

Business Responsibility and Sustainability Report

Section A: General Disclosures

I. Details of the listed entity

S. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L51433WB1960PLC024539
2.	Name of the Listed Entity	AGI Greenpac Limited
3.	Year of incorporation	1960
4.	Registered office address	2, Red Cross Place, Kolkata 700001, West Bengal
5.	Corporate address	301-302, III Floor, Park Centra, Sector 30, N.H. 8, Gurugram, Haryana 122001
6.	Email	agiinvestors@agigreenpac.com
7.	Telephone	+91 33 2248 7407/5668
8.	Website	www.agigreenpac.com
9.	Financial year for which reporting is being done	FY 2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited
11.	Paid-up capital	1,293.95 lakh
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sandip Somany, Chairman and Managing Director, +91 33 22487407
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) 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)	Standalone
14.	Name of Assurance provider	NA
15.	Type of Assurance obtained	NA

II. Products / Services

16. Details of business activities (accounting for 90% of the Turnover):

S. No.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1.	Packaging Products	Container Glass bottles, PET bottles and Security Caps and Closures	99%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	Percentage of total Turnover contributed
1.	Glass Containers	23103	89%
2.	PET bottles and Caps and Closures	22203	10%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	7	5	12
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36 (including Union Territories)
International (No. of Countries)	22



b. What is the contribution of exports as a percentage of the total turnover of the entity? 2%

c. A brief on types of customers

Over the past four (4) decades, the Company has expanded its technical expertise and industry experience to serve diverse market demands, including glass containers, specialty glass, PET bottles, caps, and closures. Today, AGI Greenpac partners with well-known brands across a wide range of sectors, such as alcoholic beverages, pharmaceuticals, food, soft drinks, cosmetics, and perfumes.

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	1,248	1,217	97.52%	31	2.48%
2.	Other than Permanent (E)	Nil	Nil	0.00%	Nil	0.00%
3.	Total employees (D+E)	1,248	1,217	97.52%	31	2.48%
Workers						
4.	Permanent (F)	211	211	100%	Nil	Nil
5.	Other than Permanent (G)	2971	2,489	83.78%	482	16.22%
6.	Total workers (F+G)	3,182	2,700	84.85%	482	15.15%

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently-abled Employees						
1.	Permanent (D)	2	2	100%	Nil	0%
2.	Other than Permanent (E)	Nil	Nil	0%	Nil	0%
3.	Total employees (D+E)	2	2	100%	Nil	0%
Differently-abled Workers						
4.	Permanent (F)	Nil	Nil	0%	Nil	0%
5.	Other than Permanent (G)	1	1	100%	Nil	0%
6.	Total workers (F+G)	1	1	100%	Nil	0%

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	4*	Nil	0%

*Key Managerial Personnel also includes Mr. Sandip Somany, Chairman and Managing Director of the Company.

22. Turnover rate for permanent employees and workers:

	Turnover rate of current FY 2024-25			Turnover rate of previous FY 2023-24			Turnover rate of the year prior to the previous FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.79%	10.53%	20.99%	18%	21.05%	18.07%	20.96%	28.57%	21.04%
Permanent Workers	26.52%	Nil	26.52%	22.3%	Nil	22.3%	12.79%	Nil	12.79%

IV. Holding, Subsidiary and Associate Companies (including joint ventures)

23. Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/ associate/joint venture	Percentage 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.	Somany Impresa Limited	Holding Company	50.84	No
2.	AGI Retail Private Limited	Subsidiary Company	100	No
3.	Sun Reach Pack (FZE)	Subsidiary Company	100	No

V. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 25,11,84,05,747

(iii) Net worth (in ₹): 18,59,20,93,448

VI. Transparency and Disclosures Compliances

25. 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) (If yes, then provide weblink for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, The Company has effective mechanism in place to ensure prompt redressal of grievances. AGI Greenpac's Vigil Mechanism provides a robust mechanism to the Company's stakeholders including Employees, Directors, Contractual Employees, Trainees, Vendors, Suppliers, and other persons associated with the Company for reporting concerns. This ensure that any deviations from the Company's Code of Conduct and values are dealt with in a fair and unbiased manner. Weblink provided here Whistle-blower Policy .	Nil	Nil	Nil	Nil	Nil	Nil
Investors (Other than shareholders)		Nil	Nil		Nil	Nil	
Shareholders		11	Nil		1	Nil	
Employees and workers		Nil	Nil		Nil	Nil	
Customers		Nil	Nil		Nil	Nil	
Value Chain Partners		Nil	Nil		Nil	Nil	
Others (Please specify)		Nil	Nil		Nil	Nil	



26. Overview of the entity's material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	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	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	GHG Emissions and Energy Management	Risk and opportunity	<p>The glass industry is part of the energy-intensive industry posing a major challenge to fulfil the CO₂ reduction targets of the Paris Climate Agreement. Effective GHG emission monitoring and energy management is essential to address the regulatory, technological, reputation and supply chain risks arising out of carbon emissions and further address client requirements on emissions.</p> <p>Few identified risks are:</p> <ul style="list-style-type: none"> » Compliance with energy savings and targets under PAT scheme in future. » Compliance with stringent carbon regulations can lead to higher operational costs due to the need for advanced emission control technologies and cleaner energy sources. » Risks of increase in business expenses due to the exploitation and non-use of fossil fuel subsidies » The risk related to non-conformance with the upcoming carbon pricing mechanism » ESG performance rating risk for a company's greenhouse gas emissions » Suppliers facing increased costs due to carbon pricing, which can be passed down to glass manufacturers. 	<p>AGI Greenpac is continuously increasing the share of renewable resources by reducing the reliance on fossil fuels. We have installed solar power plants, and we have started replacing diesel forklifts with electrical forklifts. We have started using IE3, IE4 energy efficient motors in the plant along with star rated equipment to increase energy efficiency.</p> <p>We have installed electrostatic precipitator with scrubber mechanism to remove Sox and particulate matter. Additionally, we are investing in R&D to manufacture innovative glass that could result in less GHG emissions. By setting internal target to increase the cullet utilisation to 50% by 2027 (internal & external) we are aiming to reduce our share to GHG emissions.</p>	<p>Positive: Cost Optimisation</p> <p>Negative: Investment in energy-efficient technology. Reputational damage in the event of failing to meet greenhouse gas reduction commitments</p>
2.	Water Management	Risk and opportunity	<p>Water scarcity poses a significant business continuity risk, as most of our activities require substantial water usage.</p> <p>The production of glass packaging involves significant use of water, especially in cooling processes, cleaning of raw materials, and forming operations. Water shortages can disrupt these processes, leading to production delays and increased costs. Moreover, contaminated water can affect the quality of the glass produced. Impurities in water used during manufacturing can lead to defects in the glass, such as bubbles or inconsistencies in the material.</p> <p>Meeting stringent effluent standards requires investment in advanced water treatment technologies, which can increase operational costs.</p>	<p>AGI Greenpac has implemented rainwater harvesting, zero liquid discharge policies, and reuse 50% of water through STPs and RO systems. Innovations like the dry optical cullet sorter and repurposing RO reject water have significantly reduced our freshwater consumption. We rigorously monitor water use, maintain detailed SOPs, and adopt a uniform discharge practice across all units. By setting internal targets and activating an Internal Water Price (IWP), we continuously strive to reduce water consumption and achieve water positivity. We have set the target to reduce freshwater and groundwater consumption by 10% by 2026 and have initiated water replenishment through the creation of ponds and artificial lakes.</p>	<p>Positive: Water conservation leads to cost optimisation</p> <p>Negative: Water shortages could disrupt our business operations and result in significant financial losses</p>

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S. No.	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	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Waste Management	Risk and opportunity	Reusing waste glass and incorporating recycled cullet can promote resource efficiency, potentially lower production costs and enhancing the overall profitability of AGI's glass manufacturing processes.	AGI Greenpac has implemented a dedicated sustainable waste management system, reusing 100% of production waste and recycling over 2.0 lakh tonnes of cullet annually. We ensure high quality cullet through increased recycled glass utilization. We responsibly dispose of hazardous waste through authorized vendors and reuse waste from the ESP plant. Additionally, we aim for zero waste to landfill and have implemented comprehensive compliance measures, including regular reviews by Environmental committee, to enhance our waste management practices by increasing recyclable (internal & external) cullet utilisation to 50% by 2027.	Positive: Cost optimisation through reuse and recycling Negative: Regulatory fines, related health issues, and potential reputational damage
4.	Diversity, equity and Inclusion	Risk and opportunity	Performance of the company can be enhanced by improving and increasing the employee diversity in terms of gender, age, ethnicity, etc. A diverse pool of employees can lead to enhanced problem-solving skills, improved efficiency. This could also help our Company with enhancing its reputational image by incorporating the culture of equity and inclusivity.	AGI Greenpac is dedicated to promoting diversity, equity, and inclusion through a comprehensive policy that includes baselining workforce diversity by gender and age. We strive to maintain a gender-balanced working community and prioritise creating an inclusive workplace environment. We aim to ensure equal employment opportunities with competitive compensation and benefits, fostering an inclusive environment for all employees.	Positive: Enhance innovation and drive financial growth Negative: Potential Reputational Damage
5.	Human capital development	Risk and opportunity	Experienced and adept workforce members are a resource to the Company. The difficulty in retaining and attracting the skilled workforce can negatively impact the productivity, business goals, ultimately lowering the retention rates and increasing turnover costs.	AGI Greenpac conducts integrated talent management programmes to ensure holistic development. In addition to this, we also encourage personal development of employees and workers by providing them career path and succession planning programmes. We also reward our workforce with Star Performers Awards, Marriage Gift Vouchers, Happy Hours to keep employees motivated and prioritise their mental well-being. We provide a variety of trainings to our employees and workers including sustainability, health & safety, and skill upgradation.	Positive: Strategic human capital management can significantly improve employee productivity, therefore increasing profitability and overall financial performance Negative: Potential Reputational Damage
6.	Occupational health and safety	Risk and opportunity	The implementation of occupational safety measures is essential for AGI Greenpac to prevent accidents and injuries, ensuring the well-being of all workers. Failure to prevent these accidents can lead to severe consequences, including loss of life, material damage, and reputational harm that could result in customer loss.	AGI Greenpac ensures Occupational Health and Safety through ISO 45001:2018 certification and various employee benefits such as EHS training, transitioning to battery-operated forklifts to reduce noise, and addressing unsafe conditions promptly. We are developing policy benefits and wellness programmes to prioritise employee well-being. Regular feedback surveys and plans to double safety training hours are in process as an approach to ensure safety of our workforce.	Positive: Ensures uninterrupted business activity Negative: Failure in the safety management system may lead to the person-hour loss and therefore impact the productivity of our operations



S. No.	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	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Human rights	Risk and opportunity	Violations of human rights can expose our Company to regulatory and legal challenges, coupled with severe reputational damage. This can ultimately lead to a loss of profitability and customer base.	AGI Greenpac has implemented policies and procedures regarding human rights and a code of conduct, which are regularly updated through a human rights assessment. Additionally, we have established a focused committee to prioritise and address all human rights complaints. We also provide regular trainings on human rights issues to all our employees and workers to educate them on their basic rights.	Positive: Enhance innovation and uninterrupted business operations Negative: Potential to impact the brand image, inability to retain good talent and regulatory fines and notices, etc.
8.	Business ethics, compliance, and integrity	Risk and Opportunity	Adherence to the highest standards of transparency and ethics are important to achieve corporate governance excellence and in turn gain confidence of our stakeholders.	AGI Greenpac fosters ethics, transparency, and accountability through a comprehensive Code of Conduct applicable to the entire workforce. Our Whistleblower Policy ensures a vigilant reporting mechanism for stakeholders. Our diverse Board of Directors ensures varied perspectives and monitors target setting for environmental sustainability. Annual performance evaluations are carried out, considering financial and non-financial metrics.	Positive: Compliances negate the possible violations that can lead to litigations, regulatory fines, or penalties Negative: Unethical behaviour, non-compliance and violation in any form may lead to reputational risk, loss of investor's trust and brand value
9.	Responsible Supply Chain	Risk and Opportunity	Manufacturing of glass is heavily dependent on the raw materials like Soda Ash, Silica, and limestone. Sourcing these raw materials sustainably and responsibly can minimize the environmental damage from extraction, transportation and can also results in lowering the Scope 3 emissions of our Company. Additionally, stringent regulations regarding labour practices and environmental damage can help ensure compliance and avoiding fines and legal issues. Furthermore, lack of availability of raw materials due to climate uncertainties may lead to production delay and price volatility of such raw materials including funnel oil, gas, and soda ash may also lead to increased procurement costs. Delay in adaptation of advanced technologies to streamline the supply chain can also pose a major risk on the business and operation of AGI Greenpac.	AGI prioritises sustainable sourcing in its business activities and operations. The Company is developing a Company-wide policy on sustainable sourcing, which aims to ensure that all goods and services procured, manufactured, and delivered uphold the principles of labour practices, human rights, ethics, occupational health & safety, and environment as defined in AGI Greenpac's policies. All value chain partners are encouraged to follow the Company's Code of Conduct. The Company is committed to sourcing raw materials, products, and services while maintaining a balance between social, economic, and environmental impacts. The Company has developed mines and crushing plants near its manufacturing plants for input materials. These mines and plants provide livelihood opportunities to the local community, ensuring that the quality of the raw materials is maintained and lowering transport-related costs and carbon footprint. Bulk Soda Ash has been procured through Concur, which aids in reducing frequent vehicle movement and carbon footprint.	Positive: Promoting a responsible supply chain can enhance brand reputation and assist in avoiding fines and notices by ensuring statutory compliance Negative: Non-compliance with environmental regulations or ethical labour practices can lead to fines and penalties. Disruptions caused in value chain or sourcing of responsible materials can lead to production delays and increase in costs

Section B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Section	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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Company Policies Business Responsibility Policies Vigil Mechanism/ Whistle-Blower Policy Corporate Social Responsibility Policy Code of Conduct for Directors and Senior Executives Integrated Management System Policy AGI ESG Policy								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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	DMF – Quality Assurance for supply to US pharmaceutical market ISO 15378:2011 and 2017 – Quality Management System to provide primary packaging material for medicinal products. FSSC 22000 – Food Safety System ISO 9001:2008 and 2015 – Quality Management System ISO 14001:2015 – Environment Management System ISO 45001:2018 – Occupational Health and Safety Management System ISO 50001:2018 - Energy Management								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	The company is establishing bold ESG objectives, including a long-term target of achieving Net Zero emissions by 2050. As a near-term goal, it aims to lower its carbon footprint and boost the adoption of renewable energy by 2030.								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	AGI Greenpac has undertaken several initiatives to fulfil its long term goals. In the coming years, the company intends to report its progress in alignment with additional ESG goals, which are currently in the process of finalisation.								

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)

At AGI Greenpac, a leader in the packaging industry, we firmly believe that sustainability is not just a responsibility—but a strategic imperative. Our Environmental, Social, and Governance (ESG) commitments are central to our long-term growth and the value we create for our stakeholders. This belief is embedded in the fabric of our organization and drives the vision, direction, and priorities we set.

We reinforce our commitment by strengthening our ESG strategy and establishing a robust roadmap to guide future actions. Our approach moves beyond regulatory compliance — focusing instead on collaboration with stakeholders to pursue shared sustainability objectives.

Our ESG vision is structured around three core pillars:

**i. Environmental Progress & Achievements**

We continue to prioritize environmental responsibility by promoting resource efficiency and minimizing waste. Our Bhongir specialty glass facility, which earned the Platinum Green Building certification, is a testament of our commitment to sustainable operations. All AGI plants now follow a Zero Liquid Discharge system, ensuring responsible wastewater treatment.

We have implemented targeted initiatives to reduce greenhouse gas emissions, including the installation of Variable Frequency Drive (VFD) panels and adoption of energy-efficient equipment across all facilities. These are complemented by solar heating systems and rainwater harvesting, strengthening our alignment with both the UN Sustainable Development Goals and India's national sustainability agenda.

ii. Empowering People

AGI Greenpac is deeply committed to creating a safe, inclusive, and empowering workplace. We extend our efforts beyond compliance, offering human rights education and skill development programs to enhance employee growth. Our human capital strategy is designed to identify and nurture future leaders, enabling us to sustain long-term success while supporting community well-being.

iii. Transparency & Governance

We uphold transparency and accountability as core business values, ensuring that integrity guides every decision we make. In line with India's sustainable development goals, we operate with openness and responsibility. Last year, we also launched a state-of-the-art Research & Development (R&D) centre, equipped with advanced laboratories and testing facilities to support sustainable innovation and deliver value-added solutions to our customers.

This year serves as a strong foundation for our evolving ESG roadmap. We are actively identifying new opportunities to support economic progress, environmental protection, and societal well-being. With every step forward, AGI Greenpac remains dedicated to advancing a sustainable future—creating lasting value for our stakeholders and making a meaningful impact on the world around us.

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

At the highest level, the Board of Directors of the Company, led by the Chairman and Managing Director, plays a crucial role as trustees to safeguard and enhance shareholder value by strategically supervising AGI.

As members, the Board ensures that the Company establishes clear goals aligned with shareholder value and growth, consistent with its Sustainability commitments.

The Risk Management Committee at AGI Greenpac, comprising of Directors and Officials, oversees matters related to sustainability. AGI has established a robust risk management process that helps us identify, treat, and mitigate the risks impacting the business internally and externally across our operations. AGI's top management, through the risk management framework, regularly monitors top risks and has helped us to stay ahead of the curve.

In addition to this, the Company undertakes and validates its risk appetite periodically and any new or emerging risks are integrated into the risk management structure, enabling effective decision-making. The CSR Committee of the Board reviews and oversees implementation of the sustainability activities of the Company on half-yearly basis. In addition, the Committee and the Board also review the progress of implementation of the Company's CSR Programmes, on half-yearly basis.

The Business Unit heads and Heads of Corporate Functions are accountable for implementing the Corporate and Sustainability Policies of the Company within their respective functions and ensuring communication of these policies to employees.

9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details.

Yes, AGI Greenpac's Risk Management Committee is responsible for overseeing sustainability related matters. The committee comprises of Directors and Officials. The Company takes a proactive approach to managing risks through establishing a well-defined risk management process for identifying, addressing, and mitigating the potential risks impacting the business internally and externally across its operations. Through the risk management framework, AGI's top management regularly monitors key risks, ensuring us to maintain a proactive approach for addressing any future challenges. Additionally, we evaluate and review its risk tolerance regularly and integrate any new and emerging threats into our risk management structure, allowing for informed decision-making.

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 above policies and follow up action	AGI Greenpac reviews its policies on a periodic or as needed. Throughout the assessment, the effectiveness of the policies is assessed and any required modifications to the policies and procedures are implemented.									Periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	AGI Greenpac complies with the existing applicable regulations and a detailed Compliance Report is prepared along with other Statutory Compliance Certificates on applicable laws. It is provided by the Managing Director and Chief Executive Officer/Chief Financial Officer/Company Secretary to the Board of Directors. A Consolidated report is prepared for the Board Members based on a detailed Management Information System (MIS) that captures all the compliances. The Board periodically reviews compliance reports of all laws applicable to the Company. The Company undertakes steps to rectify instances of non-compliance, if any. A corporate governance compliance certificate forms part of the Annual Report of the Company.									Regularly								

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

No

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

Not Applicable



Section C: Principle Wise Performance Disclosure

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 categorised 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

The Company has earned the recognition and trust of its customers through its responsible corporate governance, compliance, outstanding products, and customer service. The aim is to maintain the Company's commitment and the high esteem it has earned in the future. Regarding employee behavioural norms, AGI Greenpac's Code of Conduct lays out the guidelines for an accountable, ethical, and transparent behaviour of its workforce. The entity's business partners are also encouraged to comply with the Code.

Essential Indicators

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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	1	SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015	100%
Key Managerial Personnel	1	SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015	100%
Employees other than BoD's and KMPs	1195	Health & Safety, Sustainability, and Technical, etc.	98%
Workers	712	Health & Safety, Sustainability, and Technical, etc.	100%

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					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	SEBI	₹ 5 Lakhs	During the FY 2024-25, SEBI has issued an Adjudication Order No. ORDER/BM/RK/2024-25/30315 dated 30 April 2024, under Section 15-I of the SEBI Act, 1992, read with Rule 5 of SEBI (Procedure for Holding Inquiry and Imposing Penalties) Rules, 1995, against the Company imposing a penalty of ₹ 5,00,000 (Indian Rupees Five Lakhs only) for alleged violations of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.	Yes
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

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Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil				Nil
Punishment					

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:

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
<p>The Company has filed an appeal with the Hon'ble Securities Appellate Tribunal ("SAT") against the said Order and the same is pending as on the date of approval of this report. During the FY 2024-25, SEBI has issued an Adjudication Order No. ORDER/BM/RK/2024-25/30315 dated 30 April 2024, under Section 15-I of the SEBI Act, 1992, read with Rule 5 of SEBI (Procedure for Holding Inquiry and Imposing Penalties) Rules, 1995, against the Company imposing a penalty of ₹ 5,00,000 (Indian Rupees Five Lakhs only) for alleged violations of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("LODR Regulations").</p> <p>However, with the understanding that the penalty is required to be deposited within 45 days of the receipt of the Order, and SEBI may initiate consequential actions, including but not limited to, recovery proceedings under Section 28A of the SEBI Act, 1992 for the realization of the said penalty amount along with interest thereon, inter alia, by attachment and sale of movable and immovable properties. Therefore, in light of the appeal filed with the Hon'ble SAT, the Company had deposited the penalty amount under protest.</p>	SEBI

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, AGI Greenpac, being a responsible organisation, maintains zero-tolerance towards bribery. Our commitment towards Anti-Bribery and Anti-Corruption practices is covered under the Ethics, Transparency and Accountability Policy and the Code of Conduct. These policies apply to all employees and workers of AGI Greenpac, and its business partners are encouraged to follow the Company's Code of Conduct.

AGI Greenpac has implemented proactive measures to combat bribery and corruption. Established a Vigil Mechanism/Whistleblower Policy, providing a formal mechanism for Company Directors, Employees, and external stakeholders to report unethical behaviour, suspected fraud, or violations of the Company's Code of Conduct. This policy ensures the confidentiality of whistleblowers to protect them from unfair treatment, discrimination, harassment, or retaliation. Further details about AGI Greenpac's

Vigil Mechanism/Whistleblower Policy can be found here.

[Vigil Mechanism/Whistleblower Policy](#)

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	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	NA

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

	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil



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

8. Number of days of accounts payables ((Accounts payable *365)/Cost of goods/services procured) in the following format:

	FY 2024-25	FY 2023-24
Number of days of accounts payables	84	92

9 Openness of business

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

Parameter	Metric	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases.	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	6.33%	5.96%
	b. Number of dealers/distributors to whom sales are made	184	102
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	54.60%	56.20%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.01%	Nil
	b. Sales (Sales to related parties/Total Sales)	1.06%	1.12%
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	0.28%	Nil

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

The Company is committed to upholding the principles of sustainability and safety in its operations. We firmly believe that businesses have a responsibility to provide goods and services in a manner that minimises environmental impact and ensures the safety of consumers. AGI Greenpac specialises in manufacturing Container Glass bottles, PET bottles, and Security Caps and Closures. Our focus on sustainable practices extends throughout our entire production process, from sourcing raw materials to the final delivery of our products. Our commitment to safety is paramount. We understand the importance of delivering products that meet the highest standards of quality and safety for our customers. Our range of packaging solutions ensures that the contents remain safe, and that product quality is maintained, meeting the needs of consumers across various industries, including alcoholic beverages, pharmaceuticals, food, soft drinks, cosmetics, and perfumes.

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	FY 2023-24	Details of improvements in environmental and social impacts
Research and Development	0.01%	0.01%	Spray and dip coating system to optimise the production process while also ensuring the quality and efficiency of the products.
Capex	2.76%	2.66%	Allocating capex investments to optimise environmental processes across all units and operations. Additionally, investing on safety and well-being of employees.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

AGI's commitment to ESG, sustainable sourcing is an ongoing effort at AGI Greenpac. We are in the process of developing a Company-wide policy on sustainable sourcing, which aims to ensure that all goods and services procured, manufactured, and delivered uphold the principles of labour practices, human rights, ethics,

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occupational health, safety, and environment as defined in our policies. Business partners of AGI Greenpac are encouraged to follow the Company's Code of Conduct. AGI is committed to sourcing significant raw materials, products, and services while maintaining a balance between social, economic, and environmental impacts. Two such examples of this in practice at AGI Greenpac are below:

1. We have developed mines and crushing plants near its manufacturing plants for input materials. These mines and plants provide livelihood opportunities to the local community, ensuring that the quality of the raw materials is maintained and lowering transport-related costs and carbon footprint.
2. Bulk Soda Ash has been procured through Concur, which aids in reducing frequent vehicle movement and carbon footprint

b. If yes, what percentage of inputs was sourced sustainably?

Through focused effort at AGI Greenpac today, 44.5% of the raw materials are sourced from sustainable suppliers.

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) (b) E-waste (c) Hazardous waste and (d) other waste:

Plastics (including packaging)	The waste is segregated at source and further sent to authorised recyclers as per State Pollution Control Board guidelines.
E-waste	The waste is segregated at source and further sent to authorised recyclers as per State Pollution Control Board guidelines.
Hazardous waste	The waste is segregated at source and further sent to authorised recyclers as per State Pollution Control Board guidelines.
Other waste	-

At AGI Greenpac, we work with certified third-party vendors stationed at each plant location to manage and dispose of both hazardous and non-hazardous waste. Our waste management process involves aggregating all waste generated at various plant locations in designated areas, typically scrap yards. This waste is then inventoried and disposed off in strict adherence to the guidelines set forth by the State Pollution Control Board (SPCB) or relevant regulatory authorities.

Rejected glass and culets from breakage are collected at AGI sites and from other waste aggregators for size reduction. This process includes through cleaning and washing of the culets. These culets are then re-used as an input material in the production process. AGI has also commissioned cullet and fine sorting machine at Bhongir plant to improve the quality of the cullet.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/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.

Yes, Extended Producer Responsibility (EPR) applies to AGI Greenpac. The company has filed nine PIBO applications, all of which have been approved, except for the application for the Selaqui unit, which is still pending approval from the Pollution Control Board (PCB).

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

AGI Greenpac is deeply committed to respecting and promoting the well-being of all employees, both within its organisation and throughout its value chains. The Company fosters an environment where all individuals, regardless of caste, creed, gender, race, religion, or disability, have equal access to opportunities based solely on merit. This commitment extends from recruitment practices to ongoing employment.

The Company prioritises the safety and well-being of its employees, ensuring a secure and hygienic work environment. Comprehensive training, including induction and periodic sessions, is provided to equip employees with the knowledge and skills to use protective equipment and identify and mitigate unsafe working conditions. Accident prevention is a core focus, supported by a robust health and safety policy. Continuous investment in employee skill development is a cornerstone of the Company's approach. Structured training, skill development programs are consistently implemented to enhance employee capabilities; along with various initiatives to promote employee well-being.



Essential Indicators

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

Category	Percentage 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)
Percentage of Employees (Permanent Employees) covered											
Male	1,217	1,217	100%	1,217	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	31	31	100%	31	100%	31	100%	Nil	Nil	31	100%
Total	1,248	1,248	100%	1,248	100%	31	100%	Nil	Nil	31	100%
Percentage of Employees (Other than Permanent Employees)											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

b. Details of measures for the well-being of workers:

Category	Percentage 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)
Percentage of Workers (Permanent Workers) covered											
Male	211	211	100%	211	100%	Not Applicable		Nil	Nil	Nil	Nil
Female	0	0	Nil	Nil	Nil	Not Applicable		Nil	Nil	Nil	Nil
Total	211	211	100%	211	100%	Not Applicable		Nil	Nil	Nil	Nil
Percentage of Workers (Other than Permanent Workers) covered											
Male	2,489	2,489	100%	2,489	100%	NotApplicable		Nil	Nil	Nil	Nil
Female	482	482	100%	482	100%	482	100%	Nil	Nil	482	100
Total	2,971	2,971	100%	2,971	100%	482	16.22%	Nil	Nil	482	16.22%

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.30	0.30

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year

	FY 2024-25			FY 2023-24		
	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 percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	8.02%	100%	Yes	18.88%	100%	Yes
Others	-	-	-	-	-	-

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? If not, whether any steps is being taken by the entity in this regard.

AGI Greenpac firmly resonates with the concept of Inclusive growth. Most of the premises and offices of the plants is wheelchair friendly. For example, AGI Greenpac provides access to wheelchairs and the premises have wheelchair-friendly ramps and support through handles.

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4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, AGI Greenpac believes that diversity and inclusion at workplace enhance our creativity, increase our innovational power, and boost business success. AGI fosters a culture that celebrates differences and promotes individuality, regardless of caste, creed, gender, race, religion, or disability. This is embedded in our Code of Conduct for Employees that can be assessed on our intranet that highlights the commitment to Equal opportunity and Employment. The policy relates to all phases of employment including recruitment, hiring, promotion and transfers without any discrimination or harassment based on race, colour, national origin, religion, gender, age, disability, citizenship, marital status, sexual orientation, military status, or any other characteristic.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Category	Yes/No (If yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	Yes, AGI Greenpac strives to provide a safe work environment to its employees and workers. In keeping up with this commitment, the grievances of employees and workers are addressed and resolved through an effective grievance redressal mechanism as per the policy.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	At the Plant, AGI Greenpac has deployed suggestion boxes which are easily accessible to its Employees and workers. All complaints are maintained on an online grievance system. On receiving a complaint, the grievance redressal committee is responsible for the investigation and closure of the matter maintaining a fair and impartial process for all parties involved. AGI Greenpac's Vigil Mechanism/Whistle blower policy also provides an anonymous grievance mechanism for all internal or external stakeholders for compliance-related to human rights breach.
Other than Permanent Employees	NA	

7. Membership of employees and worker in association(s) or unions recognised by the listed entity:

Category	FY 2024-25			FY 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						
Male	1,217	164	13.48%	1,181	169	14.3%
Female	31	Nil	Nil	Nil	Nil	Nil
Total	1,248	164	13.14	1,181	169	14.3%
Total Permanent Workers						
Male	211	24	11.37%	207	30	14.5%
Female	0	0	0%	Nil	Nil	Nil
Total	211	24	11.37%	207	30	14.5

**8. Details of training given to employees and workers:**

Category	FY 2024-25					FY 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	1,217	1,194	98.11%	530	43.55%	1,162	1,162	100%	482	41.48%
Female	31	30	96.77%	12	38.71%	19	19	100%	3	15.79%
Total	1,248	1,224	98.08%	542	43.43%	1,181	1,181	100%	485	41.07%
Workers										
Male	2,700	2,700	100%	1,080	40.00%	2,821	2,821	100%	1,134	40.20%
Female	482	482	100%	193	40.04%	453	453	100%	162	35.76%
Total	3,182	3,182	100%	1,273	40.01%	3,274	3,274	100%	1,296	39.58%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,217	1,217	100%	1,162	1,036	89.16%
Female	31	31	100%	19	19	100.00%
Total	1,248	1,248	100%	1,181	1,055	89.33%
Workers						
Male	211	211	100%	207	207	100%
Female	0	0	Nil	Nil	Nil	Nil
Total	211	211	100%	207	207	100%

10. Health and safety management system:**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?**

Yes, AGI accords high priority to Health and Safety of the entity and all its stakeholders. We are ISO 45001:2018 (Occupational Health and Safety) certified. This standard enables organisation to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its Occupational Health and Safety performance. The system covers all employees, workers and interested party's health and safety at each certified location.

Employees working at the plants are trained on environment, health and safety best practices regularly and in accordance with the Company policy and local and statutory regulations.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Health and Safety are core priorities at AGI Greenpac and are assessed on both routine and non-routine bases. As part of its Environment, Health, and Safety (EHS) management framework, AGI Greenpac integrates Health and Safety through a structured approach to identifying work-related hazards and risks. This includes the implementation of Hazard Identification and Risk Assessment (HIRA) across all operations.

To ensure workplace safety, the Company employs a range of effective measures, such as regular plant safety inspections, third-party safety audits, and mock emergency drills. Additionally, safety systems like On-Site Emergency Mock Drills, Work Permit Systems, and Lockout-Tagout procedures are implemented across all plants and offices. These processes are aligned with the ISO 45001 standard, enabling AGI Greenpac to accurately assess potential risks and determine the necessary preparedness for effective mitigation.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, AGI Greenpac values the benefits of promptly reporting work-related hazards. This helps the Company identify problem areas quickly and reduce the avoidable risks for employees in the future in a timely manner.

All AGI Greenpac employees are well-trained at the commencement of job on the Company's safety protocols, procedures and policies, including the incident reporting mechanism.

AGI Greenpac provides formalised channels for Employees and workers to report any unsafe conditions or behaviour via suggestion boxes, internal safety groups, WhatsApp, Mail communication, etc. Employees can also raise their concerns at formal gathering e.g. Safety Committee Meetings or Daily Operational Review Meetings. All concerns and observations brought to AGI Greenpac's attention is recorded, tracked, and reviewed each month.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes, AGI Greenpac recognises the importance and effectiveness of healthcare services for its employees and workers. We ensure the coverage of all employees under the Health Insurance Scheme provided by AGI Greenpac or the Employees State Insurance (ESI) scheme.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employees	Nil	0.307
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	1
	Workers	Nil	Nil

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

At AGI Greenpac, employee well-being is embedded as a strategic priority, from operational sites to the highest levels of leadership. We are dedicated to continuously strengthening our policies, governance frameworks, and workplace practices to foster a safe, healthy, and balanced environment for all employees. The following mechanism has been implemented to ensure a safe and healthy workplace:

- » Regular plant safety inspections
- » Third-party safety audits
- » On-Site emergency mock drills
- » Safety work permit system
- » Hazard Identification and Risk Assessment (HIRA) Procedure
- » Lockout-tagout procedures have also been established across Plants and offices
- » Access to Personal Protective Equipment for all employees and workers
- » Regular safety trainings along with mandatory safety trainings at commencement of work
- » Display of floor plans, exit paths in offices
- » Display of safety sign boards at all facilities
- » A dedicated Safety Committee to oversee compliance with policies and process
- » Grievances redressal mechanism
- » Periodic Check of equipment
- » CCTV for detection/recording of all activities
- » Fire and burglar alarms with fire and smoke sensors in multiple offices
- » Periodic maintenance of fire safety equipment and measures

**13. Number of Complaints on the following made by employees and workers:**

	FY 2024-25			FY 2024-25		
	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	27	Nil	-	21	Nil	-
Health & Safety	27	Nil	-	28	Nil	-

14. Assessments for the year:

	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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 and safety practices and working conditions.

There were no significant risks or concern arising from assessments of health and safety practices and working conditions; however, AGI Greenpac has an internal system to ensure continuous safety improvements at the workplace.

Below is the list of some preventive measures undertaken by the Company:

- » Arranged blue light and red zone lights for diesel forklifts as a safety measure for pedestrians
- » Arranged fire water jet monitors with foam tanks and oil tanks
- » Arranged smoke detection system for warehouses and MCC panel areas
- » Arranged additional pedestrian walkways in the plant with railings
- » Modified speed breakers inside the plant as per the standard design
- » Procured automated external defibrillator (AED) and CPR practice kit for OHC
- » Arranged additional road safety view mirrors at few corners
- » Converted old 33KV overhead power line into underground line inside the plant premises
- » Arranged fixed vertical fall arrestor for furnace chimney
- » Arranged fixed fire water sprinklers at NHW3 hot cullet area
- » Followed up on daily toolbox talk to all department teams with safety briefing
- » Focused on rigorous internal identification of unsafe conditions/practices and correction on priority as a scheduled activity
- » Discussed the areas requiring further improvement, implemented the decided tasks and assessed the effectiveness during safety meetings
- » Enhanced safety awareness by conducting various modules of safety trainings
- » Encouraged an open system to report any safety health and environmental findings to the concern authority
- » Safety drills conducted for ensuring effectiveness
- » Complied with all statutory requirements
- » Conducted Health and safety audits for strengthening the systems
- » Participated in state and national level safety, health and environmental competitions to check our maturity with various industries such as CII EHS excellence award, Golden Peacock award, FICCI award, etc.

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

All employees are covered under the Health Insurance and Accidental policy.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

AGI ensures adherence to statutory compliances related to workers such as timely wage payment, Provident Fund and ESI. As a part of vendor registration process of AGI Greenpac, all the value chain partners are required on a compulsory basis to submit valid registration certificates. All the contractors working with us are registered with PF and ESI authorities and they have been allotted separate code number by respective authorities. They are depositing the contributions as and when due and they share back the challans of the deposits made to the authority.

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 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	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	1	Nil	Nil*
Workers	Nil	Nil	Nil	

*The employee who has suffered high consequence work-related injury has been re-instituted and is working at the premises.

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)

AGI currently does not have any transition assistance programmes in place, but AGI Greenpac recognises the significance of continued employability. We are exploring the implementation of transition assistance programmes to support our employees in coming years.

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

AGI Greenpac recognises the importance of understanding the needs and interests of all its internal and external stakeholders. The Company consistently engages with its stakeholders to maximise shared value and align business objectives and actions with stakeholder expectations. AGI Greenpac is committed to open communication and addressing the concerns of all its stakeholders effectively. By prioritising stakeholder interests, the Company strives to be a responsible and sustainable business, creating a positive impact for all.

Essential Indicators

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

AGI Greenpac understands the importance of effective and regular communication with all its stakeholders. The Company has developed a well-defined approach to stakeholder communication and engagement over several years, with all relevant target groups clearly defined. The Company has identified its key stakeholders as follows:

- » Internal Stakeholders, which include AGI Greenpac's Employees, Plant workers and Board Members
- » External Stakeholders, comprising of Shareholders, Investors, Customers, Suppliers, Local Community, Regulators, Auditors, Financial Institutions, and Industry Associations of which it is a member

AGI Greenpac recognises the value of each stakeholder group and the distinct feedback they offer. This two-way communication allows the Company to find solutions that are equitable and address the needs of all the stakeholders.



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

Stakeholder Group	Whether identified as Vulnerable and Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/Half yearly/Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Plant Workers	No	Email, notice board, Intranet	Regularly and on need basis	Employee engagement activities, training, awareness and welfare programmes
Community	Yes	Community meetings, Pamphlets	Regularly and on need basis	Need assessment and development programmes
Suppliers	No	Email, website	Regularly and on need basis	Query and Grievance redressal
Investors	No	Email, SMS, advertisements, website, newspaper	Regularly and on need basis	Business updates, Queries, Business Performance (Financial and Non-financial), Events and Activations (campaigns and announcement)
Board	No	Meetings, emails, and Others	Quarterly and on need basis	Business enhancements, Governance, Fair business practices
Shareholders	No	Email, ads, website, Newspaper	Quarterly and on need basis	Annual General Meetings, Dividend updates, Business Performance, Sustainability announcements
Regulators	No	Email, correspondence, Meetings	On need basis	Discussions on regulations and its amendments, inspections, and regulatory approvals
Bankers	No	Email, meetings	On need basis	Discussion on Company's finance
Auditors	No	Email, meetings	Quarterly and on need basis	Discussion on Company's financials, processes, and systems
Industrial Association	No	Email, website, seminars, Conferences	On need basis	Industry concerns related to health, environment, safety, inter-company product transfer, etc. Collaboration for commercialisation of Technologies/Products or Joint Research, providing product/technology components, complaints and grievance redressal

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.

AGI Greenpac believes that an effective stakeholder engagement process is essential for achieving its commitment to environmental conservation, social development, and inclusive growth. To this end, AGI has outlined its approach to stakeholder engagement in a strategic communication plan. The Board, through the Risk Management Committee and CSR Committee, oversees and guides the Company's sustainability activities and CSR activities, focusing on community development through initiatives that provide livelihood opportunities and sustainable solutions.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). 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, AGI Greenpac conducted a stakeholder engagement exercise to identify material topics related to the environmental and social aspects of the Company. Through ongoing collaboration with stakeholders, AGI addresses various issues and identifies risk and opportunity areas, to develop and implement appropriate mitigation actions.

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

AGI Greenpac, through its Corporate Social Responsibility (CSR) initiatives, collaborates with partners and local NGOs to implement community development programs in areas such as education, skill development, livelihood, health, and environmental sustainability. These programmes are designed to benefit marginalised and vulnerable sections of society.

PRINCIPLE 5: Businesses should respect and promote human rights

AGI Greenpac is committed to upholding human rights regulations. The Company believes in promoting a work environment built on dignity, equality, respect, trust, tolerance and fairness. This commitment extends to the Company's employees, workers as well as business partners. This commitment extends beyond the legal obligations, reflecting the Company's strong belief in social responsibility.

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			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (C)	% (C / A)
Employees						
Permanent	1,248	1,221	97.84%	1,181	1,181	100%
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total	1,248	1,221	97.84%	1,181	1,181	100%
Workers						
Permanent	211	211	100%	207	207	100%
Other than permanent	2,971	2,971	100%	3,067	3,067	100%
Total	3,182	3,182	100%	3,274	3,274	100%

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

Category	FY 2024-25					FY 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)
	Permanent Employees									
Male	1,217	Nil	Nil	1,217	100%	1,162	Nil	Nil	1,162	100%
Female	31	Nil	Nil	31	100%	19	Nil	Nil	19	100%
	Permanent Workers									
Male	211	Nil	Nil	211	100%	207	Nil	Nil	207	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	Other than Permanent Employees									
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	Other than Permanent Workers									
Male	2,489	258	10.37	2,231	89.63	2,614	293	11.20%	2,321	88.79%
Female	482	139	28.84	343	71.16	453	113	24.94%	340	75.05%

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in ₹)	Number	Median remuneration/ salary/wages of respective category (in ₹)
Board of Directors (BoD)*	7	20,00,000	2	20,00,000
Key Managerial Personnel**	4	4,27,10,372	Nil	Nil
Employees other than BoD and KMP	1,212	43,616	31	40,945
Workers	211	22,301	0	0

*During the year under review, Mr. Vijay Kumar Bhandari, ceased to be director of the company with effect from 18 September, 2024, upon completion of his second term and Dr. Laveesh Bhandari was appointed as an Independent Director of the Company with effect from 7 November, 2024.

**The Chairman & Managing Director receive remuneration, which is mentioned in the KMP Row.

**3.b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	2.34%	0.76%

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/No)

AGI Greenpac takes its responsibility to uphold Human Rights seriously across all its operations, from offices and plants to its supply chain and the communities it touches. To ensure proper governance and oversight, we have mechanisms like the Prevention of Sexual Harassment (POSH) Committee and the Grievance Redressal Committee in place to address any reported or suspected Human Rights violations.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

At AGI Greenpac, any reported human rights complaints are immediately directed to the POSH Committee or the Grievance Redressal Committee. Every employee has the right to raise a grievance, which the relevant committee will assess and resolve within a defined timeframe. Additionally, our Vigil Mechanism/Whistleblower Policy offers another avenue for reporting human rights-related concerns. To ensure impartiality, we've appointed an independent service provider, Tip-offs Anonymous, to manage a confidential whistleblower hotline. Complaints received through this channel are thoroughly investigated by the Compliance Committee or the Chairperson of the Audit Committee, who may conduct the investigation personally or appoint investigators as needed. The Vigil Mechanism/Whistleblower Policy clearly outlines the detailed process, procedures, and timelines for resolving such grievances.

6. Number of Complaints on the following made by employees and workers:

	FY 2024-25			FY 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	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights-related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

AGI Greenpac utilizes mechanisms like the grievance redressal process and the POSH Act to address any potential negative repercussions for complainants, as and when necessary.

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

Yes

10. Assessments for the year:

	Percentage of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

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

Not Applicable

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

AGI regularly reviews its policies, procedures, and processes around human rights, code of conduct, and other business policies, considering environmental changes and modifies the same, as per requirements.

2. 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?

Yes. All the premises / Offices of the Factory accessible to differently abled employees. Arranged for them Wheel Chairs, Ramps, Handles etc.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

AGI Greenpac takes a responsible approach to manufacturing by adhering to the legal requirements and internal environmental standards globally. The Company actively monitors legal developments related to environmental regulations in all its locations and implement necessary measures as needed. Beyond legal requirements, the Company is committed to achieving its environmental goals by actively adopting practices aimed at managing its environmental impact.

Essential Indicators**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2024-25 (GJ)	FY 2023-24 (GJ)
Total electricity consumption (A)	1,14,688.06	1,15,495
Total fuel consumption (B)	38,865.83	21, 832
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	1,53,553.89	1,37,327
Total electricity consumption (D)	7,95,368.50	7,83,150
Total fuel consumption (E)	29,29,639.24	29,65,559
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed n from non- renewable sources (D+E+F)	37,25,007.74	37,48,709
Total energy consumption (A+B+C+D+E+F)	38,78,561.63	38,86,036
Energy intensity per million rupees of turnover (Total energy consumed/million rupees of turnover (Revenue from operations))	154.41	161
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	6.32	6.53
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance have been carried out by an external agency? (Y/N) If yes, name of the external agency:

No, there has not been any independent assessment/evaluation/assurance carried out by an external agency, however, the Company plans to get assessment/evaluation/assurance in the forthcoming years.



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? (Y/N) 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.

The glass sector has been included under the performance, Achieve, and Trade (PAT) Scheme of the Government of India in 2023 with Threshold Annual Energy Consumption of 10,000 Metric Tonne of Oil Equivalent (MTOE). As of now, Bureau of Energy Efficiency has not undertaken any baseline assessment for the same. PAT scheme is not applicable for non-Glass business.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25	FY 2023-24
(i) Surface water	25,964	28,834
(ii) Groundwater	1,22,665.33	1,22,261
(iii) Third party water	1,24,089	1,17,510
(iv) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	2,72,718.33	2,68,605
Total volume of water consumption (in kilolitres)	2,72,718.33	2,68,605
Water intensity per million rupees of turnover (Total water consumption/million Revenue from operations)	10.85	11.09
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	0.44	0.45
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/evaluation/assurance have been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the Confederation of Indian Industry (CII) conducted third-party water audit at Bhongir plant.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)	The Company follows Zero Liquid Discharge (ZLD) mechanism across all its plants.	
(i) To Surface water		
- No treatment		
- With treatment – please specify level of Treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of Treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of Treatment		
(iv) Others		
- No treatment		
- With treatment – please specify level of Treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/evaluation/assurance have been carried out by an external agency? (Y/N) If yes, name of the external agency.

No, the Company has not carried out any third-party assurance for water discharge.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes. AGI Greenpac collects, treats, and recycles its effluent water using a Zero Liquid Discharge (ZLD) system installed within its plant. The treatment process involves collection of all the effluents in a common collection tank and treatment in the Effluent Treatment Plant (ETP) followed by ultra-filtration and Reverse Osmosis (R.O.) process. All the chemicals, minerals and metals are removed from the treated water, making it suitable for cooling towers and process operations like shear cooling, hot cullet cooling, and cullet washing. Additionally, the rejected R.O. water is further utilized in the batch preparation procedure for raw materials.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/Nm ³	200.36	134.67
SOx	mg/Nm ³	135.01	102.20
Particulate Matter (PM)	mg/Nm ³	40.39	39.83
Persistent organic pollutants (POP)	mg/Nm ³	NA	NA
Volatile organic compounds (VOC)	mg/Nm ³	NA	NA
Hazardous air pollutants (HAP)	mg/Nm ³	NA	NA
Others – please specify	mg/Nm ³	NA	NA

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.

Yes, Universal Enviro Tech conducted the third-party audit for Bhongir and Hyderabad plants.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,98,651.43	3,10,531
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,60,620.25	1,55,760
Total Scope 1 and Scope 2 emissions per million rupees of turnover	Metric tonnes of CO ₂ equivalent/million rupee of Turnover	18.28	19.26
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)		-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/MT	0.74	0.78
Total Scope 1 and Scope 2 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.

No, there has not been any independent assessment/evaluation/assurance carried out by an external agency; however, the Company plans to get assessment/evaluation/assurance in the forthcoming years.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Yes. AGI Greenpac has adopted various energy efficiency practices which have enabled the Company to reduce its GHG emissions significantly. AGI has committed to reduce its carbon footprint and increase use of renewable energy by 2030. As part of this commitment, AGI Greenpac operates with onsite renewable energy generation and in addition, it also obtains renewable electricity through open access.



Additionally, the Company has implemented various measures aimed at efficiently managing its energy usage and ultimately reducing greenhouse gas emissions. These measures include:

- » Installation of energy-efficient compressors.
- » Switched to sensor-based lighting systems in control rooms.
- » Natural Daylight Utilization by installing skylights in the NHHII shop.
- » Installed energy-efficient blowers on production lines.
- » Replaced CFL lights with energy-efficient LED lighting across office spaces.
- » Modified F-4 vacuum pump headers and reduced vacuum units to optimize energy usage.
- » Installed zero air loss auto-drain valves to prevent energy wastage from compressed air systems.
- » Cooling Tower Fan Optimization with VFDs and installed high efficiency after coolers.
- » Installed a low operator system for Furnace-V to improve energy efficiency through optimized material handling processes.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25	FY 2023-24
Plastic waste (A)	250.95	291.99
E-waste (B)	16.51	3.63
Bio-medical waste (C)	0.13	0.27
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	2.28	13.06
Radioactive waste (F)	Nil	Nil
Hand Gloves, Cotton, Waste and Cullet dust	181.10	278
Waste Oil (used oil)	3.15	7.26
Detoxified Containers	0.75	3.6
ETP Sludge	166.30	1,384.2
Carton Waste	226.85	293.04
Mundies	1,640.74	1,521.02
Lacquer Sludge	52.99	Nil
Total (A+B+C+D+E+F+G+H)	2,541.77	3,796.07
Waste intensity per million rupees of turnover (Total waste generated/Revenue from operations)	0.10	0.15
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	0.004	0.006
Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	-	-
(i) Recycling		
Battery Waste	2.28	13.06
Bio-medical waste	0.13	0.27
E Waste	16.51	3.63
Plastic Waste	250.95	291.99
Waste Oil	3.15	7.26
Detoxified Containers	0.75	3.6
Hand Gloves, Cotton, Waste and Cullet dust	181.1	278
ETP Sludge	166.3	1,384.2
Carton Waste & Mundies Waste	1,867.59	1,814.06
Lacquer Sludge	52.99	
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	2,541.77	3,796.07

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Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste disposed by nature of disposal method		
(i) Incineration	Nil	Nil
Cullet Dust	Nil	Nil
ETP Sludge	Nil	Nil
(ii) Other disposal operations	Nil	Nil
Total	Nil	Nil

Note: Indicate if any independent assessment/evaluation/assurance have been carried out by an external agency? (Y/N) If yes, name of the external agency.

No, there has not been any independent assessment/evaluation/assurance carried out by an external agency, however, the Company plans to get assessment/evaluation/assurance in the forthcoming years.

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.

AGI Greenpac practices a closed loop approach to waste and water. AGI has implemented an effective waste management system, facilitating proper waste segregation at its source and promotes recycling. We adhere to a 'zero waste to landfill' practice, ensuring most waste is sent to authorised recyclers. AGI's Speciality Glass unit in Bhongir is certified as 'Platinum rated Green Building' and the waste generation has significantly been reduced by installing cullet sorter and fine sorter machines. Additionally, as part of its wastewater management efforts, the Company has adopted a zero liquid discharge system to eliminate water discharge.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any
Not Applicable as the Company does not have operations/offices in/around ecologically sensitive areas			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by Independent external agency (Yes/No)	Whether conducted by independent external agency (Yes/No)	Relevant Weblink
Not Applicable					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines /penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Not Applicable				

The Company has stringent internal controls for ensuring compliance to all guidelines and standards set by CPCB/SPCBs.



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:

(i) **Name of the area:** Hyderabad plant location falls under water stress area.

(ii) **Nature of operations:** Container Glass bottles

(iii) **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iv) Third party water	76,444	75,220
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	76,444	75,220
Total volume of water consumption (in kilolitres)	76,444	75,220
Water intensity per rupee of turnover (Water consumed/turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	The Company follows Zero Liquid Discharge (ZLD) mechanism across all its plants.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

We have identified Hyderabad plant as water stressed area based on the guidance provided on BRSR by SEBI, highlighting areas covered under critical and over exploited categories in the guidelines mentioned by Central Ground Water Board.

Note: Indicate if any independent assessment/evaluation/assurance have been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

Business Responsibility and Sustainability Report

2. 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1.	Installed sensor-based lighting in control Rooms	AGI Greenpac has implemented sensor-based lighting systems in control rooms as part of its sustainability efforts.	This innovative solution enhances energy efficiency by ensuring lights operate only when needed, thereby reducing electricity consumption and lowering associated emissions.
2.	Installed Energy efficient compressor	AGI Greenpac installed an energy-efficient compressor.	This measure enhances operational efficiency while contributing to the reduction of energy-related environmental impacts, achieving an overall annual energy savings
3.	Installed energy efficient blowers	AGI Greenpac has installed energy-efficient blowers on the production lines.	This initiative supports the company's commitment to improving resource efficiency and minimizing its carbon footprint, resulting in an overall annual energy savings.
4.	Installed skylights on NHHII Shop	AGI Greenpac installed skylights in the NHHII shop floor, covering the machine area.	This initiative leverages natural daylight to reduce reliance on artificial lighting, resulting in an annual energy saving and supporting sustainable energy use.
5.	Replacement of CFL lights to LED lights in offices	AGI Greenpac replaced CFL lights with energy-efficient LED lighting across its office spaces to enhance energy efficiency.	This upgrade contributed to reduced electricity consumption and environmental impact leading to an annual energy savings.
6.	Installation of Zero air loss auto drain valves	AGI Greenpac has installed zero air loss auto-drain valves to prevent energy wastage from compressed air systems.	This initiative saves overall electricity consumption.
7.	VFD's installation for CT Fans	AGI Greenpac has installed Variable Frequency Drives (VFDs) for cooling tower fans to optimize power consumption	This initiative helps in reducing energy usage by optimizing power consumption.
8.	PF improvement at load end Panel	AGI Greenpac has implemented power factor improvement measures at load end panels.	This initiative provides annual electrical energy also improved power factor reduces electrical system losses and optimizes electrical infrastructure performance.
9.	Proposal for motion / Occupancy Sensor installation	AGI Greenpac has proposed installation of motion/occupancy sensors.	This helps to reduce unnecessary lighting usage.
10.	Conventional lights replaced by LED lights	AGI Greenpac has replaced conventional lighting systems with energy-efficient LED lights across facilities.	This helps in saving overall electricity consumption.

3. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link

Yes, AGI has an Emergency Preparedness Plan which is designed to address industrial emergencies such as fires, explosions, and hazardous chemical releases within the plant premises. The plan focuses on ensuring a quick and effective response to emergencies to mitigate potential risks to personnel, property, and the environment. The plan outlines the following objectives:

- » Standard Operating Procedures (SOP) for normal operations and emergency situations
- » Clearly defined roles and responsibilities for statutory officials during emergencies
- » Identification of likely emergencies, including major fires and other potential incidents
- » Prioritization of actions to protect personnel, minimises losses, and restore normalcy
- » Emergency communication system to facilitate coordination and information dissemination
- » First aid facilities and trained personnel for medical emergencies
- » Fire alarm system for early detection and warning
- » Communication flow for receiving and responding to emergency information



- » Measures for mock drill
- » Establishment of a First Aid Cum Rescue Team with a list of members
- » Identification of Trained Fire Fighters within the organisation
- » Maintenance of contact details for External Officials for effective coordination during emergencies
- » Compilation of addresses and telephone numbers of neighbouring companies for collaborative emergency response
- » Documentation of addresses and contact information for Security In-charges
- » List and addresses of Qualified Trained Persons in LPGLSHS/DG/Furnace operations
- » Inventory of Equipment and Facilities available at the Emergency Control Centre (ECC) for efficient emergency response
- » Plan for Rescue and Rehabilitation efforts to ensure the safety and well-being of personnel

The Emergency Preparedness Plan is comprehensive, aiming to ensure the safety and well-being of personnel, minimise potential damages, and facilitate a smooth recovery from emergencies

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

AGI Greenpac prioritises paramount importance in its engagement with government affairs and public policy advocacy. The Company has internal teams that coordinate these efforts. Strategic decisions regarding advocacy are deliberated upon by employees at the top management, and only authorised personnel partake in these processes. The Company may participate in discussions on policies that directly impact its business and its customers, encompassing areas such as privacy, intellectual property, and sustainability. Additionally, the Company ensures to facilitate an understanding among policymakers at all levels of government regarding its products, innovations, and business operations.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations

AGI Greenpac is affiliated to 5 trade and industry chambers/associations.

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:

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	All India Glass Manufacturer Federation (AIGMF)	National
2	Confederation of Indian Industry (CII) National	National
3	Indian Institute of Packaging (IIP)	National
4	Federation of Telangana Chamber of Commerce and Industry (FTCCI)	State
5	The Employers' Federation of Southern India (EFSI)	State

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.

Name of Authority	Brief of the case	Corrective action taken
Not applicable, as there were no adverse orders from regulatory authorities		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

The Company, as part of its commitment as a responsible corporate citizen, actively engages in social responsibility and community development activities. These initiatives, conducted internally with employee engagement and resource allocation, adhere to the Company's CSR policy. The focus remains on supporting disadvantaged segments of society, particularly those residing in areas surrounding the Company's plant locations.

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain. (Yes/No)	Relevant Web Link
Not applicable as there were no projects undertaken that required an SIA in the current financial year.					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not applicable as there were no projects requiring an R&R.						

3. **Describe the mechanisms to receive and redress grievances of the community.**

AGI Greenpac acknowledges its significant impact on local communities and actively engages with stakeholders to understand and incorporate their perspectives into our business practices. Our Inclusive Growth and Equitable Development Policy underscores our commitment to aligning with local and national development priorities. This includes ensuring fair resettlement and rehabilitation for communities displaced by our operations.

We firmly believe in safeguarding the interests of all stakeholders, with a particular focus on supporting disadvantaged, vulnerable, and marginalized groups. Driven by a desire to contribute positively, especially around our manufacturing plants, we undertake need-based initiatives in collaboration with local stakeholders.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	21%	27%
Directly from within India	89%	83%

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.**

Location	FY 2024-25	FY 2023-24
Rural	63.55	63.52%
Semi-urban	1.38	1.44%
Urban	3.87	3.91%
Metropolitan	31.20	31.13%



Leadership Indicators

1. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No	Name of the Project	Location	Spent
1.	Swasthta Sampad	Bhongir	21,84,015
2.	Kaushal Vridhi	Bhongir	86,68,775
3.	Swasthta Sampad	Hyderabad	1,16,928
4.	Promoting Computer Literacy	Bhongir	78,025
5.	Promoting Vocational Skill (Tailoring)	Bhongir	52,798
6.	Contribution of Ambulance to Support Healthcare	Bhongir	45,86,634
7.	Promotion of Sports	Bhongir	3,00,000
8.	Promotion of Sports (Cerebral Palsey Sports Federation of India)	New Delhi	3,00,000
9.	School Infrastructure Development	Bhongir	20,00,000
10.	Plantation Project (Increasing Farmer's Income Through Fruit Tree Plantation)	Bhongir	1,50,00,000
11.	Development of Skill Centre at Bhongir	Bhongir	1,54,36,082
12.	Administrative Expenses	Bhongir	4,16,385
13.	Road Safety Initiative-Installation/Repair of CCTV Camera	Bhongir	84,300
14.	Promoting Sanitation-Renovation of Public Drain	Bhongir	3,00,001
15.	Promoting Sanitation-Building & Repair of Toilets at Schools	Bhongir	36,08,000
16.	Road Safety Initiative-Installation of CCTV Cameras	Sangareddy	7,06,997
17.	Road Safety Initiative - Repair & Construction of Damaged Road	Hyderabad	17,00,002
18.	Making Available of Safe Drinking Water	Hyderabad	1,42,839
19.	Contribution to Healthcare Support for underprivileged (Rehabilitation and Prosthetic Orthotic)	Mumbai	1,81,000
20.	Contribution to Lord Buddha Foundation	Noida	3,00,000
Total			5,61,62,781

2. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No):

AGI Greenpac believes in the principles of inclusivity and social responsibility and operates with a strong commitment to upholding the interests of all stakeholders, particularly those who are marginalised, vulnerable, or disadvantaged. While the Company does not currently have a separate preferential procurement policy, it ensures to provide equitable opportunities within its procurement practices.

3. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of person benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Swasthya Sampada – Bhongir	5,552	100%
2.	Kaushal Vridhi – Bhongir	110	100%
3.	Swasthya Sampada – Hyderabad	521	100%
4.	Promoting Computer Literacy – Bhongir	33	94%
5.	Promoting Vocational Skill (Tailoring) – Bhongir	17	53%
6.	Contribution of Ambulance to Support Healthcare – Bhongir	150	100%
7.	Promotion of Sports – Mountaineering Athlete in Bhongir	1	100%
8.	Promotion of Sports (Cerebral Palsy Sports Federation of India) – New Delhi	250	100%
9.	School Infrastructure Development – Bhongir	900	100%
10.	Plantation Project (Increasing Farmer's Income Through Fruit Tree Plantation)- Bhongir	597	70%

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S. No	CSR Project	No. of person benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
11.	Development of Skill Centre at Bhongir	-	Beneficiaries are Inclusive in all Skill Development and Swastha Sampadha Activities
12.	Administrative Expenses	-	
13.	Road Safety Initiative-Installation/Repair of CCTV Camera at Bhongir	500	100%
14.	Promoting Sanitation – Renovation of Public Drain – Hyderabad	400	100%
15.	Promoting Sanitation – Building & Repair of Toilets at Schools – PAN India	1032	100%
16.	Road Safety Initiative-Installation of CCTV Cameras at Sangareddy	950	100%
17.	Road Safety Initiative – Repair & Construction of Damaged Road – Hyderabad	200	100%
18.	Making Available of Safe Drinking Water – Hyderabad	300	100%
19.	Contribution to Healthcare Support for underprivileged people (Rehabilitation and Prosthetic Orthotic) -	150	100%

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

AGI Greenpac is inherently consumer-centric, with its foundation rooted in the trust, and loyalty of our global consumer base. The Company is dedicated to deliver products that not only attract customers but also address their needs; the Company's offerings are tailored through a deep understanding of consumer requirements, facilitated by innovative technology and a blend of practical experience and contemporary insights. Through stringent compliance measures, responsible corporate governance, and the provision of exceptional products and services, the Company has gained recognition and trust from its clientele. It remains firm in its commitment to maintaining this esteemed reputation into the future. Furthermore, the Company views its customers not merely as purchasers, but as integral members of the marketplace team, whose collaboration is significant for the continued growth of the Company.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback

Given the B2B model of AGI, emails serve as the primary mode of communication to receive customer complaints or feedback, if any. In addition to this, a 'Customer Concern Portal' is available on the Company's website and can be accessed here. AGI works closely with its customers to develop new products and designs tailored to their needs. By actively incorporating regular feedback from institutional customers, it consistently broadens its product offerings by adding new product ranges, providing a diverse spectrum of customer requirements.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Particulars	As a percentage of total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

**3. Number of consumer complaints in respect of the following:**

	FY 2024-25			FY 2023-24		
	Received during the year	Pending Resolution at end of year	Remarks	Received during the year	Pending Resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	4	3*	Nil
Cyber security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of Essential Services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

*All 3 complaints have been resolved and closed during the FY 2024-25.

4. Details of instances of product recalls on account of safety issues:

There are no instances of product recalls related to safety issues.

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, AGI Greenpac maintains a robust cybersecurity policy at a group level to address the rise of cyber threats and crimes faced by organisations. This policy helps in safeguarding sensitive data such as designs, patents, and customer's employee information, this policy serves as a mechanism to combat cyber threats, while protecting the Company's reputation. The web link to the policy can be accessed from [here](#).

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.

Nil

7. Provide the following information relating to data breaches:**a. Number of instances of data breaches**

Nil

b. Percentage of data breaches involving personally identifiable information of customers

Nil

c. Impact, if any, of the data breaches

Not Applicable

Leadership Indicators**1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).**

AGI discloses all information in accordance with the applicable laws, through labelling and other means, including the risks to the individual and society from the use of the products, so that the customers can exercise their freedom to make an informed decision to consume responsibly. Furthermore, AGI actively utilises digital platforms to distribute information about its products.

Website: <https://www.agi-glaspac.com/product-solutions/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

AGI Greenpac educates consumers on the safe and responsible use of its products and services. Through this practice, AGI upholds its commitment to delivering top-notch customer service, thus reinforcing its position as a trusted partner within the value chain.

LIST OF ABBREVIATIONS

AED	Automated External Defibrillator
BIS	Bureau of Indian Standard
BoD	Board of Directors
BRSR	Business Responsibility and Sustainability Report
BSE	Bombay Stock Exchange
Capex	Capital expenditure
CCTV	Closed Circuit Television
CEO	Chief Executive Officer
CH ₄	Methane
CII	Confederation of Indian Industry
CIN	Corporate Identity Number
CoC	Code of Conduct
CO ₂	Carbon Dioxide
CPR	Cardiopulmonary resuscitation
Cr.	crore
CSR	Corporate Social Responsibility
DMF	Drug Master Files
EBITDA	Earnings before interest, taxes, depreciation, and amortization
EHS	Environmental Health and Safety
EPR	Extended Producer Responsibility
ESG	Environmental, Social and Governance
ESI	Employees' State Insurance
ETP	Effluent Treatment Plant
E-waste	Electronic waste
FICCI	The Federation of Indian Chambers of Commerce and Industry
FY	Fiscal Year
FSSC	Food Safety System Certification
GHG	Greenhouse Gas
HAP	Hazardous Air Pollutant
HIRA	Hazard Identification and Risk Assessment
INR	Indian Rupee
ISO	International Organisation for Standardization
KLD	Kilo Litres Per Day
KMP	Key Managerial Personnel
KPI	Key Performance Indicator



KV	Kilovolt
LCA	Life Cycle Assessment
LED	Light-Emitting Diode
LPG	Liquified Petroleum Gas
LTIFR	Lost Time Injury Frequency Rate
MCC	Motor Control Centre
MIS	Management Information System
MSMEs	Micro, Small and Medium Enterprises
MT	Metric Tonnes
NA	Not Applicable
NGRBC	National Guidelines on Responsible Business Conduct
NIC	National Industrial Classification
No.	Number
NOx	Nitrogen Oxides
N ₂ O	Nitrous oxide
OHSAS	Occupational, Health and Safety Assessment Series
OHC	Occupational Health Centre
PAF	Project Affected Families
PET	Polyethylene terephthalate
PM	Particulate Matter
POP	Persistent Organic Pollutants
POSH	Prevention Of Sexual Harassment
PPP	Purchasing Power Parity
R&D	Research and Development
R&R	Rehabilitation and Resettlement
RPT	Related Party Transaction
SDG	Sustainable Development Goals
SEBI	Securities and Exchange Board of India
SHE	Safety, Health and Environment
SOx	Sulphur Oxides
SPCB	State Pollution Control Board
STP	Sewage Treatment Plant
US	United States
VOC	Volatile Organic Compound
ZLD	Zero Liquid Discharge