



PICCADILLY

The BSE Limited Corporate Relationship Dept. 1 st Floor, New Trading Ring Rotunda Building Phiroze Jeejeebhoy Towers Dalal Street, Fort, Mumbai-400001 BSE Code: 530305	The National Stock Exchange of India Limited Exchange Plaza, 5 th Floor Plot No. C/1,G Block Bandra KurlaComplex Bandra (East) Mumbai -400 051 NSE SCRIP CODE: PICCADIL
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Dated: 02.09.2025

Dear Sir/Madam,

Reg: Business Responsibility & Sustainability Report for the financial year 2024-25


Pursuant to the Provisions of Regulation 34(2) (f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, please find enclosed herewith a copy of the Business Responsibility & Sustainability Report ("**BRSR**") of the Company for the Financial Year 2024-25 which also forms part of the Integrated Annual Report for FY 2024-25.

Kindly take the above on your records.

Thanking you

Yours faithfully

For Piccadilly Agro Industries Limited



Niraj Kumar Sengal
Company Secretary & Compliance Officer
A-8019

Piccadilly Agro Industries Ltd.

Registered Office: Village Bhadson, Umri – Indri Road, Teh. Indri, Distt. Karnal, Haryana-132109 (India)

Corporate Office: G-17, JMD Pacific Square, Sector-15 (Part-2), Gurugram, Haryana 122002 (India)

Ph.: +91-124-4300840, Website: www.piccadilly.com, Email: info@piccadilly.com

Administrative Office: 275-276, Captain Gaur Marg, Srinivaspuri, New Delhi 110065

Investor Relations: Ph.: +91-172-2997651

CIN No.: L01115HR1994PLC032244

ANNEXURE H: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Section A: General Disclosures

I. Details of the listed entity			
1	Corporate Identity Number (CIN) of the Listed Entity	L01115HR1994PLC032244	
2	Name of the Listed Entity	Piccadily Agro Industries limited	
3	Date of Incorporation	25-03-1994	
4	Registered office address	Vill Bhadson, UMRI-INDRI Road TEH.INDRI, Dist. Karnal Haryana, India, 132109	
5	Corporate address	G-17. GROUND FLOOR, JMD PACIFIC SQUARE, SECTOR 15, PART 2, GURUGRAM – 122002, HARYANA	
6	E-mail	info@piccadily.com	
7	Telephone	0172-2997651	
8	Website	www.piccadily.com	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	01-04-2024	31-03-2025
	Previous Financial Year	01-04-2023	31-03-2024
	Prior to Previous Financial year	01-04-2022	31-03-2023
10	Name of the Stock Exchange(s) where shares are listed	1. BSE 2. NSE	
11	Paid-up Capital (In Rs)	943392800.00	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name	Mr. Niraj Kumar Sehgal	
	Contact	9316522075	
	E mail	niraj.sehgal@piccadily.com	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity)	Consolidated basis	

	or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).		
14	Whether the company has undertaken reasonable assurance of the BRSR Core?		No
15	Name of assurance provider		
16	Type of assurance obtained		
II. Products and Services			
17.	Details of business activities (accounting for 90% of the turnover)		
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of Sugar	White Crystal Sugar	28.47%
2	Liquor (IMFL & Country liquor)	IMFL, Pet Bottles, Malt Co2 gas, DDGS	71.53%
18.	Products/Services sold (accounting for 90% of the entity's Turnover)		
Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	SUGAR	15421	28.15%
2	COUNTRY LIQUOR	15511	28.93%
3	IMFL	15532	42.92%
III. Operations			
19	Number of locations where plants and/or operations/offices of the entity are situated		
	Location	Number of plants	Number of offices
	National	2	2
	International	1	0
20	Markets served by the entity		
A	Number of locations		
	Locations	Number	
	National (No. of States)	26	
	International (No. of Countries)	28	
B	What is the contribution of exports as a percentage of the total turnover of the entity?	6.48%	
C	A brief on Type of Customer	Piccadily Agro Industries Limited supplies all alcohol products to the contractors, dealers & import agencies.	
IV. Employees			
21	Details as at the end of Financial Year		
A.	Employees and workers (including differently abled)		

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1	Permanent (D)	267	234	87.64%	33	12.36%	0	0.00%
2	Other than permanent (E)	540	538	99.63%	2	0.37%	0	0.00%
3	Total employees(D + E)	807	772	95.66%	35	4.34%	0	0.00%
WORKERS								
4	Permanent (F)	22	22	100.00%	0	0.00%	0	0.00%
5	Other than permanent (G)	212	212	100.00%	0	0.00%	0	0.00%
6	Total workers (F + G)	234	234	100.00%	0	0.00%	0	0.00%
B. Differently abled Employees and workers:								
Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%
22 Participation/Inclusion/Representation of women								
		Total (A)	No. and percentage of Females					
			No. (B)	% (B / A)				
	Board of Directors	6	1	16.67%				
	Key Management Personnel	4	0	0.00%				

23		Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)											
		Turnover rate in current FY (2024-25)				Turnover rate in previous FY (2023-24)				Turnover rate in the year prior to the previous FY (2022-23)			
		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
	Permanent Employees	6.00%	7.00%	0.00%	6.00%	5.00%	7.00%	0.00%	5.00%	6.90%	7.40%	0.00%	7.00%
	Permanent Workers	5.00%	0.00%	0.00%	5.00%	4.00%	0.00%	0.00%	4.00%	4.00%	2.00%	0.00%	2.00%

V. Holding, Subsidiary and Associate Companies (including joint ventures)				
24 (a) Names of holding / subsidiary / associate companies / joint ventures				
Sr. 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 at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Six Trees Drinks Private Limited	Subsidiary	100.00%	Yes
2	Portavadie Distillers and Blenders Limited (Incorporated In United Kingdom)	Subsidiary	100.00%	Yes

VI. CSR Details		
25	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in Rs.)	8928078000.00
	(iii) Net worth (in Rs.)	6828881000.00

VII. Transparency and Disclosures Compliances										
26 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct										
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			PY (2023-24)			(If NA, then provide the reason)
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	
	Communities	No		0	0	0	0	0	0	
	Investors (other than shareholders)	No		0	0	0	0	0	0	
	Shareholders	Yes	0	19	0	ALL COMPLAINTS RESOLVED	4	0	ALL COMPLAINTS RESOLVED	
	Employees and workers	Yes	0	0	0	0	1	25	COURT CASES	
	Customers	No		0	0	0	0	0	0	
	Value Chain Partners	No		0	0	0	0	0	0	

Section B: Management and Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

by the Board? (Yes/No/NA)									
c. Web Link of the Policies, if available	https://www.piccadily.com/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	NA	NA	NA	NA	NA	NA	NA	NA	NA
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Not Applicable								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The commitments and goals wherever required are set by the company and have been mentioned in the respective principles.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
Governance, leadership and oversight									

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Environment

The Company is putting its efforts towards conserving natural resources, reducing pollution, and sustaining the environment. The Company is taking various initiatives for reducing the carbon footprints, water conservation, usage of alternate source of energy etc. The Company continues to promote sustainable development through its business decisions and actions. Initiatives are being made towards ecological systems by growing more plants and trees.

Social

The Company is socially responsible towards its employees and the community at large. The Company encourages to create and maintain a diverse, inclusive, and vibrant work environment that nurtures and motivates its employees through various insurance and health schemes. For the community, the Company's CSR policy intends to focus its efforts on socio economic backward groups of the society by innovatively supporting them through programmes designed in the domains of education, health, sports and environment.

Governance

The Company's philosophy in relation to Corporate Governance is to ensure transparent disclosures and reporting that conforms fully to laws, regulations, and guidelines and to promote ethical conduct throughout the organization with the primary objective of enhancing stakeholders' value while being a responsible corporate citizen. The Company has always thrived towards building trust with shareholders, employees, customers, suppliers, regulators, and other stakeholders based on the principles of good Corporate Governance.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Natwar Aggarwal (Chief Financial Officer)

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).

Yes

If yes, provide details.

The stakeholders Relationship committee (SRC) of the board is responsible for decision making on Sustainability issues. Refer to Corporate Governance Report for additional information on SRC.

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually / Half yearly /Quarterly/ Any other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against SBO	Di re ct or	Di re ct or	Di re ct or	Di re ct or	Di re ct or	Di re ct or	Di re ct or	Di re ct or	Di re ct or	Qu art erly	Qu art erly	Qu art erly	Qu art erly	Qu art erly	Qu art erly	Qu art erly	Qu art erly	Qu art erly

ve policies and follow up action																		
Description of other committee for performance against above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles and rectification of	Director	Director	Director	Director	Director	Director	Director	Director	Director	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly

any non-compliances																				
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification																				
11. Has the entity carried out independent assessment/evaluation of the work	P1	P2	P3	P4	P5	P6	P7	P8	P9											
	No	No	No	No	No	No	No	No	No	No										

king of its policies by an external agency? (Yes/No)										
If Yes, Provide name of the agency										
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:										
Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
The entity does not consider the Principles material to its business (Yes/No)										
The entity is not at a stage										

<p>where it is in a position to formulate and implement the policies on specified principles (Yes/No)</p>										
<p>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</p>										
<p>It is planned to be</p>										

done in the next financial year (Yes/No)										
Any other reason (please specify)										
Notes	Not applicable									

Section C: Principle-wise Performance Disclosures

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	6	The topics are aligned with the material topics as identified during the stakeholder consultation, including, but not limited to, Business & Financial performance, Corporate Social Responsibility (CSR), assessments of Risks associated with Business, Evaluation of internal financial controls, Digitization initiatives, compliance, and governance parameters, Companies Act, 2013, SEBI regulations as applicable to the Company, Code of Conduct for Employees and Prevention of Sexual Harassment at Workplace(POSH) etc.A statement with respect to the status of compliance with the provisions relating to the Maternity Benefit Act, 1961.	100.00%

Key Managerial Personnel	4	<p>The topics are aligned with the material topics as identified during the stakeholder consultation, including, but not limited to, Business & Financial performance, Corporate Social Responsibility (CSR), assessments of Risks associated with Business, Evaluation of internal financial controls, Digitization initiatives, compliance, and governance parameters, Companies Act, 2013, SEBI regulations as applicable to the Company, Code of Conduct for Employees and Prevention of Sexual Harassment at Workplace(POSH) etc.</p>	100.00%
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Employees other than BoD and KMPs	55	The topics were aligned with material topics as identified during stakeholder consultation, including, but not limited to compliance of Ministry of Corporate Affairs, Reserve Bank of India, FEMA „POSH, Water and energy conservation, IT security, incident investigation, productivity environment protection, digitization, safety related sessions and sensitization of compliances under Code of Conduct to regulate, monitor, and report trading by Designated Persons.	100.00%
Workers	325	Awareness Programmes on Health and Safety and On-skill Development Programmes	100.00%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary	
Penalty/ Fine	<u>NA</u>
Settlement	<u>NA</u>
Compounding fee	<u>NA</u>
Non- Monetary	
Imprisonment	<u>NA</u>
Punishment	<u>NA</u>

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed. NA

4. Does the entity have anti-corruption or anti-bribery policy?	Yes
If Yes, provide details in brief	PAIL covers its Anti-Corruption and Anti-Bribery policy under the Code of Conduct Policy which is available on Internet, which offers a formal mechanism for all employees to raise their voices on unethical behavior, actual or suspected fraud or flag any violations of the Company's Code of Conduct.
Provide a web-link if the entity has anti-corruption or anti-bribery policy	www.piccadily.com

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY (2024-25)	PY (2023-24)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest:

	FY (2024-25)		PY (2023-24)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues	0	0	0	0

of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

NOT APPLICABLE since there were no fines, penalties, or action taken by regulators, law enforcement agencies or judicial institutions on cases of corruption and conflict of interest

8. Number of days of accounts payables		
	FY (2024-25)	PY (2023-24)
i) Accounts payable x 365 days	2975536.08	4421455.04
ii) Cost of goods/services procured	56962.12	49959.96
iii) Number of days of accounts payables	52	89

9. Open-ness of business - Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY (2024-25)	PY (2023-24)
Concentration of Purchases	a. i) Purchases from trading houses	0.00	0.00
	ii) Total purchases	41717.10	36441.70
	iii) Purchases from trading houses as % of total purchases	0.00%	0.00%
	b. Number of trading houses where purchases are made	0	0
	c. i) Purchases from top 10 trading houses	0.00	0.00
	ii) Total purchases from trading houses	0.00	0.00

Parameter	Metrics	FY (2024-25)	PY (2023-24)	
Concentration of Sales	iii) Purchases from top 10 trading houses as % of total purchases from trading houses			
	a. i) Sales to dealer / distributors	88625.65	82812.45	
	ii) Total Sales	88625.65	82812.45	
	iii) Sales to dealer / distributors as % of total sales	100.00%	100.00%	
	b. Number of dealers / distributors to whom sales are made	859	829	
	c. i) Sales to top 10 dealers / distributors	27079.46	23820.26	
	ii) Total Sales to dealer / distributors	88625.65	82812.45	
Share of RPTs in	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	30.55%	28.76%	
	Parameter	Metrics	FY (2024-25)	PY (2023-24)
	Share of RPTs in	a. i) Purchases (Purchases with related parties)	291.10	338.88
		ii) Total Purchases	42538.05	36441.70
		iii) Purchases (Purchases with related parties as % of Total Purchases)	0.68%	0.93%
		b. i) . Sales (Sales to related parties)	230.08	150.45
		ii) Total Sales	88625.65	82812.45
iii) Sales (Sales to related parties as % of Total Sales)		0.26%	0.18%	
c. i) Loans & advances given to related parties		0.00	0.00	

	ii) Total loans & advances	0.00	0.00
	iii) Loans & advances given to related parties as % of Total loans & advances		
	d. i) Investments in related parties	8130.45	7690.00
	ii) Total Investments made	8130.45	7690.00
	iii) Investments in related parties as % of Total Investments made	100.00%	100.00%

Leadership Indicators	
1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year	<u>NIL</u>
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?	Yes
If Yes, provide details of the same.	
<p>Yes, the Company has Code of conduct for Employee, Senior Management and Directors, which requires the Employees, Senior Management and Directors of the Company to take utmost care when participating in any transaction directly or indirectly in which they have a director indirect interest that conflicts, or may conflict, with the interests of the Company. They are expected to:</p> <ol style="list-style-type: none"> 1. Avoid conflicts of interest 2. Refrain from accepting benefits from third parties 3. Disclose interest in a proposed transaction or arrangement (transactional conflicts) 4. Declare interest in an existing transaction or arrangement. 5. To observe utmost care while applying for any tender and bid or adopting new policies. <p>Every member of the Board and Senior Management is required to submit an affirmation of compliance with the provisions of the code of Conduct annually</p>	

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe
Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY (2024-25)	PY (2023-24)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	0
Capex	0.00%	0.00%	0

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes
b. If yes, what percentage of inputs were sourced sustainably?	66.00%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

a) **Plastics (including Packaging):** PAIL has introduced the concept of re-usable packing all across its plants and continues to explore innovative ways to convert single use packaging methods into reusable packaging methods. PAIL also has the Life Cycle Management Process of the packaging material in place. E-waste, Hazardous Waste, and other waste (ETP Sludge, Spent Oil, Discarded Containers, Non-Hazardous Waste, Oil-Soaked, Sludge, etc.) are sent to the authorized processors for disposal with negligible land-fill risk.

b) **E-waste:** PAIL has introduced the concept of re-usable packing all across its plants and continues to explore innovative ways to convert single use packaging methods into reusable packaging methods. PAIL also has the Life Cycle Management Process of the packaging material in place. E-waste, Hazardous Waste, and other waste (ETP Sludge, Spent Oil, Discarded Containers, Non-Hazardous Waste, Oil-Soaked, Sludge, etc.) are sent to the authorized processors for disposal with negligible land-fill risk.

c) **Hazardous Waste:** PAIL has introduced the concept of re-usable packing all across its plants and continues to explore innovative ways to convert single use packaging methods into reusable packaging methods. PAIL also has the Life Cycle Management Process of the packaging material in place. E-waste, Hazardous Waste, and other waste (ETP Sludge, Spent Oil, Discarded Containers, Non-Hazardous Waste, Oil-Soaked, Sludge, etc.) are sent to the authorized processors for disposal with negligible land-fill risk.

d) **Other Waste:** PAIL has introduced the concept of re-usable packing all across its plants and continues to explore innovative ways to convert single use packaging methods into reusable packaging methods. PAIL also has the Life Cycle Management Process of the packaging material in place. E-waste, Hazardous Waste, and other waste (ETP Sludge, Spent Oil, Discarded Containers, Non-Hazardous Waste, Oil-Soaked, Sludge, etc.) are sent to the authorized processors for disposal with negligible land-fill risk.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).	No
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	
If not, provide steps taken to address the same.	

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?	No
If yes, provide details	-

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products / services

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
1	Liquor	Foul smell & spent wash emanating while producing	Zero Liquid Discharge(ZLD)
2	Sugar	Molasses a by product	Sold to Pharma& other industries

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

NA

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY (2024-25)			PY (2023-24)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	0.00	0.00	0.00	0.00	0.00
E waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous waste	0.00	0.00	0.00	0.00	0.00	0.00
Other waste	0.00	0.00	0.00	0.00	0.00	0.00

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	234	0	0.00 %	222	94.87%			0	0.0 0%	0	0.0 0%
Female	33	0	0.00 %	33	100.00%	0	0.00 %			0	0.0 0%
Other	0	0	0.00 %	0	0.00%	0	0.00 %	0	0.0 0%	0	0.0 0%
Total	267	0	0.00 %	255	95.51%	0	0.00 %	0	0.0 0%	0	0.0 0%
Other than permanent employees											
Male	538	0	0.00 %	438	81.41%			0	0.0 0%	0	0.0 0%
Female	2	0	0.00 %	2	100.00%	0	0.00 %			0	0.0 0%
Other	0	0	0.00 %	0	0.00%	0	0.00 %	0	0.0 0%	0	0.0 0%
Total	540	0	0.00 %	440	81.48%	0	0.00 %	0	0.0 0%	0	0.0 0%
b. Details of measures for the well-being of workers:											
Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	22	0	0.00 %	22	100.00%			0	0.0 0%	0	0.0 0%
Female	0	0	0.00 %	0	0.00%	0	0.00 %			0	0.0 0%
Other	0	0	0.00 %	0	0.00%	0	0.00 %	0	0.0 0%	0	0.0 0%
Total	22	0	0.00 %	22	100.00%	0	0.00 %	0	0.0 0%	0	0.0 0%
Other than permanent workers											
Male	212	0	0.00 %	0	0.00%			0	0.0 0%	0	0.0 0%
Female	0	0	0.00 %	0	0.00%	0	0.00 %			0	0.0 0%
Other	0	0	0.00 %	0	0.00%	0	0.00 %	0	0.0 0%	0	0.0 0%
Total	212	0	0.00 %	0	0.00%	0	0.00 %	0	0.0 0%	0	0.0 0%
C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:											
	FY (2024-25)			PY (2023-24)							

i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	16552000.00	9109000.00					
ii) Total revenue of the company	8928078000.00	8289414000.00					
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.19%	0.11%					
2. Details of retirement benefits							
Benefits	FY (2024-25)			PY (2023-24)			Deducted and deposited with the authority (Y/N/N.A.)
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers		
PF	33.00%	73.00%	Yes	62.00%	83.00%	Yes	
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes	
ESI	1.75%	85.24%	Yes	4.00%	86.00%	Yes	
Others – please specify	Add Details						
3. Accessibility of workplaces							
Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?						Yes	
If not, whether any steps are being taken by the entity in this regard.							
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?						No	
If so, provide a web-link to the policy.							
5. Return to work and Retention rates of permanent employees and workers that took parental leave.							
	Permanent employees		Permanent workers				
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate			
Male	0.00	0.00	0.00	0.00			

Female	0.00	0.00	0.00	0.00				
Other	0.00	0.00	0.00	0.00				
Total	0.00	0.00	0.00	0.00				
6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?					No			
If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)						
Permanent Workers	No							
Other than Permanent Workers	No							
Permanent Employees	No							
Other than Permanent Employees	No							
7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:								
Category	FY (2024-25)			PY (2023-24)				
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees /workers in respective category, who are part of association (s) or Union (D)	% (D / C)		
Total Permanent Employees	267	0	0.00%	179	0	0.00%		
Male	234	0	0.00%	155	0	0.00%		
Female	33	0	0.00%	24	0	0.00%		
Other	0	0	0.00%	0	0	0.00%		
Total Permanent Workers	22	0	0.00%	22	0	0.00%		
Male	22	0	0.00%	22	0	0.00%		
Female	0	0	0.00%	0	0	0.00%		
Other	0	0	0.00%	0	0	0.00%		
8. Details of training given to employees and workers:								
Category	FY (2024-25)			PY (2023-24)				
	Total (A)	On Health and safety measures	On Skill upgradation	Total (D)	On Health and safety measures	On Skill upgradation		

	No. (B)	% (B / A)	No. (C)	% (C / A)	No. (E)	% (E / D)	No. (F)	% (F / D)	
Employees									
Male	687	687	419	60.99%	420	100.00%	420	100.00%	
Female	35	35	35	100.00%	24	100.00%	24	100.00%	
Other	0	0	0	0.00%	0	0.00%	0	0.00%	
Total	722	722	454	62.88%	444	100.00%	444	100.00%	
Workers									
Male	177	177	575	324.86%	471	100.00%	471	100.00%	
Female	0	0	0	0.00%	0	0.00%	0	0.00%	
Other	0	0	0	0.00%	0	0.00%	0	0.00%	
Total	177	177	575	324.86%	471	100.00%	471	100.00%	
9. Details of performance and career development reviews of employees and worker:									
Category	FY (2024-25)			PY (2023-24)					
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)			
Employees									
Male	687	687	100.00%	420	420	100.00%			
Female	35	35	100.00%	24	24	100.00%			
Other	0	0	0.00%	0	0	0.00%			
Total	722	722	100.00%	444	444	100.00%			
Workers									
Male	177	177	100.00%	471	471	100.00%			
Female	0	0	0.00%	0	0	0.00%			
Other	0	0	0.00%	0	0	0.00%			
Total	177	177	100.00%	471	471	100.00%			
10. Health and safety management system:									
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).				Yes					
If yes, the coverage such system?				Yes all the plants of the PAIL -occupational, health and safety management systems and the scope of certification covers operations related to product manufacturing and supply. PAIL pays special attention to the health and safety of its employees.					
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?				To ensure adherence to prescribed safety norms, teams visit workplaces/locations to carry out inspections and assessments of potential hazards that could harm workers. They also interact with the workmen and explain hazards and risks involved in allocated activities through toolbox talks.					
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?				Yes					

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?				Yes									
11. Details of safety related incidents, in the following format:													
Safety Incident/Number	Category *	FY (2024-25)	PY (2023-24)										
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00										
	Workers	0.00	0.00										
Total recordable work-related injuries	Employees	0	0										
	Workers	0	0										
No. of fatalities	Employees	0	0										
	Workers	0	0										
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0										
	Workers	0	0	*Including in the contract workforce									
12. Describe the measures taken by the entity to ensure a safe and healthy work place.				<small>(i). Various safety trainings and awareness programmes, Emergency Procedures Mock Drills and Fire safety are carried out. (ii). The Company has designated team members to continuously monitor activities and safety permits are issued by safety officers for high risk working conditions including working at heights, in confined locations, hot areas, on moving machinery and other critical activities. (iii). Across the plants of PICCADILY, an applause system is followed, wherein employees and workers are incentivised for sharing the best ideas.</small>									
13. Number of Complaints on the following made by employees and workers:													
	FY (2024-25)			PY (2023-24)									
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks							
Working Conditions	0	0		0	0								
Health & Safety	0	0		0	0								
14. Assessments for the year:				15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions. As a proactive measure, several activities such as free medical treatment, organisation of medical camps, awareness programmes on various aspects are undertaken by the Company. Various safety protocols/SOPs are in place to ensure workplace safety and safety of team members. All leading and lagging indicators are captured and accordingly, corrective, and preventive actions are planned and implemented across all operations.									
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)												
Health and safety practices	100.00%												
Working Conditions	100.00%												

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of	
(A) Employees (Y/N)	Yes
(B) Workers (Y/N).	Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.				No, the company doesn't have any value chain partners.	
3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:					
		Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY (2024-25)	PY (2023-24)	FY (2024-25)	PY (2023-24)
Employees		0	0	0	0
Workers		0	0	0	0
4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/ NA)					No
5. Details on assessment of value chain partners:					
		% of value chain partners (by value of business done with such partners) that were assessed			
Health and safety practices		0.00%			
Working Conditions		0.00%			
6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.				No such assessments were undertaken during the year under review. However, we may do it in the future to address the health and safety concerns of our value chain partners	

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Stakeholder mapping is undertaken at various levels, covering the Company's plant level and corporate level. PAIL identified the key stakeholder groups by considering the individuals or entities that have a significant interest or influence on our activities, operations, or success. The list of identified stakeholders includes the Employees, Communities, Suppliers / Service Providers, Opinion Leaders / Experts / Academic Institutions, Media, Customers, Investors, Shareholders and Regulators / Government Authorities.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Regulatory bodies/ Government/ Industry Associations	No	E-mail		Others – please specify	Need-based	Compliance-related requirements such as the filing of periodic returns, reports, payment of taxes, etc
2	Opinion Leaders / Experts / Academic Institutions	No	E-mail		Others – please specify	Need-based	Compliance to legal requirements, advice on business, legal, tax and environment-related issues.
3	Investors/ Funders/ Shareholders	No	E-mail		Others – please specify	Annual, Quarterly, Monthly, Weekly, Daily	Regulatory compliances, financial performance and business updates
4	Vendors/ Suppliers/ Contractors/ Sellers	Yes	E-mail		Others – please specify	Annual, Quarterly, Monthly, Weekly, Daily	To share and understand mutual needs and expectations including for quality, cost & delivery, growth in business avenues. Also, to ensure compliance to ethical practices.

5	Customers	No	Other	Customer Meets, Key Account Process, Surveys; Feedback calls; Training Forums; Direct Visits	Others – please specify	Need-based	Promote and grow business by educating them about the product, services, and new initiatives (if any). Understanding their expectations about products and services and ways to improve them. Fulfill transactions involved for doing business. Brand Satisfaction Survey.
6	Local communities	Yes	Other	Meetings with local community ;Public hearing ;CSR Initiatives	Others – please specify	Annual, Quarterly, Monthly, Weekly, Daily	PAIL has identified the disadvantaged, vulnerable and marginalized stakeholders in its areas of operation. Based on their needs, the Company engages in initiatives related to healthcare, education, infrastructure development, provision for safe drinking water, fighting hunger and sustainable livelihoods, etc. These objectives are achieved through the Company's CSR initiatives.
7	Employees	No	Other	Sunrise and sunset meetings, weekly/monthly reviews, HR forum; meeting stownhalls; focused group discussions meetings.	Others – please specify	Annual, Quarterly, Monthly, Weekly, Daily	Employee wellbeing, Enhancing efficiency and productivity, Imparting training through regular programmes; increasing awareness of all aspects of the business (codes, values, etc.), Health and safety

							ety,Rewards,and recognitions
8.	Managem ent/ Board	No	E-mail		Others – please specify	Board meetings with defined frequency.	To meet the highest standards of governance. Guidance on smooth operations, improving efficiency and productivity.
9	Media/NG Os	No	Other	Regular Interactions	Others – please specify	Ongoing	Maintaining quality standards, health , wellbeing, and inclusive growth in the community. Interaction is done with NGO's to do need analysis for the CSR project related to Local Community and communication to local media for awareness

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company performs the materiality assessment periodically. By using the Principles of Global Reporting Initiatives to pin point the Company's crucial economic, environmental, and social issues, stakeholder assessment was carried out. The identification of material issues is based on inputs from the stakeholder engagement process, global and sectoral sustainability trends, and other factors. The comprehensive materiality evaluation helps the Company prioritize strategies, policies, and action plans relating to economic, environmental, and social consequences by providing context for sustainability. The outcomes of the materiality analysis are provided to the Board .

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.

Yes

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes .Based on the consultation PAIL has adopted policies which include the CSR policy, as well as PAIL Code of Conduct PAIL has implemented various CSR programmes and continuously improved on the HR practices. We take this feedback from the stakeholders to improve our performance.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company has identified avenues to be meaningfully engaged with the communities through structured projects for improving their livelihood through education, skill-based trainings as well as health awareness programs. Under its CSR, the Company has been driving various activities to uplift the marginalized and vulnerable community. Details of CSR initiatives are available at the Company's website www.piccadilly.com

PRINCIPLE 5: Business Should Respect and Promote Human Rights
Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY (2024-25)			PY (2023-24)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	267	267	100.00 %	179	179	100.00 %
Other than permanent	540	540	100.00 %	265	265	100.00 %
Total Employees	807	807	100.00 %	444	444	100.00 %
Workers						
Permanent	22	22	100.00 %	22	22	100.00 %
Other than permanent	212	212	100.00 %	449	449	100.00 %
Total Workers	234	234	100.00 %	471	471	100.00 %

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY (2024-25)					PY (2023-24)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	267	0	0.00%	267	100.00%	179	0	0.00%	179	100.00%
Male	234	0	0.00%	234	100.00%	155	0	0.00%	155	100.00%
Female	33	0	0.00%	33	100.00%	24	0	0.00%	24	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	540	118	21.85%	422	78.15%	265	61	23.02%	204	76.98%
Male	538	116	21.56%	422	78.44%	265	61	23.02%	204	76.98%
Female	2	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

Workers										
Permanent	22	5	22.73%	1 7	77.27%	22	0	0.00%	2 2	100.00%
Male	22	5	22.73%	1 7	77.27%	22	0	0.00%	2 2	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	212	2 1 2	100.00%	0	0.00%	449	1 9 8	44.10%	2 5 1	55.90%
Male	212	2 1 2	100.00%	0	0.00%	449	1 9 8	44.10%	2 5 1	55.90%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:						
	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	19569250	1	0	0	0
Key Managerial Personnel	4	9356014	0	0	0	0
Employees other than BoD and KMP	254	256646695	29	3054420	0	0
Workers	759	13569331	0	0	0	0
b. Gross wages paid to females:						
	FY (2024-25)		PY (2023-24)			
Gross wages paid to females	33265137.00		28532268.00			
Total wages	288626379.00		299714350.00			
Gross wages paid to females (Gross wages paid to females as % of total wages)	11.53%		9.52%			

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?	Yes
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	The Company has a Whistle Blower Policy that allows and encourages its stakeholders to raise concerns about the violations against the Code of Conduct. Necessary actions are taken to address the concerns/issues in the best interest of the aggrieved person.

6. Number of Complaints on the following made by employees and workers:						
	FY (2024-25)			PY (2023-24)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:		
	FY (2024-25)	PY (2023-24)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	0	0
iii) Complaints on POSH as a % of female employees / workers		
iv) Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. The Whistle Blower policy mentions a clause on maintaining confidentiality of complainant/ ensuring protection against victimization. It states that the disclosures of wrongful conduct are submitted on a confidential basis or submitted anonymously. Such disclosures are confidential to the extent possible, convenient with the need to conduct an adequate investigation. The Company is obligated to take stringent actions against any director, supervisor or employee found to have so violated this clause.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	Yes
--	-----

10. Assessments for the year:	
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)

Child labour	0.00%
Forced/involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%
Others – please specify	NA

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

No corrective action was taken as no instance were reported on the above issues, hence the question is not applicable.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. NA

2. Details of the scope and coverage of any Human rights due-diligence conducted. NA

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? To be reviewed

4. Details on assessment of value chain partners:	
	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%

PRINCIPLE 6: Business Should Respect and Promote Human Rights

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:			
Whether total energy consumption and energy intensity is applicable to the company?		Yes	
Revenue from operations (in Rs.)		FY (2024-25)	PY (2023-24)
		8928078000.00	8289414064.00
Parameter	Units	FY (2024-25)	PY (2023-24)

From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	127037.00	18085014.00
Total fuel consumption (B)	Gigajoule (GJ)	0.00	0.00
Energy consumption through other sources (C)	Gigajoule (GJ)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	127037.00	18085014.00
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	2589.00	53136.00
Total fuel consumption (E)	Gigajoule (GJ)	83.01	590941.46
Energy consumption through other sources (F)	Gigajoule (GJ)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	2672.01	644077.46
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	129709.01	18729091.46
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Rs.	0.0000145282	0.0022593987

Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / Rs.	0.00	0.00
Energy intensity in terms of physical Output	Gigajoule (GJ)	0.00	0.00
Energy intensity (optional) – the relevant metric may be selected by the entity	Gigajoule (GJ)	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			
2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?			No
If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.			
2. Provide details of the following disclosures related to water, in the following format:			
Parameter	FY (2024-25)	PY (2023-24)	
Water withdrawal by source (in kilolitres)			
(i) Surface water	0.00	0.00	
(ii) Groundwater	255117.00	210826.00	
(iii) Third party water	0.00	0.00	
(iv) Seawater / desalinated water	0.00	0.00	

(v) Others	0.00	0.00	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	255117.00	210826.00	
Total volume of water consumption (in kilolitres)	255117.00	210826.00	
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000285747	0.0000254332	
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00	0.00	
Water intensity in terms of physical output	0.00	0.00	
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00	
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?			No
If yes, name of the external agency.			
4. Provide the following details related to water discharged:			
Parameter	FY (2024-25)	PY (2023-24)	
Water discharge by destination and level of treatment (in kilolitres)			

(i) To Surface water	0.00	0.00	
No treatment	0.00	0.00	
With treatment – please specify level of treatment	0.00	0.00	
(ii) To Groundwater	0.00	0.00	
No treatment	0.00	0.00	
With treatment – please specify level of treatment	0.00	0.00	
(iii) To Seawater	0.00	0.00	
No treatment	0.00	0.00	
With treatment – please specify level of treatment	0.00	0.00	
(iv) Sent to third-parties	0.00	0.00	
No treatment	0.00	0.00	
With treatment – please specify level of treatment	0.00	0.00	
(v) Others	67726.00	5970.00	
No treatment	0.00	0.00	
With treatment – please specify level of treatment	67726.00	5970.00	
Total water discharged (in kilolitres)	67726.00	5970.00	
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			
5. Has the entity implemented a mechanism for Zero Liquid Discharge?	Yes		

If yes, provide details of its coverage and implementation.		The Company has adopted effective mechanism of zero liquid discharge through ETP & STP systems. The recycled water is used within the plants itself.	
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Whether air emissions (other than GHG emissions) by the entity is applicable to the company?			Yes
Parameter	Please specify unit	FY (2024-25)	PY (2023-24)
NOx	Kg	102300.00	101376.00
SOx	Kg	54.00	66.52
Particulate matter (PM)	Kg	9504.00	17424.00
Persistent organic pollutants (POP)	Kg	0.00	0.00
Volatile organic compounds (VOC)	Kg	0.00	0.00
Hazardous air pollutants (HAP)	Kg	0.00	0.00
Others – please specify			
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?			Yes
Parameter	Unit	FY (2024-25)	PY (2023-24)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MtCO ₂ e	0.00	0.00
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ ,	MtCO ₂ e	0.00	0.00

NF3, if available)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e / Rs.	0.00	0.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCO ₂ e / Rs.	0.00	0.00
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO ₂ e	0.00	0.00
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	MtCO ₂ e	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No	
If yes, name of the external agency.			

8. Does the entity have any project related to reducing Green House Gas emission?	Yes		
If Yes, then provide details.	Target undertaken by Company		
9. Provide details related to waste management by the entity, in the following format:			
Parameter	FY (2024-25)	PY (2023-24)	
Total Waste generated (in metric tonnes)			
Plastic waste (A)	14.765	0.273	
E-waste (B)	0.00	0.708	
Bio-medical waste (C)	0.00	0.00	
Construction and demolition waste (D)	252.00	265.00	
Battery waste (E)	0.00	0.00	
Radioactive waste (F)	0.00	0.00	
Other Hazardous waste. Please specify, if any. (G)	0.025	0.045	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	20.047	0.145	
Total (A+B + C + D + E + F + G + H)	286.837	266.171	
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000321	0.0000000321	

Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00	0.00	
Waste intensity in terms of physical output	0.00	0.00	
Waste intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	125088.00	148500.00	
(ii) Re-used	0.00	0.00	
(iii) Other recovery operations	0.00	0.00	
Total	125088.00	148500.00	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	0.00	0.00	
(ii) Landfilling	9504.00	6270.00	
(iii) Other disposal operations	0.00	0.00	
Total	9504.00	6270.00	
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	We comply with all regulations concerning the safe & responsible management of waste material. The waste is disposed off to authorized vendors.
11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:	Nil
12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:	Nil
13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).	Yes
If not, provide details of all such non-compliances, in the following format:	

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):			
For each facility / plant located in areas of water stress, provide the following information:			
Details For each facility / plant located in areas of water stress			
Sr. No.	Particulars		
1	Name of the area	District Karnal Haryana	
2	Nature of operations	Manufacturing Unit	
3	Water withdrawal, consumption and discharge in the following format:		
	Parameter	FY (2024-25)	PY (2023-24)
	(i) Surface water	0.00	0.00
	(ii) Groundwater	50906.00	210826.00
	(iii) Third party water	0.00	0.00
	(iv) Seawater / desalinated water	0.00	0.00
	(v) Others	0.00	0.00
	Total volume of water withdrawal (in kilolitres)	50906	210826
	Total volume of water consumption (in kilolitres)	50906.00	210826.00
	Water intensity per rupee of turnover (Water consumed / turnover)	0.00	0.00
	Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
	Water discharge by destination and level of treatment (in kilolitres)	0	0

(i) Into Surface water		0.00	0.00
No treatment		0.00	0.00
With treatment – please specify level of treatment		0	0
(ii) Into Groundwater		0.00	0.00
No treatment		0.00	0.00
With treatment – please specify level of treatment		0	0
(iii) Into Seawater		0	0
No treatment		0.00	0.00
With treatment – please specify level of treatment		0.00	0.00
(iv) Sent to third-parties		0	0
No treatment		0.00	0.00
With treatment – please specify level of treatment		0.00	0.00
(v) Others		64441	5970
No treatment		0.00	0
With treatment – please specify level of treatment		64441.00	5970.00
Total water discharged (in kilolitres)		64441	5970
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)	No		
If yes, name of the external agency.			
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:			
Whether total Scope 3 emissions & its intensity is applicable to the company?			No
Parameter	Unit	FY (2024-25)	PY (2023-24)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)			
If yes, name of the external agency.			
3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on			

biodiversity in such areas along-with prevention and remediation activities.		
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:		
5. Does the entity have a business continuity and disaster management plan?	Yes	
Details of entity at which business continuity and disaster management plan is placed or weblink.	Yes, PAIL is committed to ensuring uninterrupted operations and the safety of its stakeholders. It covers the identification of critical business functions, risk assessments, and the implementation of preventive measures. It involves regular risk assessments, employee training, and the establishment of an Incident Response Mechanism. The Business Continuity Plan includes backup systems, and data recovery processes. Post-incident, a detailed assessment and recovery plan will restore operations swiftly	
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.		
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.		
Notes		

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators			
1. a. Number of affiliations with trade and industry chambers/ associations.			0
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to			
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)	
1			
2			
2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.			NA
Leadership Indicators			
1. Details of public policy positions advocated by the entity:			NA

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators		
1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.	Nil	
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:	Nil	
3. Describe the mechanisms to receive and redress grievances of the community.	<p>The Company works closely with the community in the identified areas of contribution in the thrust areas for carrying out the Corporate Social Responsibility initiatives. Within the area of work, the employees of the Company work with the communities to understand the impact of the initiatives on the intended beneficiaries. These interactions provide the people with ample opportunities to gauge and address community concerns. Based on these interactions, we have not encountered any specific grievances from the community at present.</p>	
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:	FY (2024-25)	PY (2023-24)
Directly sourced from MSMEs/ small producers	22.03%	19.47%
Sourced directly from within the district and neighbouring districts	0.92%	0.63%
5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:	FY (2024-25)	PY (2023-24)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	578.00	666.00
ii) Total Wage Cost	88571573.00	115884000.00
iii) % of Job creation in Rural areas	0.00%	0.00%
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	189.00	108.00

ii) Total Wage Cost	45545420.00	22680000.00
iii) % of Job creation in Semi-Urban areas	0.00%	0.00%
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	97.00	87.00
ii) Total Wage Cost	50489125.00	22446000.00
iii) % of Job creation in Urban areas	0.00%	0.00%
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	97.00	96.00
ii) Total Wage Cost	109264257.00	138704350.00
iii) % of of Job creation in Metropolitan area	0.00%	0.00%
Leadership Indicators		
1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):	Not applicable as no social impact assessment was carried out during FY 2024-25	
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:	NA	
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)	No	
(b) From which marginalized /vulnerable groups do you procure?	Not Applicable	
(c) What percentage of total procurement (by value) does it constitute?	0.00%	
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:	The company does not own/acquired any intellectual properties based on traditional knowledge. Hence, not applicable.	
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.	As no intellectual properties involved, this is not applicable	
6. Details of beneficiaries of CSR Projects:	Nil	

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators						
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	<p>PAIL is focused upon Customer satisfaction therefore we have adopted a dynamic and vigilante customer complaint handling process to receive and address consumer concerns related to our product. Consumer can raise their concern to PAIL by calling on our Toll-free No.9996448100/0124 -4300840 or through an email ir@piccadily.com. Post Registration of complaint PAIL Customer care team will take further action and resolve customer concern at the earliest. The team would ensure that sample is collected from consumer who has raised concern for investigation. Investigation result will be communicated to consumer and concern will be addressed as per our consumer policy.</p>					
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about	As a percentage to total turnover					
Environmental and social parameters relevant to the product	100.00%					
Safe and responsible usage	100.00%					
Recycling and/or safe disposal	100.00%					
3. Number of consumer complaints in respect of the following	FY (2024-25)		Remark	PY (2023-24)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0
4. Details of instances of product recalls on account of safety issues	Number	Reasons for recall				

Voluntary recalls	0	0				
Forced recalls	0	0				
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes					
If available, provide a web-link of the policy	www.piccadily.com					
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	No such incidents and hence it is not applicable.					
7. Provide the following information relating to data breaches:						
a. Number of instances of data breaches along-with impact	0					
b. Percentage of data breaches involving personally identifiable information of customers	0.00%					
c. Impact, if any, of the data breaches	NA					
Leadership Indicators						
1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	www.piccadily.com					
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services	NA					
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	The Company informs through emails and phone calls.					
4. Does the entity display product information on the product over and above what is mandated as per local laws?	Yes					
If yes, provide details in brief.	Extra features of the product, benefits in comparison with others.					
Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?	Yes					