

ESG Factbook

2021-22

Environmental indicators

Indicator	Unit of measurement	FY20	FY21	FY22
Scope 1 emissions	Metric tonnes CO2e	14,906	10,844	24,486*
Scope 2 emissions	Metric tonnes CO2e	61,479	66,349	59,186
Scope 3 emissions (Total)	Metric tonnes CO2e	-	-	42,661
• Scope 3 - Purchased goods and services & Capital Goods	Metric tonnes CO2e	-	-	14,599
• Scope 3 – Fuel & Energy related	Metric tonnes CO2e	-	-	16,210
• Scope 3 – Waste generated in operations	Metric tonnes CO2e	-	-	619
• Scope 3 - Business travel	Metric tonnes CO2e	-	-	62
• Scope 3 – Upstream transportation and distribution	Metric tonnes CO2e	-	-	6,720
• Scope 3 – Employee Commute	Metric tonnes CO2e	-	-	2927
• Scope 3 – End of Life Treatment of Sold Products	Metric tonnes CO2e	-	-	1526
Energy consumption	MWh	153,320	102,785	121,535
Dust emissions	Metric tonnes	3.76	6.37	-
Water withdrawal	Million cubic meters	-	0.36	0.33
Withdrawal: Fresh groundwater	Million cubic meters	0.25	0.24	0.25

Note on Scope 1 emissions:

FY22 includes emissions from diesel, LPG, and furnace oil | FY20 and FY21 include only diesel-related emissions

Environmental indicators

Indicator	Unit of measurement	FY20	FY21	FY22
Discharge	Million cubic meters	0.06	0.05	0.04
Total net freshwater consumption	Million cubic meters	0.31	0.65	0.37
Total waste recycled/ reused	Metric tonnes	-	48,363	53,038
Total waste disposed	Metric tonnes	55,952	54,998	60,227
NOx emissions	Metric tonnes	1.76	4.78	-
SOx emissions	Metric tonnes	2.40	3.08	-

Social indicators

Indicator	Unit of measurement	FY20	FY21	FY22
Total workforce	Number	2,024	3,216	2,867
Total contractual workforce	Number	700	1,259	836
Total permanent workforce	Number	1,324	1,957	2,137
Share of women in the total workforce	Percentage (%)	-	-	1.5%
Workforce breakdown	Nationality (Indian)	100%	100%	100%
Workforce breakdown: Age group	<30 years old	-	-	33.9%
	30-50 years old	-	-	55.1%
	>50 years old	-	-	11.0%
Non-management level (base salary) for women	INR	-	-	34,503
Non-management level (base salary) for men	INR	-	-	38,250
Employees represented by trade unions	Percentage (%)	-	-	18%
Average hours per FTE – Training and development	Hours	-	-	4.22
Total number of new employee hires	Number	708	215	519
Total employee turnover rate	Percentage (%)	15%	16%	12%
Voluntary employee turnover rate	Number	-	-	26
Rewards and recognition	Percentage (%)	-	4.6%	3.0%
Fatalities	Employees	0	0	0
	Contractors	0	0	0
Total man days worked	Hours	-	-	1,077,522
LTIFR – Employees	n/million hours worked	-	7.80	2.60
LTIFR – Contractors	n/million hours worked	-	5.57	n/a
TRIFR – Employees	n/million hours worked	-	-	3.55
TRIFR – Contractors	n/million hours worked	-	-	0.14

Governance and economic indicators

Indicator	Unit of measurement	FY20	FY21	FY22
Independent Directors on board	Number	5	5	5
Board committees headed by Independent Directors in board	Number	5	5	4
Issues raised through whistleblower	Number	-	-	0
Total cyber breaches	Number	-	-	0
Average board tenure	Years	-	-	8
Revenue from operations	Million (INR)	77,232	84,998	130,633
EBITDA	Million (INR)	4,774	6,787	9,452
PAT	Million (INR)	2,380	3,602	5,573
Market share	Percentage (%)	40%	50%	55%
Sales volume	Million tonnes	1.63	1.64	1.75
Operating cash flow	Billion (INR)	5.09	9.71	6.51
Net working capital days	Days	29	9	7
Investment	Billion (INR)	1.33	0.26	0.86
Net worth	Million (INR)	13,562	16,947	22,640
Voting rights	No. of shares (million)	25	125	250
CAPEX	Million (INR)	3,014	2,798	5,869
Market capitalization	Million (INR)	-	-	228,781
Manufactured capital (Installed capacity)	Million tonnes	2.5	2.6	2.6
Shareholder fund	Million (INR)	13,562	16,947	22,640
Debt	Million (INR)	8,338	5,203	5,806
Capital employed	Million (INR)	24,251	21,995	28,801