Lote and Mahad include two water conservation initiatives benefitting over 22,000 individuals across nine villages in Lote, Khed Taluka. In terms of education, LOIL is constructing a classroom at the ZP school in Veldur, Guhagar, and redeveloping the ZP school in Dhamandivi, along with introducing smart TVs in five villages within the Lote-Khed region. Additionally, we plan to install solar lighting in ten selected villages in Lote and one village in Mahad.

These initiatives underscore our unwavering commitment to the enhancement and advancement of our community.



Other Initiatives

LOIL has proactively responded to the changing needs of the community in alignment with our strategic priorities, as detailed below.

In the Asanpoi area, we have undertaken several initiatives to support the community. This includes the construction of a community hall intended to provide refuge during floods, benefitting 3,000 people. Additionally, we donated four container cabins to serve as temporary shelters for people displaced by landslides in Talayee. In the aftermath of the floods, we aided the Taluka administration and law enforcement by supplying public address systems, enhancing their ability to manage emergency situations effectively. We also provided essential supplies—such as dry rations, blankets, mats, and clean drinking water—to nearby villages. In collaboration with district authorities, we established a library in Mahad to assist students preparing for competitive examinations.

LOIL celebrated World Environment Day with the unit’s Senior Leadership Team (SLT) and the local Member of the Legislative Assembly (MLA). During the event, we planted 3,000 trees in Asanpoyee, working alongside the Gram Panchayat and village committee. This tree-planting initiative spanned 40 acres and benefited 85 farmers.

Additionally, we have built two community halls—one in Kamble village, Mahad, serving 1,500 beneficiaries, and another in Asanpoi Boudhwadi, benefitting 3,000 individuals.

We also donated approximately 50 used drums to the Khardi Gram Panchayat, repurposing them as tree guards for newly planted roadside trees, positively impacting 650 people.

LOIL actively contributed to a solar lighting project in Songaon and Dhamandevi. This recently completed initiative is expected to benefit over 8,500 residents.



GRI Content Index

Statement of Use

LOIL has reported the information cited in this GRI content index for the period April 01, 2022 to March 31, 2023, with reference to the GRI Standards.

GRI 1 Used

GRI 1: Foundation 2021 (GRI 101 does not include any disclosure)

GRI Standard	Disclosure	Section
GRI 2: General Disclosures 2021	2-1 Organisational details	About the Company
	2-2 Entities included in the organisation's sustainability reporting	About the Company
	2-3 Reporting period, frequency and contact point	About the Company
	2-4 Restatements of information	About the Company
	2-5 External assurance	About the Company
	2-6 Activities, value chain and other business relationships	About the Company
	2-7 Employees	Our Employees
	2-8 Workers who are not employees	Our Employees
	2-9 Governance structure and composition	Governance
	2-10 Nomination and selection of the highest governance body	Governance
	2-11 Chair of the highest governance body	Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance
	2-13 Delegation of responsibility for managing impacts	Governance
	2-14 Role of the highest governance body in sustainability reporting	Governance
	2-15 Conflict of interest	Governance

GRI Standard	Disclosure	Section
	2-16 Communication of critical concerns	Governance
	2-17 Collective knowledge of the highest governance body	Governance
	2-18 Evaluation of the performance of the highest governance body	Governance
	2-19 Remuneration policies	Governance
	2-20 Process to determine remuneration	Governance
	2-21 Annual total compensation ratio	Governance
	2-22 Statement on sustainable development strategy	CEO's Message
	2-23 Policy commitments	Governance
	2-24 Embedding policy commitments	
	2-25 Processes to remediate negative impacts	Risk and Opportunity, Policies
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder
	2-27 Compliance with laws and regulations	Governance, BRSR P6:E12
	2-28 Membership associations	About the Company, BRSR P7:E1
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment (also check alignment)
2-30 Collective bargaining agreements	Our Employees	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement and Materiality Assessment
	3-2 List of material topics	Stakeholder Engagement and Materiality Assessment
	3-3 Management of material topics	Stakeholder Engagement and Materiality Assessment



GRI Standard	Disclosure	Section
GRI 201: Economic Performance 2016	201-1 Direct economic value generated & distributed	Laxmi glimpses
	201-2 Financial implications and other risks & opportunities due to climate change	Risk and Opportunity
	201-3 Defined benefit plan obligations and other retirement plans	BRSR; P3: E2
	201-4 Financial assistance received from the government	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to the local minimum wage	
	202-2 Proportion of senior management hired from the local community	Our Employees
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	
	203-2 Significant indirect economic impacts	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	
	205-2 Communication and training about anti-corruption policies and procedures	P1: E4, Governance
	205-3 Confirmed incidents of corruption and actions taken	Governance
GRI 206: Anti-Competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	
GRI 207: Tax 2019	207-1 Approach to tax	
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
	207-4 Country-by-country reporting	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Resource Footprint P6: E1, P6: L1
	302-2 Energy consumption outside the organisation	Resource Footprint
	302-3 Energy intensity	Resource Footprint
	302-4 Reduction of energy consumption	Resource Footprint
	302-5 Reductions in energy requirements of products and services	Resource Footprint

GRI Standard	Disclosure	Section
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Resource Footprint
	303-2 Management of water discharge-related impacts	Resource Footprint
	303-3 Water withdrawal	Resource Footprint; P6: E3
	303-4 Water discharge	Resource Footprint; P6: L2
	303-5 Water consumption	Resource Footprint P6: E3
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Resource Footprint
	304-2 Significant impacts of activities, products and services on biodiversity	Resource Footprint
	304-3 Habitats protected or restored	Resource Footprint
	304-4 IUCN Red List species and national conservation list's species with habitats in areas affected by operations	Resource Footprint
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Resource Footprint; P6: E6
	305-2 Energy indirect (Scope 2) GHG emissions	Resource Footprint; P6: E6
	305-3 Other indirect (Scope 3) GHG emissions	Resource Footprint; P6: L4 (not calculated for current FY)
	305-4 GHG emissions intensity	Resource Footprint; P6: E6
	305-5 Reduction of GHG emissions	Resource Footprint
	305-6 Emissions of ozone-depleting substances (ODS)	Resource Footprint
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Resource Footprint; P6: E5
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Resource Footprint; P6: E8
	306-2 Management of significant waste-related impacts	Resource Footprint; P6: E9
	306-3 Waste generated	Resource Footprint; P6: E8
	306-4 Waste diverted from disposal	Resource Footprint; P6: E8
	306-5 Waste directed to disposal	Resource Footprint; P6: E8



GRI Standard	Disclosure	Section
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain Management
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain Management; P6: L8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our Employees; Section A-IV-20
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Employees; P3: E2
	401-3 Parental leave	Our Employees; P3: E5
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Our Employees
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Responsible Operations; P3: E10, P3: E12
	403-2 Hazard identification, risk assessment, and incident investigation	Responsible Operations; P3: E10
	403-3 Occupational health services	Responsible Operations
	403-4 Worker participation, consultation, and communication on occupational health and safety	Responsible Operations
	403-5 Worker training on occupational health and safety	Responsible Operations; P3: E8
	403-6 Promotion of worker health	Responsible Operations
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsible Operations
	403-8 Workers covered by an occupational health and safety management system	Responsible Operations
	403-9 Work-related injuries	Responsible Operations
	403-10 Work-related ill health	Responsible Operations
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our Employees
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Our Employees
	404-3 Percentage of employees receiving regular performance and career development reviews	Our Employees

GRI Standard	Disclosure	Section
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Strong Governance
	405-2 Ratio of basic salary and remuneration of women to men	Strong Governance
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Our Employee
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 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	
	413-2 Operations with significant actual and potential negative impacts on local communities	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain Management
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain Management
GRI 415: Public Policy 2016	415-1 Political contributions	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Our Customers
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Our Customers



GRI Standard	Disclosure	Section
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Our Customers
	417-2 Incidents of non-compliance concerning product and service information and labeling	Our Customers
	417-3 Incidents of non-compliance concerning marketing communications	Our Customers
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our Customers





LAXMI ORGANIC INDUSTRIES LTD

Registered Office

A-22/2/3, MIDC, Mahad,
Raigad Dist - 402 309,
Maharashtra