



ESG FACTBOOK 2022-23



ENVIRONMENT

Indicator	Unit of Measurement	FY20	FY21	FY22	FY23
ENVIRONMENTAL VIOLATIONS					
Violations of Legal Obligations/regulations	There have been no violations of environmental regulations				
Number of fines/Penalties related to the Above	Zero number of fines				
Environmental Liability accrued at the year end	There have zero environmental liabilities				
EMISSIONS					
Scope 1 Emissions	Metric tonnes CO2e	14,906	10,844	24,486	29,260
Scope 2 Emissions	Metric tonnes CO2e	61,749	66,349	59,186	59,436
Scope 3 Emissions (Total)	Metric tonnes CO2e	-	-	42,661	47,535
Scope 3- Purchased Goods & Services & Capital Goods	Metric tonnes CO2e	-	-	14,599	14,986
Scope 3- Fuel & Energy related	Metric tonnes CO2e	-	-	16,210	18,413
Scope 3- Waste generated in operations	Metric tonnes CO2e	-	-	619	975
Scope 3- Business travel	Metric tonnes CO2e	-	-	62	119
Scope 3- Employee Commute	Metric tonnes CO2e	-	-	2,927	1,825
Scope 3- Transportation & Logistics	Metric tonnes CO2e	-	-	6,720	9,026
Scope 3- End of life treatment of sold products	Metric tonnes CO2e	-	-	1,526	2,191
Nox Emissions	Metric tonnes	1.76	4.78	3.9	3.9
Sox Emissions	Metric tonnes	2.40	3.08	2.6	2.6



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ENERGY CONSUMPTION					
Total Energy Consumption	GJ	551,952	370,026	807,365	925,167
Energy Consumed from Non-Renewable Sources	GJ	-	218,797	642,168	746,541
Energy Consumed from Electricity	GJ	-	-	269,707	301,368
Energy Consumed from Fuel	GJ	-	-	372,461	445,173
Energy Consumed from Renewable Sources (Electricity)	GJ	-	151,225	165,197	178,626
RAW MATERIAL					
Raw Material Consumption	Metric Tonnes	-	1,722,371	1,842,711	2,370,000
WATER MANAGEMENT					
Third Party Water Withdrawal	Kiloliters	-	-	117,583	130,942
Groundwater Withdrawal	Kiloliters	-	-	529,498	458,919
Total Water Withdrawal	Kiloliters	-	-	647,081	589,861
Total Water Consumption	Kiloliters	-	-	647,081	589,861
WASTE MANAGEMENT					
Total Waste Generated	Metric Tonnes	-	-	113,265	102,900
Total Waste Recycled & Reused	Metric Tonnes	-	48,363	53,038	47,750
Total Waste Disposed	Metric Tonnes	55,952	54,998	60,227	55,150

SOCIAL

Indicator	Unit of Measurement	FY20	FY21	FY22	FY23
WORKFORCE					
Total Workforce	Number	2024	3216	3606	4317
Total contractual workers	Number	700	1259	2454	3119
Total Permanent Workforce	Number	1324	1957	1152	1198
Total Male Employees	Number	1315	1942	1141	1176
Total Female Employees	Number	9	15	11	22
Share of Women in the total workforce	Percentage (%)	-	-	1.5%	1.8%
Headcount by Nationality	Nationality (Indian)	100%	100%	100%	100%
Headcount by Race/Ethnicity	Asian	100%	100%	100%	100%
Workforce breakdown: Age group	<30 years old (In %)	-	-	33.9%	30%
	30-50 years old (In %)	-	-	55.1%	65%
	>50 years old (In %)	-	-	11%	5%
Headcount by Management Level	Senior Management (in %)	10%	10%	12%	13%
	Middle Management (In %)	50%	45%	48%	45%
	Junior Management (In %)	40%	45%	40%	42%
Non-management level (base salary) for women	INR	-	-	34,503	36,228
Non-management level (base salary) for men	INR	-	-	38,250	39,397
Employees represented by trade unions	Percentage (%)	-	-	18%	8%



SOCIAL

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EMPLOYEE EGAGEMENT					
Average hours per FTE-Training & Development	Hours	-	-	4.22	33.6
Average Hours spent on Training & Development by Gender	Male (In Hour)	-	-	8275	10735
	Female (In Hour)	-	-	435	565
Total training hours	Hours	-	-	8710	11300
Average Hours Spent on Training & Development by Training Type	Management	-	-	3049	3955
	Technical	-	-	5661	7345
Investment in training & development program	Million INR	-	-	50	50
Employee satisfaction Survey	Employee Participation (in %)	100%	100%	100%	100%
HUMAN CAPITAL RETURN ON INVESTMENT					
Total Revenue	Million INR	77,232	84,998	1,30,633	1,61,660
Total Operating Expenses	Million INR	71,037	76,914	1,19,650	1,49,382
Total Employee-Related Expenses (salaries & Benefits)	Million INR	1,422	1,296	1,530	2,062
Resulting HC ROI	Percentage	5.4%	7.2%	8.2%	7.0%
GENDER DIVERSITY					
Female Workforce by Age Group	Less than 30 Years	8	9	9	19
	Less than 30-50 Years	1	2	2	3
	Less than 50 Years	0	0	0	0
HIRING					
Annual Hiring	New Hires Number	708	215	519	450



SOCIAL

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EMPLOYEE TURNOVER					
Total employee turnover rate	Percentage (%)	15%	4.5%	4.4%	4.2%
Employee Turnover Rate by Gender	Male Employees	-	4.1%	4.4%	4.2%
	Female Employees	-	5%	0%	0%
Employee Turnover Rate by Age Group	Less Than 30 Years	11%	14%	10%	2.2%
	Between 30-50 years	4%	2%	2%	2%
	More than 50 Years	nil	nil	nil	nil
Average revenue per employee	Million INR /employee	-	3.6	5.1	6.25
OCCUPATIONAL HEALTH & SAFETY					
Fatalities	Employees	0	0	0	0
	Contractors	0	0	0	0
High Consequences Work-Related Injury or ill Health	Employees	-	-	2	2
	Workers	-	-	5	4
Total man days worked	Days	-	-	305	304
LTIFR-Employees	/million hours worked	-	7.80	2.6	1.1
LTIFR-Workers	/million hours worked	-	5.57	0	3.1
TRIFR-Employees	/million hours worked	-	-	4	5
TRIFR-Workers	/million hours worked	-	-	14	12
CORPORATE SOCIAL RESPONSIBILITY DATA					
A. Philanthropic Contributions By Category					
Community Contribution	INR Crore	0.13 (projects)	0.96	2.82	0.27
B. Philanthropic Contributions By Type					
Employee Volunteering Hours	Hours	-	-	-	24



GOVERNANCE

Indicator	Unit of Measurement	FY20	FY21	FY22	FY23
BOARD STRUCTURE					
Executive Directors	Number	1	1	1	1
Other Non-Executive Directors	Number	4	4	4	4
Independent Directors on board	Number	5	5	5	5
Female Directors	Number	1	1	1	1
Board committees headed by Independent Directors in board	Number	5	5	4	5
Average Board Meeting Attendance	In%	95	95	95	95
Minimum Attendance Required of Board Members	In%	33	33	33	33
Average Board Tenure	Years	8	8	8	8
Number of Independent or Non-Executive Members with Industry Experience (e.g., Excludes Executives)	Number	4	4	5	5
CODE OF CONDUCT					
Written Acknowledgement from Employees	Percentage	100	100	100	100
Training Provided to Employees on Code of conduct	Percentage	100	100	100	100
Issues raised through whistleblower	Number	-	-	0	0
ANTI-COMPETITIVE PRACTICES & POLITICAL CONTRIBUTION					
Fines & Settlements	INR	No fines have incurred by APL Apollo			
Corruption & Bribery Cases	Number	There were zero corruption and bribery cases over the financial years			
Lobbying	INR	No case has incurred by APL Apollo			
Political Campaigns (Local, regional or National)	INR	Nil			
Trade Associations or Tax-exempt Groups (Think Tanks)	INR	Nil			

GOVERNANCE

Indicator	Unit of Measurement	FY20	FY21	FY22	FY23
TAX STRATEGY					
Revenue from operations	Million (INR)	77,232	84,998	130,633	161,660
Business Activity	USD million	931	1,024	1,574	1,948
Earnings Before Tax	Million INR	2,964	5,458	8,323	8,633
Reported Tax	Million INR	403	1,381	2,133	2,214
Effective Tax Rate	Percentage	14%	25%	26%	26%
Cash Taxes Paid / (Refund)	Million INR	816	1,195	1,993	2,161
Cash Tax Rating	Percentage	28%	22%	24%	25%
EBITDA	Million (INR)	4,774	6,787	9,452	10,215
Net Profit	Million (INR)	2,380	3,602	5,573	6,419
Market share	Percentage %	40%	50%	55%	55%
Sales volume	'000 tonnes	1,633	1,640	1,755	2,280
Operating cash flow	Million INR	5,095	9,771	6,506	9,670
Net working capital days	Days	29	9	7	5
Dividend payout	Million (INR)	411	0	0	875
Net worth	Million (INR)	13,562	16,947	24,525	30,056
Voting rights	No of shares (million)	25	125	250	277
CAPEX	Million (INR)	3014	2,798	5,869	8,424
Market capitalization	Billion (INR)	31.0	174.9	228.6	333.5
Manufactured capital (installed capacity)	Million TPA	2.5	2.6	2.6	3.6
Capital employed	Million (INR)	24,251	21,995	28,801	35,067
INFORMATION SECURITY					
Revenue from operations		-	-	-	0

