

## PI INDUSTRIES LIMITED UN GLOBAL COMPACT COMMUNICATION ON PROGRESS 2022

## PI Industries is a participant of the United Nations Global Compact.

## TO OUR STAKEHOLDERS

It is with great pride that we submit PI Industries' 5th Annual Communication on Progress report.

As a responsible corporate and signatory to UNGC since 2017, we have embedded all its principles in our business strategy and working culture with a clear goal to improve our sustainability performance constantly.

We also reaffirm our commitment to the Ten Principles of the United Nations Global Compact (UNGC) on human rights, labor, environment, anti-corruption, transparency, diversity, and economic, social, and environmental sustainability. We remain committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

We are grateful for this opportunity and for the continued leadership and partnership of our UNGC colleagues.



PI Industries supports the Ten Principles of the UN Global Compact and the Communication on Progress indicates PI Industries' commitment to sustainability.									
PRINCIPLES	REPORTING REFERENCE	GRI	PI's APPROACH						
Human Rights		INDICATOR							
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.  Principle 2: Make sure that they are not complicit in human rights abuses.	Human Capital Pg 115–117 of Integrated Annual Report* (Report) Human Rights Commitment Code of Conduct	413-1	As one of India's foremost agrochemical companies, it is our fiduciary responsibility to aid in a just energy transition that is not only beneficial to the environment but also upholds human rights. We aim to do this by collaborating with our stakeholders and creating an 'ecosystem' approach. We have a detailed Human Rights Policy and Code of Conduct that applies to all our stakeholders such as business partners, suppliers, subsidiaries, employees etc. These policies and codes have been drafted in accordance with ILO's Principles, Bill of Human Rights, and UNGC's Guiding Principles on Human Rights.						
Labor		,							
Principle 3: Businesses should uphold the freedomof association and the effective recognition of the right to collective bargaining.  Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.  Principle 5: The effective abolition of child labor.  Principle 6: The elimination of discrimination in respect of employment and occupation.	Human Capital Pg 115-117 of Report  Human Rights Commitment Employee Code of Conduct Supplier Code of Conduct OHS Policy Equal Employment Policy	407-1, 408-1, 409-1, 405-1, 405-2, 406-1	Labor Rights is one of our Human Rights commitment areas and we're committed to respecting workers' rights in line with ILO's Core Conventions on Rights at Work and we expect our business associates and partners to do the same. Our commitments based on our Human Rights Policy and are outlined in our Integrated Report. This encourages our business partners intended to protect our workforce from child labor, slavery, servitude, or harassment.  Greater diversity, equity and inclusion is also one of the key pillars of our Sustainability framework.  We have set targets and report on our progress in the Integrated Report.						
Environment									
Principle 7: Businesses should support a precautionary approach to environmental challenges.  Principle 8: Undertake initiatives to promote greater environmental responsibility.  Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	Natural Capital Pg 136-143 of Report Environment Management Policy Sustainable Procurement Water Management Policy	302-4, 303-1, 303-2, 304-1, 304-3	In sustainability, we embrace transformative opportunities shaping our long-term trajectory. Sustainability isn't just a risk but a growth and innovation catalyst. At PI, we're committed to embedding it in our culture, aligning with ESG principles, and creating value for stakeholders, society, and the planet. We use sustainability focused KPIs to guide decisions. Ambitious targets position us in the evolving sustainability landscape. Our comprehensive framework addresses environmental impact, social responsibility, and governance. Adhering to global sustainability standards, we tackle agrochemical sector challenges. Cross-cutting ESG policies guide decisions, ensuring alignment with key ESG considerations.						
Anti Corruption									
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Corporate Governance Pg 72-75 of Report Anti-Bribery and Corruption Policy Tax Policy	205-1, 205-2, 205-3,	Managing our exposure to key issues such anti-corruption and bribery remains essential to Pl's Corporate Governance approach. It is our priority to make it clear to our partners across the value chain that we operate with a foundation laid on ethical and compliant operations. Our group wide anti-bribery and corruption, anti-money laundering, and anti-tax evasion policy include measures to assess, understand and report on these risks. We do not work with counterparties who do not conform to these principles and reject tenders if we perceive these risks to be too high.						

Kindly visit our website: https://www.piindustries.com/
Refer to the Integrated Annual Report 2022-2023 @

**ISO 27001** 

https://www.piindustries.com/Media/Documents/PI%20FINAL%20ANNUAL%20REPORT.pdf for further details.

Pl's manufacturing and R&D facilities are certified under ISO standards to ensure superior quality management, energy and environment management, information and data security, and occupational health and safety.

Certifications	PNO1	PN02	PN03	PN05	PN06	R&D	Coverage
ISO 9001:2015						NABL accredited (ISO 17025) DSIR Certified	83%
ISO 14001:2015							100%
ISO 45001:2018							100%
ISO 50001:2018							50%
ISO 17025							83%

100%