



# GREENING LIVES

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SUSTAINABILITY REPORT 2019-20 | EPL LIMITED

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# GREENING LIVES



Effective from 9th October 2020, we got renamed to EPL Limited. This transition is not just a legal name change but a transformative exercise energized by a larger brand and business transformation exercise.

Our brand promise 'Leading the Pack' sets a high bar for us – not just to partner the world's best brands, but to inspire them in newer ways.

Sustainability will be a key pillar in this, and the new green in our logo underlines our commitment to make packaging greener every day.



Inspired by the letter 'g', the logo comprises a wave; suggestive of prosperity, development and regeneration. The leaf shape on top is based on the 'petals' in the corporate logo. The spiral also suggests DNA, or life itself, indicating sustainable livelihoods.

EPL is successful on most traditional business metrics. But our renewed approach towards sustainability has helped us realise that 'success is fleeting; but sustainability is lasting'.

This realisation is critical. After all, we are in the business of plastic. We believe that, in the future, sustainable packaging will dictate our very right to operate. And as our customers and their consumers demand more sustainable packaging, we could rapidly paint ourselves into a corner.

We took the issue by the horns, determined to 'lead the pack' in sustainable packaging, passionately working on developing recyclable tubes.

Our holistic approach aimed towards 'Greening Lives' gives us the confidence that we have lead customer imagination for times to come. But this is not just about us. Every innovation we pioneer will also help our clients march forward on their sustainability commitments, cementing our interdependence even further.

# ABOUT THE REPORT



**‘Greening Lives’ is our maiden Sustainability Report which presents our sustainability performance for FY 2019-20. In this report, we have disclosed in detail how we address the most significant economic, environmental and social impacts facing us and the progress we have made so far in our sustainability journey.**

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Disclosures in this report have also been mapped with the United Nations Sustainable Development Goals (SDGs), Government of India’s National Voluntary Guidelines (NVGs) for responsible businesses and the EcoVadis CSR Assessment.

The information presented in the report has been reviewed internally by our management, however, it has not been subject to external assurance.

The report captures qualitative and quantitative data with respect to twenty locations of operations, spread across the United States, Mexico, Colombia, Poland, Germany, Egypt, Russia, China, the Philippines and India, the details for which are presented on Page 9 of this report.

Your valuable feedback and suggestions are solicited to sharpen our efforts and reports. Please share your insights or suggestions with:

**Pramod Menon**  
Head – Quality & Sustainability

EPL Limited  
Top Floor, Times Tower, Kamala City,  
Senapati Bapat Marg, Lower Parel,  
Mumbai 400013, India.  
Tel: 022-24819000 | Fax: 022-24963137  
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# EXECUTIVE MESSAGES

## MESSAGE FROM THE MD & CEO



I am delighted to share with you EPL's maiden Sustainability Report which is based on the theme 'Greening Lives'. This theme is in line with our brand promise 'Leading the Pack', a key pillar of which is our commitment to make packaging greener every day.

**We are embedding sustainability into our strategic business plans and widening our lens to work on ideas and products that establish us as an extraordinary company, global leader and pioneer in sustainable packaging solutions for the world.**

**Our efforts, that thrive on collaboration and unity are directed towards driving sustainability and holistic value creation while we pass on these values to our supplier, our customers, and their consumers.**

Being a customer-centric and future-focussed business, we recognise that the market is increasingly demanding products with better environmental and social footprints. Furthermore, environmental regulations are being made more stringent and social responsibility is emerging as a license to operate. A robust practice of sustainability not only enables us to identify and align with these trends, but more importantly, it enables us to innovate and develop new areas for growth.

Therefore, in order to be truly future ready in this dynamic operating space, and capitalise on sustainability as an opportunity, we recognise the need to embed sustainability into the core of our business and cascade it into our day-to-day operations.

Our maiden Sustainability Report is a testimony of our beliefs. We believe that measuring and reporting our sustainability performance will manifest in increased transparency and enriched engagement with our large and diverse stakeholder base.

### **Sudhanshu Vats**

Managing Director & Chief Executive Officer

## MESSAGE FROM THE COO

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It gives me immense pleasure to present EPL's Sustainability Report for 2019-20. This report presents our economic, environmental and social performance, while highlighting our strategic sustainability initiatives.

As a responsible business, we have accelerated our approach to sustainability and actions in line with India's sustainable development growth trajectory by greening our operations and addressing the needs of the society.

We have embedded the sustainability priorities in our design process as well. Life cycle assessment has been mainstreamed in our design process to identify opportunities to

improve the green quotient of our products. Today, we offer a wide range of sustainable products for the discerning sustainability conscious customers steadily growing in numbers.

Our people are critical to our sustainability agenda. We rely on their commitment, skills and knowledge to execute our strategy. In addition to fostering a high-performance culture based on opportunity, equality, and diversity, we prioritise procedures, values and behaviours that promote health, safety, and security.

Going forward, from a sustainable development perspective, we will focus on integrating climate-related risks in operations; fully integrating sustainability in supply chain; wider offering of sustainable products and enhanced disclosures.

On behalf of the entire leadership team, I reaffirm our commitment of sustainability and look forward to your support and feedback.

**M. R. Ramaswamy**  
Chief Operating Officer

## MESSAGE FROM THE GLOBAL HEAD – QUALITY & SUSTAINABILITY

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We undertake rigorous assessments of our operations and put in place robust systems and processes to minimize any adverse impact, without compromising on our commitment to our people.

Sustainability for us is a result of our proactive engagement with our diverse set of stakeholders. We hope that our maiden sustainability report, which is in conformity with the Global Reporting Initiative (GRI) Sustainability Reporting Standard, 'In Accordance - Core'; will going forward, be a vital engagement tool as it houses our detailed performance.

I urge you to read it and let us know in which areas we are doing good and in which ones we could do better. Looking forward to connecting with you.

**Pramod Menon**  
Global Head – Quality & Sustainability

We are rapidly maturing in our sustainability journey through product sustainability, environmental stewardship, innovation and customer centricity.

Sustainability propels us to leverage new opportunities that emerge with changing times. This year, we saw significant improvements in our sustainability-related initiatives.

As stewards of the environment, we are working to conserve resources, reduce waste and build awareness of environmental issues.

# ABOUT EPL



# At a Glance\*



~8bn

Largest laminated tubes manufacturer (tubes)



20

Factories. Global footprint



150+

Patents filed. Strong Innovation platform



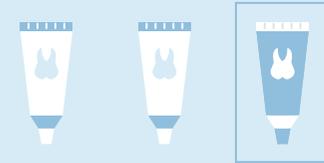
20.3%

Best-in-class EBITDA margin



17.8%

Best in class ROCE



► One out of every 3 toothpaste packs sold globally

## TOTAL SALES (₹ MN)

27,601

### SALES BY CATEGORY



55.2%

Oral Care



44.8%

Personal Care

## EMPLOYEES

~ 3,269#

### ACROSS 17 NATIONALITIES



57.3%

Asians



8.1%

Africans



15.5%

Americans



19.1%

Europeans

► No.1 global specialty packaging company

► Operates through its state-of-the-art facilities in the US, Mexico, Colombia, Poland, Germany, Egypt, Russia, China, the Philippines and India

\*as on March 31, 2020, #includes 'packers' who are not included in the disclosures for 102-8 and 401-1

# Our Footprint



## USA

- Danville, VA

## COLOMBIA

- Cali

## POLAND

- Poznan

## RUSSIA

- Moscow

## INDIA

- Wada, Maharashtra
- Vasind, Maharashtra
- Vapi, Gujarat
- Solan, Himachal Pradesh
- Paikana, Assam
- Boma, Goa

## CHINA

- Guangzhou (2 locations)
- Hefei City
- Changshu City
- Tianjin

## PHILIPPINES

- Las Pinas City, Metro Manila

## MEXICO

- Cuautitlán Izcalli, State of Mexico

## UK

- Kent

## GERMANY

- Dresden

## EGYPT

- EL Obour City

Note: Maps are used for indicative representation only. Borders and locations may not be geographically or politically accurate.

# Company Profile

EPL is the largest specialty packaging global company, manufacturing laminated plastic tubes catering to the FMCG and Pharma space. Employing over 3000+ people representing 17 different nationalities, EPL functions through 20 state of the art facilities and in 10 countries, selling circa 8 billion tubes and continuing to grow every year.

EPL is the world's largest manufacturer of laminated plastic tubes with units operating across countries such as USA, Mexico, Colombia, Poland, Germany, Egypt, Russia, China, Philippines and India. These facilities cater to diverse categories that include brands in Beauty & Cosmetics, Pharma & Health, Food, Oral and Home, offering customized solutions through continuously pioneering first-in-class innovations in materials, technology and processes.

## VISION

Our vision serves to guide us, now and in the future, as an ideal that we hold close to our hearts.



# Leading the Pack

## MISSION

Our mission articulates how we will go about achieving our vision and is more tangible in nature.

**“Market leading revenue growth. Capital efficient, Consistent earnings growth.”**

## VALUES



### DISCIPLINED CREATIVITY

- Agility and hunger for more
- Cost-leadership
- Creative pursuit of growth



### CUSTOMER LEADING

- Fantastic customer orientation
- Customer-perceived value
- Segmented innovation focus



### REMARKABLE SERVICE

- Deliver remarkable (wow) service
- Create fresh experiences
- Cement employee loyalty



### COMMERCE WITH CARE

- Leadership on sustainability
- Sustainable community practices
- Respect begets respect

# Ethics & Governance



EPL believes that corporate governance pertains to a system, by which business are directed and controlled ethically, keeping in mind enhancement of long-term sustainable interests of stakeholders. It refers to blend of law, regulations, ethical and voluntary practices, which enable us to attract financial and human capital, perform efficiently and thereby perpetuate it into generating long-term economic value for our shareholders, while respecting and balancing the interests of other stakeholders and the society at large.



## ORGANIZATION STRUCTURE

EPL is committed to maintain highest standards of corporate governance aligned with the best practices by following a principle of full transparency and accountability, thereby protecting the interests of all its stakeholders.

The Board considers itself a trustee of all shareholders and acknowledges its responsibilities towards creating and safeguarding their wealth. During the reporting period, the board continued its pursuit of achieving these objectives through the adoption and monitoring of corporate strategies, prudent business plans, monitoring of major risks in business and ensuring that we pursue policies and procedures to satisfy its legal and ethical responsibilities.

### The Composition of the Board of Directors (as on March 31, 2020)

- ▶ **Davinder Singh Brar**  
Chairman and Independent Director
- ▶ **Uwe Rohrhof**  
Independent Director
- ▶ **Sharmila Abhay Karve**  
Independent Director
- ▶ **Sudhanshu Vats**  
Managing Director &  
Chief Executive Officer
- ▶ **Amit Dixit**  
Director
- ▶ **Alex Yang**  
Director
- ▶ **Amit Jain**  
Director
- ▶ **Animesh Agrawal**  
Director
- ▶ **Aniket Damle**  
Director
- ▶ **Parag Shah**  
Chief Financial Officer
- ▶ **Suresh Savaliya**  
Head – Legal &  
Company Secretary

## COMMITTEES OF THE BOARD

The committees of the Board are important cogs in taking the corporate governance forward. Formed to carry out clearly defined roles, the terms of reference of these committees are approved by the Board and are in line with the legal requirements. The Board supervises the execution of its responsibilities by the committees. At EPL, the following committees have been instituted:



**Audit Committee**



**Nomination & Remuneration Committee**



**Stakeholders' Relationship Committee**



**Corporate Social Responsibility Committee**



**Security Committee**



**Risk Management Committee**

For more details on the committees and their roles, please refer the 'Corporate Governance' section in our Annual Report FY 2019-20, available at <https://www.eplglobal.com/wp-content/uploads/2020/07/35-Annual-Report-2019-20.pdf>

## CORPORATE ETHICS

We adhere to the highest standards of business ethics, compliance with statutory and legal requirements and commitment to transparency in business dealings. The 'Code of Conduct for Board Members and Senior Management' highlights corporate governance as the cornerstone for ethical business conduct. The Code impresses upon directors and senior management to uphold the interest of the Company and our stakeholders, while fulfilling all the fiduciary obligations.

The Code includes aspects such as ethics at workplace, restraining giving and receiving of gifts and other benefits in the course of business relationship, maintaining confidentiality, anti-bribery, conflict of interest, dealing with competitors and other relevant aspects. Though this Code is currently not applicable to external stakeholders like suppliers, contractors, NGOs etc, we follow zero tolerance on any acts of bribery, corruption, etc. by such stakeholders during their dealings with us. The Code is available on our website [www.eplglobal.com](http://www.eplglobal.com).

## RISK MANAGEMENT

We have laid down a well-defined risk management mechanism covering the risk mapping and analysis, risk exposure, potential impact and risk mitigation measures. Exercise is being carried out to identify, evaluate, manage and monitor the principal risks that can impact our ability to achieve the strategic and financial objectives. Whenever necessary, the Board reviews the risks and suggests steps to be taken to control and mitigate the same through appropriate framework. We have also formulated a Risk Management Policy to identify and assess the key risk areas, monitor and report compliance and effectiveness of the policy and procedure.

Details on the risk elements which we are exposed to are covered in the 'Management Discussion and Analysis' section of our Annual Report for FY 2019-20, available at <https://www.eplglobal.com/wp-content/uploads/2020/07/35-Annual-Report-2019-20.pdf>

# SUSTAINABILITY AT EPL



EPL endeavours to be a pioneer in sustainable packaging solutions for the world and is determined to lead the industry in sustainable packaging, passionately working on developing recyclable tubes. Our holistic approach on sustainability and innovation is also leading customer imagination towards sustainable alternatives, helping them march forward on their sustainability commitments and cementing our interdependence even further.

# Introduction



## Packaging is central to the brand's value proposition

Packaging protects the products and extends its shelf life, also reducing losses across the long and complex distribution channels. Packaging also helps brands to attract consumer attention and influences their buying behaviour. It also complies with the standards that prevail across the industries we cater. Lightweight packaging additionally uses fewer materials and reduces the carbon footprint during manufacturing, processing and distribution



## Managing packaging's end-of-life is becoming increasingly critical

Our customers, who represent leading brands across diverse categories, rely on us to provide packaging that not only protects their products, but also creates a differential in the eyes of consumers. At the same time, we expect a significant shift in the form of our customers and their consumers demanding more sustainable packaging. Going forward, sustainable packaging will dictate our very own value proposition where managing the end-of-life is going to be critical.



## Sustainable packaging will be our new value proposition

EPL is committed to be a pioneer in sustainable packaging solutions addressing a global ask of managing plastics and waste. In addition, we are also committed to making our operations and supply chain sustainable. We have expanded our ecofootprint through a series of initiatives at the printing stage; from digital artwork collaboration and digital printing, to the use of water wash plates and low-footprint inks and print processes. We also collaborated with top customers to create many market-facing solutions; such as recyclable tubes, stiffer tubes with reduced polymer content, HDPE caps as well as new laminate materials



## EPL is committed to provide sustainable packaging solutions for the world

Sustainable products are a global goal for several brand and we expect to see a strong demand for sustainable packaging solution in the years to come. We are well poised to take advantage of this with our 100% recyclable laminates that help reduce plastics in packaging and thus contribute to our customers' progress to achieve their goal on sustainability. We are also the first in the industry to obtain the certification from the Association of Plastics Recycler (APR, USA) for a 100% recyclable laminate, christened as Platina.

# Sustainability Roadmap, Goals and Targets

While sustainability is built into our business strategies, integrated into our processes and tied to our core business, we are yet to come up with a formal roadmap that defines our long-term goals and targets.

We are currently working on developing a strategic sustainability roadmap that will lay down our sustainability aspirations and action plan towards sustainable business transformation of our operations. Through this roadmap, we also aim to work with our value chain partners (suppliers and customers) to enhance sustainability actions across our value chain.



# Sustainability Governance

We believe that an actionable sustainability program needs to be supported by responsible and experienced governance for it to be effective. One of the key steps undertaken to embed sustainable practices in our business operations, was the formation of a 'Sustainability Steering Committee', comprising of our C-suite personnel from diverse disciplines.

The committee, headed by our MD & CEO and COO brings together members from various functions such as human capital, supply chain, legal and quality. Regional Vice Presidents for the four global regions in which we operate also members of this committee. The committee meets periodically to deliberate on key sustainability initiatives and how they can be effectively implemented.

## Composition of the Sustainability Steering Committee:

- ▶ **Sudhanshu Vats**  
Managing Director & Chief Executive Officer
- ▶ **Ram Ramaswamy**  
Chief Operating Officer
- ▶ **Pramod Menon**  
Head - Quality & Sustainability
- ▶ **Suresh Savaliya**  
Head – Legal and Company Secretary
- ▶ **Hariharan Nair**  
Vice President – Creativity & Innovation
- ▶ **Dileep Joshi**  
Director – Human Capital, Global
- ▶ **Rajesh Bhogavalli**  
Head – Supply Chain
- ▶ **Mauro Catopodis**  
Regional Vice President – Americas
- ▶ **Alan Conner**  
Regional Vice President – Europe
- ▶ **Deepak Ganjoo**  
Regional Vice President – Africa, Middle East & South Asia
- ▶ **Kelvin Wang**  
Regional Vice President – East Asia Pacific

With a mandate of crusading sustainable business transformation, the committee is entrusted with the following:

1. Define sustainability priorities, objectives and targets to ensure continued performance across our global operations
2. Keeping itself updated with emerging sustainability concepts, amendments in legislation, sustainability initiatives and programs undertaken by global peers
3. Supporting internal teams in gaining deeper understanding on sustainability concepts
4. Address the gaps and enhance sustainability performance of EPL to bring us at par with the global standards



We have also formed a robust three-tiered governance structure that helps guide and drive actions across the organization to ensure that the priorities identified are addressed through necessary initiatives and actions.

The individual teams are led by SPOCs who have the overall responsibility for achieving specific domain-related targets. The progress of each sustainability initiative is reviewed during the Sustainability Steering Committee Review. The Sustainability Steering Committee represented by corporate functions and Regional Vice Presidents is headed by the MD & CEO. Such reviews are periodically organized with specific and focussed discussions on our sustainability performance.



# Stakeholder Engagement

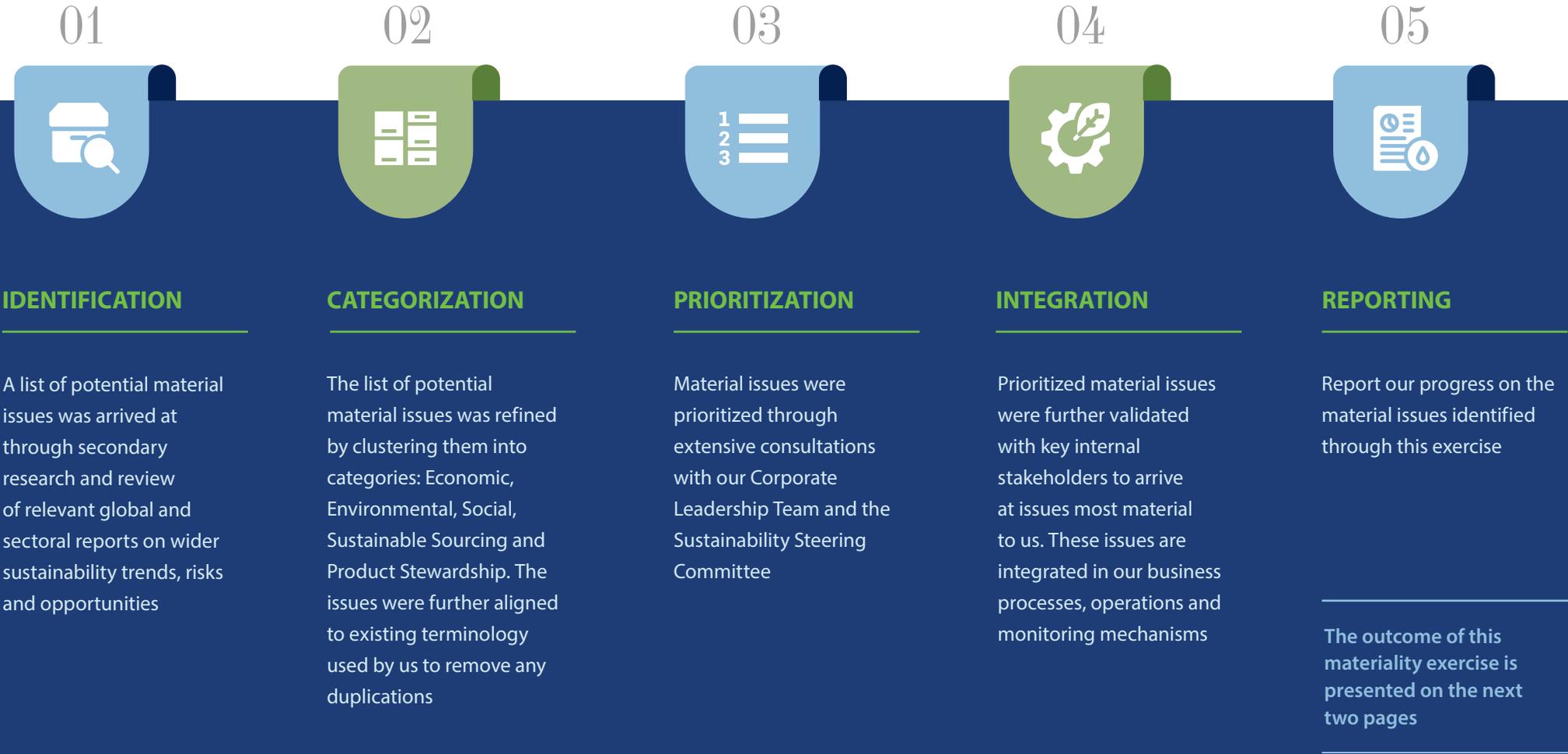
EPL believes that constant and rapid change is an inevitable part of today's world and it is our endeavour to seed and drive change as often as we can and be an early mover for all the emerging trends. As a responsible business, we place great emphasis on being receptive to the expectations of our stakeholders which allows us to continually evaluate our approach towards value creation for stakeholders.

We engage with a wide spectrum of stakeholders on a continual basis through a combination of several pre-determined, structured, and need-based engagement mechanisms, a summary of which is provided below.

STAKEHOLDER GROUP	ENGAGEMENT OBJECTIVES	ENGAGEMENT MECHANISMS AND FREQUENCY
<b>Investors</b>	<ul style="list-style-type: none"> <li>Understand concerns and expectations, create higher shared value</li> </ul>	<ul style="list-style-type: none"> <li>Regular dissemination of financial performance through published reports</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Share our vision, short-term and long-term goals, workplace needs and expectations</li> <li>Understand their career ambitions, job satisfaction parameters, support career growth, training and development</li> </ul>	<ul style="list-style-type: none"> <li>Structured appraisals, career path guidance, training programs, employee rewards, recognition and development programmes</li> <li>Employee feedback and surveys</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Sharing of mutual expectations and needs about quality, cost and timely delivery, growth plans</li> <li>Sharing of best practices</li> </ul>	<ul style="list-style-type: none"> <li>Periodic one-to-one interactions with key suppliers</li> <li>Periodic engagement meets</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Develop a sustained relationship</li> <li>Anticipate short and long-term expectations</li> </ul>	<ul style="list-style-type: none"> <li>Periodic one-to-one interactions with key customers</li> <li>Structured Customer Engagement Program (CEP)</li> </ul>
<b>Local Communities</b>	<ul style="list-style-type: none"> <li>Developing and supporting local economies and communities</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Social Responsibility (CSR) initiatives</li> <li>Focussed group discussions with the community</li> </ul>
<b>Industry Associations</b>	<ul style="list-style-type: none"> <li>Policy advocacy and thought leadership</li> </ul>	<ul style="list-style-type: none"> <li>Memberships in leading industry association</li> <li>Participation of senior management in key forums and events</li> </ul>
<b>Government</b>	<ul style="list-style-type: none"> <li>Understand compliance and applicable regulations</li> </ul>	<ul style="list-style-type: none"> <li>Submission of relevant compliance documents</li> </ul>

# Materiality Assessment

During the reporting period, we undertook a detailed exercise involving our key internal stakeholders to identify, categorize, prioritize, integrate and report on the material issues to strengthen our focus areas for sustainability initiatives. The process followed for identification and prioritization of material issues is provided below:



IDENTIFIED MATERIAL ISSUE	WHAT IT MEANS TO US	IMPACT BOUNDARY	STAKEHOLDERS IMPACTED
<b>Economic Dimension</b>			
Economic Performance	Key economic performance parameters, covering the direct economic value generated and distributed.	Within and outside EPL	<ul style="list-style-type: none"> <li>• Investors</li> <li>• Employees</li> </ul>
Ethics and integrity	Moral and ethical beliefs that guides our values, behaviours and decisions, including expectations from relevant external stakeholders.	Within and outside EPL	<ul style="list-style-type: none"> <li>• Investors</li> <li>• Employees</li> <li>• Suppliers</li> <li>• Customers</li> <li>• Local Communities</li> <li>• Industry Associations</li> <li>• Government</li> </ul>
Compliance	Compliance to all the applicable regulations and laws, and demonstrating best practices with respect to governance and processes for managing compliance.	Within EPL	<ul style="list-style-type: none"> <li>• Investors</li> <li>• Employees</li> </ul>
<b>Environmental Dimension</b>			
Materials	Systematic approach to using and reusing materials more productively over their entire life cycles with focus on recycled input materials.	Within and outside EPL	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Suppliers</li> <li>• Local Communities</li> </ul>
Energy	Energy management within EPL, including steps taken to reduce the energy intensity and increase the share of renewable sources.	Within EPL	<ul style="list-style-type: none"> <li>• Employees</li> </ul>
Water and Effluents	Water management within operations, including steps taken to recycle water and reduce the water intensity.	Within and outside EPL	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Local Communities</li> </ul>
Climate Change	Efforts to reduce or mitigate greenhouse gas emissions by us, contributing towards national and global action on addressing climate change crisis.	Within and outside EPL	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Local Communities</li> </ul>
Waste	Efforts to reduce, recycle and reuse waste and disposing them in an environmentally friendly manner.	Within and outside EPL	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Local Communities</li> </ul>

Social Dimension			
Human Capital Development	Policies and practices with respect to human resource development, including hiring and retention of employees and opportunities provided for skill upgradation and continuous learning that help them in professional growth.	Within EPL	• Employees
Labor Relations	Policies and practices with respect working conditions, wellness and discussion on matters pertaining to significant operational changes.	Within EPL	• Employees
Diversity, Equal Opportunity and Non-Discrimination	Ensuring fairness and equal opportunity for everyone, irrespective of race, religion, gender, orientation, age, education, etc.	Within EPL	• Employees
Local Communities	Relationship with the local community, including the community engagement and development programmes and thereby creating positive impacts.	Outside EPL	• Local Communities
Customer Satisfaction	Our approach towards sustained relationships with customers through active and focussed engagement.	Within and outside EPL	• Customers
Sustainable Sourcing and Product Stewardship			
Sustainable Sourcing	Integration of social, ethical and environmental performance of suppliers in the supplier selection and assessment processes.	Within and outside EPL	• Employees • Suppliers
Product Design and Lifecycle Management	Developing product designs that aims to reduce our products' resource use and negative impacts to the environment across the life cycle.	Within and outside EPL	• Employees • Customers • Suppliers • Local Communities
Marketing and Labeling	Helping customers make informed choices fair and responsible marketing communications.	Within and outside EPL	• Customers

Mapping of identified issues with GRI Standards' topic-specific disclosures:

IDENTIFIED MATERIAL ISSUE	CORRESPONDING GRI STANDARDS' TOPIC
Economic Performance	<ul style="list-style-type: none"> <li>• Economic Performance</li> </ul>
Ethics and integrity	<i>Non-GRI disclosures</i>
Compliance	<ul style="list-style-type: none"> <li>• Environmental Compliance</li> <li>• Socioeconomic Compliance</li> </ul>
Materials	<ul style="list-style-type: none"> <li>• Materials</li> </ul>
Energy	<ul style="list-style-type: none"> <li>• Energy</li> </ul>
Water and Effluents	<ul style="list-style-type: none"> <li>• Water and Effluents</li> </ul>
Climate Change	<ul style="list-style-type: none"> <li>• Energy</li> <li>• Emissions</li> </ul>
Waste	<ul style="list-style-type: none"> <li>• Waste</li> </ul>
Human Capital Development	<ul style="list-style-type: none"> <li>• Employment</li> <li>• Training and Education</li> </ul>
Labour Relations	<ul style="list-style-type: none"> <li>• Labor/Management Relations</li> </ul>
Diversity, Equal Opportunity and Non-Discrimination	<ul style="list-style-type: none"> <li>• Diversity and Equal Opportunity</li> <li>• Non-Discrimination</li> </ul>
Local Communities	<ul style="list-style-type: none"> <li>• Local Communities</li> </ul>
Customer Satisfaction	<i>Non-GRI disclosures</i>
Sustainable Sourcing	<ul style="list-style-type: none"> <li>• Supplier Environmental Assessment</li> <li>• Supplier Social Assessment</li> </ul>
Product Design and Lifecycle Management	<i>Non-GRI disclosures</i>
Marketing and Labeling	<ul style="list-style-type: none"> <li>• Marketing and Labeling</li> </ul>





# ECONOMIC PERFORMANCE



A profitable business can consistently provide the necessary means to drive sustainable business transformation. We remain confident and are well poised to grow profitably and consistently, remaining committed to our mission to deliver capital efficient, consistent earnings growth.

## RISK MANAGEMENT

### Revenue (In INR mn)



GROWTH = 2.0%

### EBITDA (In INR mn)



GROWTH = 11.7%

### Earnings per Share (INR)



GROWTH = (6.8)%

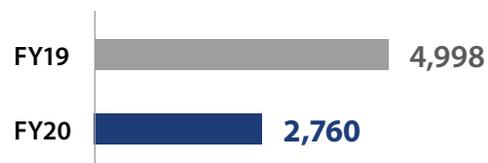
## CAPITAL EFFICIENCY

### ROCE (In INR mn)

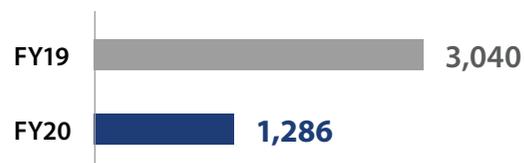


GROWTH = 80 bps

### Net Debt (In INR mn)



### Capex (In INR mn)



## H1 FY 2020-21 ▼

Revenue (In INR mn)	15,118
EBITDA (In INR mn)	3,136
ROCE (In INR mn)	20.6
Net Debt (In INR mn)	2,360
Capex (In INR mn)	644

We recognise the challenges ahead of us, as the world deals with the COVID-19 pandemic and its impact on global economies. We are confident that our resilient business operations and sustainable business practices will help us embrace the changing world and emerge stronger through these critical times.

The agility and resilience of our operations enabled us to mount an effective response to the pandemic. Despite a country-wide lockdown, we were able to continue our operations in a fairly uninterrupted manner on account of extraordinary commitment from our people. We resumed our operations to continue supplying essential products, such as packaging material for personal care products, including hand sanitizers, which was the most sought product during these times. Our extraordinary commitment is also getting reflected in the strong financial performance that we have achieved in the first half of FY 2020-21.

We believe that a profitable business can consistently provide the necessary means to drive sustainable transformation, not only for the shareholders and employees but also for the external stakeholders like ancillary businesses, local communities and the nation at large. We are committed to generating economic value in the most environmentally responsive and socially inclusive manner.

The reporting period has been a good year for Europe and Americas Region in terms of revenue and margins. Our strategy of growing personal care category share in revenue has yielded good results. Our EBIDTA margin continues to improve on the back of favorable revenue mix, cost optimization and productivity gains.

The year for India and China has been challenging in terms of tough macroeconomic environment as offtake for our customers was impacted, while our wallet share with key customers remains intact. In addition, we have been able to drive conversion to laminated tubes across categories. Notably, the conversion of a leading ophthalmic solution for a domestic major opens new opportunities for us in the pharmaceutical segment.

For more details on business overview and segment-wise performance, please refer 'Management Discussion and Analysis' section (Page 30-34) in our Annual Report FY 2019-20, available at <https://www.eplglobal.com/wp-content/uploads/2020/07/35-Annual-Report-2019-20.pdf>.

**SNAPSHOT OF ECONOMIC VALUE GENERATE, DISTRIBUTED AND RETAINED BY EPL DURING THE REPORTING PERIOD ▼**

PARTICULARS	AMOUNT (IN INR LAKHS)
<b>Economic Value Generated</b>	<b>80,327</b>
Revenues	80,327
<b>Economic Value Distributed</b>	<b>76,714</b>
Operating Costs	34,980
Employee Benefits and Wages	10,036
Payment to Providers of Capital	11,721
Payments to Government	1,953
Community Investments	18,024
<b>Economic Value Retained</b>	<b>3,613</b>



# ENVIRONMENTAL PERFORMANCE



Our aspiration is to be global leader and pioneer in sustainable packaging solutions for the world, towards which we are striving to improve the design and sustainability attributes of our products, while minimizing the impact of our operations on the environment.



We believe that a growing business and a prosperous society can only exist in a sustainable natural environment. We are committed towards rejuvenation of the environment, going beyond compliance to greener business operations and products. The Precautionary Principle, as defined in the 1992 United Nations Rio Declaration, informs our approach to environmental sustainability.

**Environmental performance and significant environmental matters are regularly reviewed internally. Our Harmonized Manufacturing Policy (HMP), updated in October 2020, reinforces our commitment to environmental performance and includes specific environmental management requirements to be addressed in products and operations. HMP adopts clauses of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 15378: 2017, ISO 22716: 2007, BRC IOP issue 6 & FSSC 22000 version 5. Further, our Safety, Health and Environment (HSE) Policy and Implementation Manual details our approach to environmental sustainability and help guide our operational planning and management.**

All our manufacturing plants have an environmental management system in place (ISO 14001 or equivalent), which is guiding them improve their environmental performance through more efficient use of resources and reduction of waste. In addition to periodic internal audits and reviews, we have also engaged external certification bodies to rate and certify the implementation of these policies. Our plants have also undergone a comprehensive Environmental Due Diligence Assessment (EDDA) to identify and quantify potential EHS risks associates with the plant's operations.

During the reporting period, we remained materially compliant with all environmental laws and regulations across our manufacturing footprint.

## Materials

We choose raw based on their ability to protect the product and their capacity to minimize the environmental footprint of our packaging. Inherently, we have very little to no dependence on natural resources as raw materials. During the reporting period, we used a total of 166,120 tonnes of materials, composed primarily of polymers, laminates, metals (foils), caps and packaging materials (cartons).

Post-consumer recycled (PCR) materials are increasingly becoming a sustainable alternative for packaging companies like us who are working to reduce the environmental impacts of their packaging. It has been established that these materials generally have a lower carbon footprint than virgin materials. Increasing the use of PCR materials also contributes to circularity and sustainable end-of-life treatment.



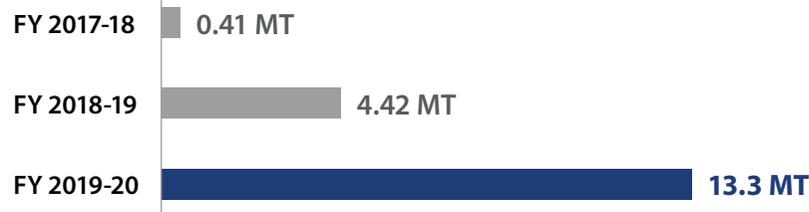
## MATERIALS USED BY WEIGHT OR VOLUME ▼

MATERIAL	CATEGORY OF MATERIAL	UNITS	QUANTITY		
			FY 2017-18	FY 2018-19	FY 2019-20
<b>Raw Materials</b>					
Polymers	Non-renewable material	MT	37,212	39,708	38,541
Graphics/labels	Non-renewable material	MT	60	66	78
Laminate	Non-renewable material	MT	616	240	287
<b>Semi Furnished Materials</b>					
Aluminium Foil	Non-renewable material	MT	3,151	2,950	2,799
Caps	Non-renewable material	MT	34,255	34,894	35,211
<b>Packaging Materials</b>					
Cartons	Renewable material	MT	41,811	44,382	44,983
Miscellaneous	Non-renewable material	MT	36,994	38,128	44,221

## RECYCLED INPUT MATERIALS USED (In MT)



### POLYMERS



## ETAIN™

### CASE STUDY



Etain is a new, fully-recyclable packaging tube from EPL. It has been made using a percentage of recycled material with the aim of reducing the amount of virgin plastic in tube packaging. Etain tubes will be recycled under Code 2 norms defined by the Society of Plastic Industry. It contains up to 40% PCR HDPE plastic material. Etain tubes are typically used by FMCG companies for packaging various types of beauty and skin care, pharmaceutical and food products. It is made from recycled plastic material and is fully recyclable, enabling it to go back into the same process that it came from.

Etain PCR (Post-Consumer Recycled) tubes were launched at the 'Interpack' exhibition in Düsseldorf, Germany, held on April 24, 2008. It is highly customizable and the amount of PCR can be varied depending upon customer requirements and the nature of the product that is contained within the package. Etain is the first of many products from EPL addressing sustainability. It makes an effort to ensure that the lifecycle of a product does not destroy its source or the environment.

*For more details on our sustainable offerings, please refer the 'Sustainable Sourcing and Product Stewardship' section of this report.*

# Energy

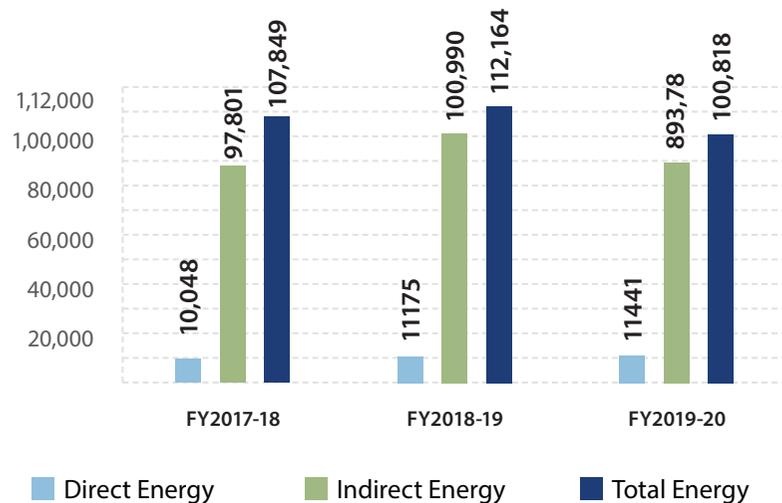


We believe that energy is the most important aspect for nation building and a vital cog in the wheel driving a greener future. We are promoting an energy efficient culture through improved operational efficiencies, conservation mechanisms and increased inclusion of renewable sources into the energy mix.

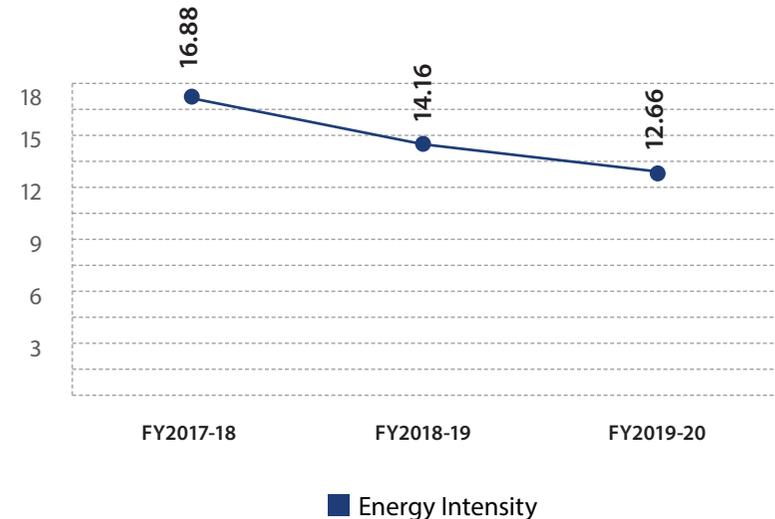
## ENERGY PERFORMANCE ▼

	UNITS	FY 2017-18	FY 2018-19	FY 2019-20
Direct Energy Consumption	MwH	10,048	11,175	11,441
Indirect Energy Consumption	MwH	97,801	100,990	89,378
Total Energy Consumption	MwH	107,849	112,164	100,818
Energy Intensity	MwH / million tubes	16.88	14.16	12.66

Energy (in MWh)



Energy Intensity (in MWh/million tubes)



## ENERGY PERFORMANCE ▼

	UNIT	FY 2017-18	FY 2018-19	FY 2019-20
Renewable	Mwh	2,913	2,934	3,278
Non-Renewable	MwH	10,4936	109,230	97,541



In the year 2011, our manufacturing plant in Dresden, Germany undertook an ambitious project that focussed on meeting its entire energy requirements from renewable sources.

During the year, entire energy supplied to this plant by ENvia Mitteldeutsche Energie AG was completely renewable (combination of hydro, wind and solar) and procured from free markets in Europe. We estimate that, through this initiative, we have avoided 3,841.49 tonnes of CO2 emissions.

## A SNAPSHOT OF SELECT ENERGY SAVING INITIATIVES CARRIED OUT AT OUR PLANTS DURING THE REPORTING PERIOD AND THEIR RESULTS ARE PRESENTED BELOW: ▼

PLANT LOCATION	ENERGY SAVING INITIATIVES	ENERGY SAVED (IN KWH)
Nalagarh	Warehouse lights conversion from halogen to LED	34,884
Nalagarh	Conversion of street from conventional to solar type	9,302
Goa	Energy reductions in air compressor	15,000
Goa	Reduction in usage of 400 kVA UPS	15,000
Goa	Reduction in usage of air-conditioning in UPS room	3,000
Wada	Reduction of power consumption in TET machines	9,000
Vasind	Optimization of air-conditioning in UPS room	1,400
Vasind	Reductions in the utilization of air compressors	20,000
Egypt	Reductions in overall power consumption	251,300
USA	<ul style="list-style-type: none"> <li>• Reductions in energy consumption</li> <li>• Efficiencies through addition of VSD compressor</li> <li>• Migration of entire facility to LED-based lighting, including outdoor lights and parking lot</li> <li>• Power factor corrections on heavy machines like compressors and chillers, resulting in efficient cooling towers for chillers</li> </ul>	3,216

For details on how our sustainable offerings are reducing energy consumption during logistics and processing at customer's end, please refer the 'Sustainable Sourcing and Product Stewardship' section of this report.

# Water and Effluents

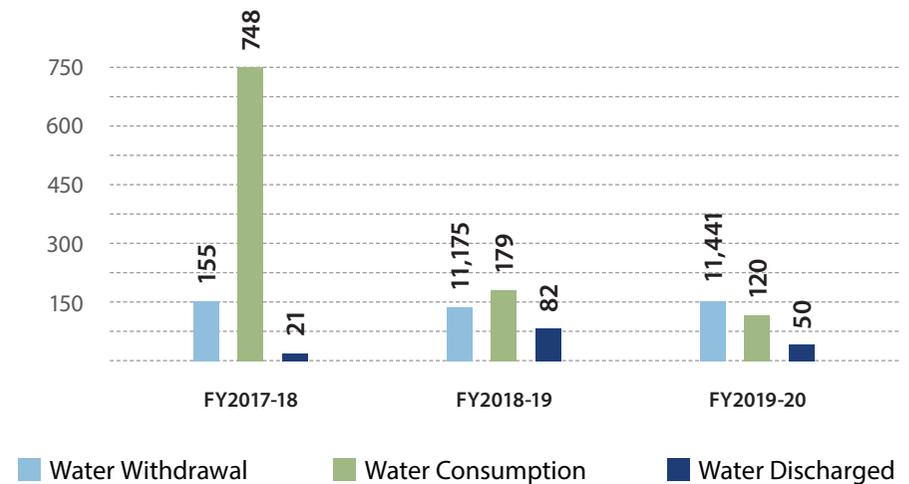


We understand that water is essential for the survival of all the key pillars of sustainability – critical for business growth, survival of nature as well as human well-being. In our operations, water is mainly used for cooling as well as domestic purposes. Even though we are not a heavy user of water, we are committed to reduce our freshwater intake and related risks. We try to minimise the consumption of freshwater throughout our operations by substituting it with recycled water wherever feasible. In case of lack of adequate quantity and required quality of recycled water, we resort to freshwater consumption.

Awareness around the physical, regulatory, and reputational risks that water can pose to companies and their investors is on the rise and we understand the need for robust, comparable, and comprehensive indicators to help assess these water-related risks.

During the reporting period, we undertook a study to understand the water related risks on our manufacturing plants using the Aqueduct Water Risk Framework of the World Research Institute.

**Water withdrawal, consumption and discharge** (in Million litres)



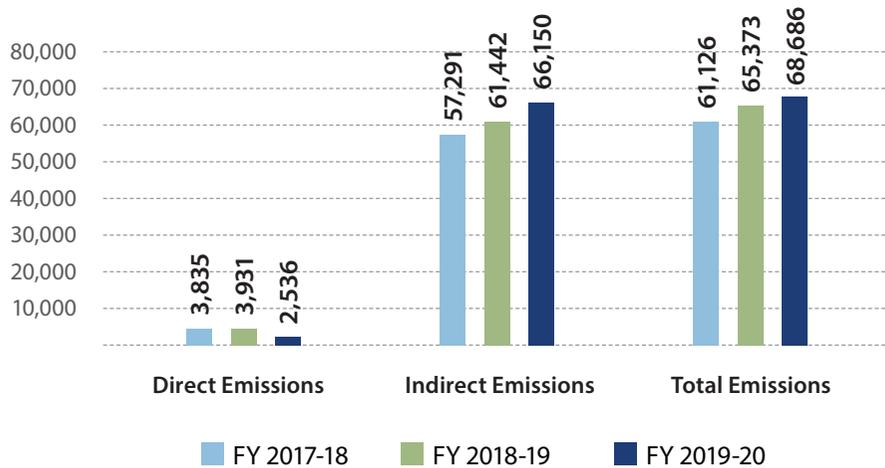
# Climate Change

We believe that good air quality is crucial for ensuring human and environmental health. Increased emissions resulting out of the usage of fossil fuels, adversely affect the atmosphere and trigger harmful climate change. We constantly monitor our emissions to assess its footprint and devise mitigation measures.

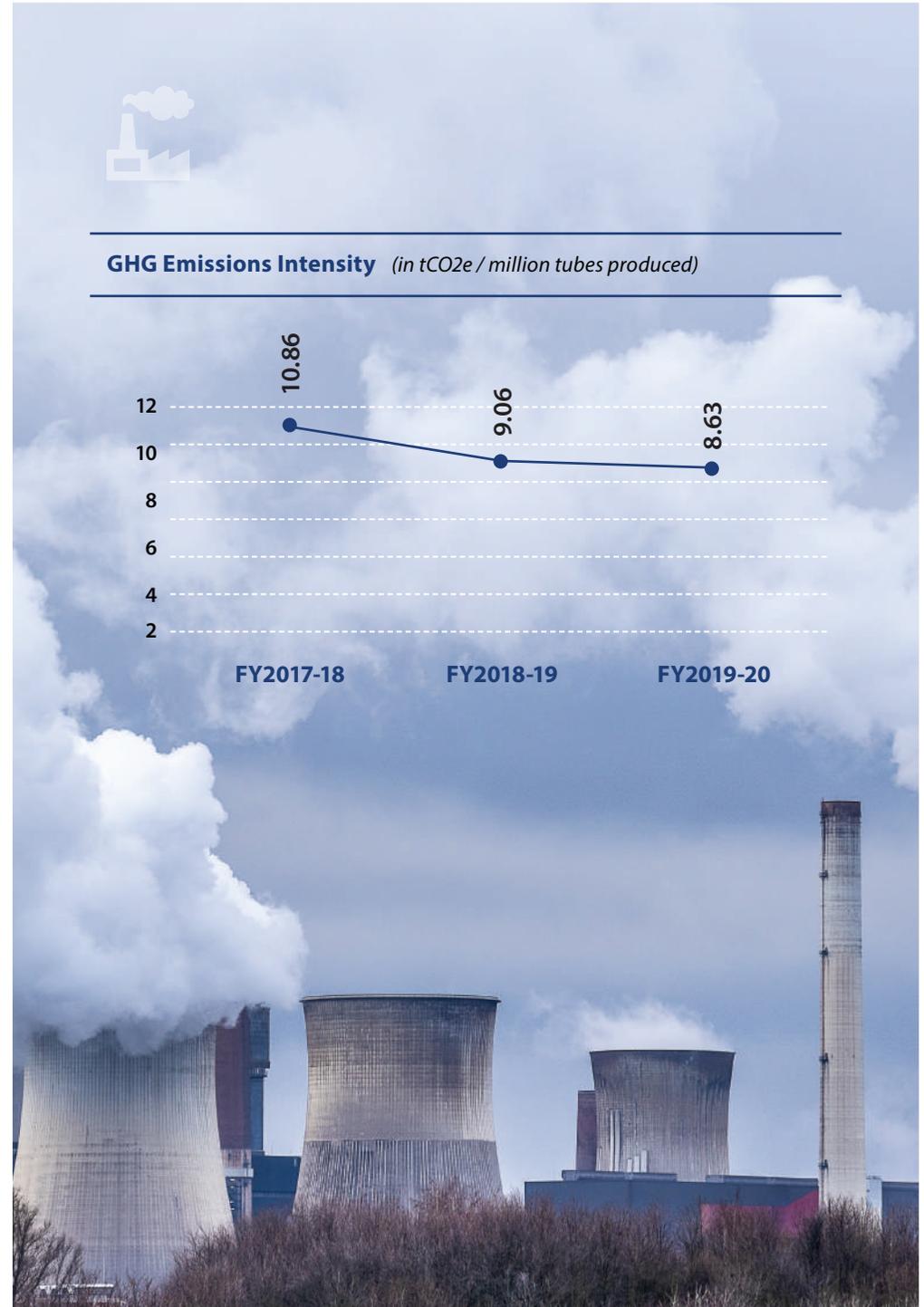
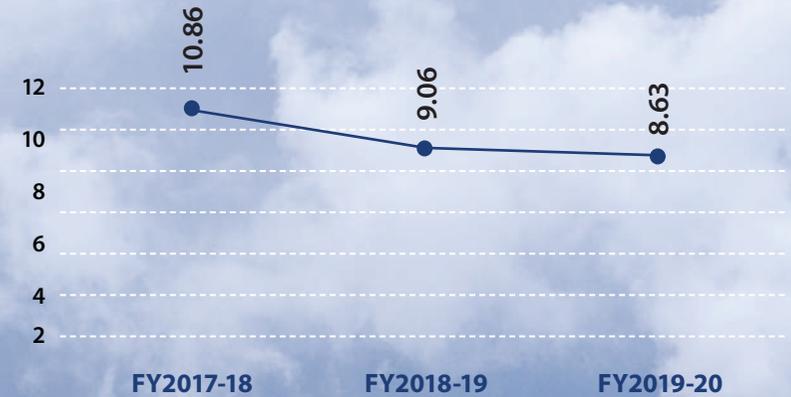
In addition to accounting of Scope 1 and 2 greenhouse gas emissions, we also monitor other air emissions from our stacks such as nitrogen oxides (NOX), sulfur oxides (SOX) suspended particulate matter (SPM), etc. We ensure that all air pollution parameters are maintained below the government limits indicating efficient management of industrial operations and stringent air pollution control processes.

While we are currently not accounting Scope 3 emissions, we have initiated the process for establishing mechanisms to account the same for applicable categories.

## Emissions (in tCO<sub>2</sub>e)



## GHG Emissions Intensity (in tCO<sub>2</sub>e / million tubes produced)



## OTHER AIR EMISSIONS ▼

	UNITS	FY 2017-18	FY 2018-19	FY 2019-20
Nitrogen oxides (NOX)	Tonnes	51,700	52,822	46,179
Sulfur oxides (SOX)	Tonnes	725,322	773,106	730,087
Suspended particulate matter (SPM)	Tonnes	136,653	183,171	162,195

## EMISSIONS OF OZONE DEPLETING SUBSTANCES ▼

	UNITS	FY 2017-18	FY 2018-19	FY 2019-20
R 134A	MT	0.15	0.15	0.15
R 407C	MT	0.06	0.06	0.06
R-22	MT	0.12	0	0

For details on how our sustainable offerings are GHG emissions during logistics and processing at customer's end, please refer the 'Sustainable Sourcing and Product Stewardship' section of this report.

# Waste

Our waste management practices are designed to reduce the environmental impact associated with waste generation and disposal. We focus on reduction of waste generation at source, segregation for better management and responsible disposal. We are also making consistent efforts to apply the waste management hierarchy to all our waste. It is meant to reduce the quantity of waste produced through our operations, by following techniques to reuse and recycle generated waste in an environmentally friendly manner.

## WASTE GENERATED, DIVERTED FROM DISPOSAL AND DIVERTED TO DISPOSAL ▼

HAZARDOUS WASTE	UNITS	FY 2017-18	FY 2018-19	FY 2019-20
Total waste generated	MT	2,469	2,752	1,612
Total waste diverted from disposal	MT	2,317	2,603	1,445
Total waste diverted to disposal	MT	151	149	167

NON-HAZARDOUS WASTE	UNITS	FY 2017-18	FY 2018-19	FY 2019-20
Total waste generated	MT	256,287	232,423	240,984
Total waste diverted from disposal	MT	254,630	229,161	234,805
Total waste diverted to disposal	MT	1,657	3,262	6,178



# SOCIAL PERFORMANCE



Creation of a value-driven, empowering, productive and safe workplace is the cornerstone of our approach to people at EPL. We have strong systems of nurturing this talent, backed by robust people development processes, mentoring, career development programmes and employee engagement initiatives. We also embody the philosophy of creating and sharing value for the larger good of the society.

We provide a conducive work environment for employees to realize their potential and contribute to our growth. The strong commitment of employees enables us to overcome challenging business and economic situations and emerge stronger. Human Capital (HC) policies and strategy are reviewed and revised based on the feedback received in various communication forums, industry benchmarks and best practices. All relevant policies are communicated to new employees at the time of induction and are also available on the company intranet.

The Corporate HC function formulates policies, designs the systems and processes and also develops global plans and programs for the key processes such as Performance and Reward Management, Career and Succession Planning, Employee Engagement, Learning and Development, Employee life cycle management, etc. HC teams at country and plant level implement the plans and programs as per the policies and the process standards laid down by Corporate HC. We have set annual targets for each of these processes and the same are monitored and reviewed during monthly review meetings. Some of the processes which have financial implications are audited by the internal audit team and the other processes are reviewed by the Corporate HC by periodically visiting the respective plants.



### INFORMATION ON EMPLOYEES AND OTHER WORKERS (AS ON 31ST MARCH 2020) ▼

		TOTAL	AGE GROUP (NO.)			GENDER (NO.)	
Employee category			<30 yrs	30-50 yrs	>50 yrs	Male	Female
Permanent	Supervisors and above	1327	519	690	104	1133	194
	Operators	1085	236	712	137	730	355
Contractual		1170	798	337	29	988	176
Total		3562	1553	1739	270	2851	725

# Human Capital Development

## HIRING AND RETENTION

Creation of a value-driven, empowering, productive and safe workplace is the cornerstone of our approach to people at EPL. We have been consistently adding manpower across levels to meet our business objectives. We draw a large workforce with diverse qualifications, capabilities and skillsets to meet our wide range of manpower requirements. Manpower requirements are met internally or through lateral hires and fresh candidates.

### NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER ▼

FY 2019-20

#### Net Employee Turnover

NET EMPLOYMENT TURNOVER	AGE GROUP			GENDER		FY 2019-20
Breakup of personnel leaving the organisation	<30	30-50	>50	M	F	Total
Senior management						
Resignation	0	5	1	6	0	6
Retirement	0	0	0	0	0	0
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	0	0	0	0	0	0
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others	0	0	0	0	0	0
Total	0	5	1	6	0	6

NET EMPLOYMENT TURNOVER	AGE GROUP			GENDER		FY 2019-20
Breakup of personnel leaving the organisation	<30	30-50	>50	M	F	Total
<b>Middle Management</b>						
Resignation	2	31	2	26	9	35
Retirement	0	0	0	0	0	0
Voluntary retirement	3	2	0	4	2	6
Dismissal/Suspension	0	3	0	1	1	2
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others	0	0	0	0	0	0
<b>Total</b>	<b>5</b>	<b>36</b>	<b>2</b>	<b>31</b>	<b>12</b>	<b>43</b>
<b>Junior Management</b>						
Resignation	10	33	0	25	18	43
Retirement	0	0	0	0	0	0
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	0	1	0	0	1	1
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others	0	2	0	0	2	2
<b>Total</b>	<b>10</b>	<b>36</b>	<b>0</b>	<b>25</b>	<b>21</b>	<b>46</b>
<b>Operating Staff</b>						
Resignation	232	111	8	315	42	357
Retirement	0	1	6	3	4	7
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	31	49	11	76	14	90
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others	11	5	1	10	7	17

NET EMPLOYMENT TURNOVER	AGE GROUP			GENDER		FY 2019-20
Breakup of personnel leaving the organisation	<30	30-50	>50	M	F	Total
Total	274	166	26	404	67	466
Workers (contract employees)						
Resignation	215	160	5	238	142	380
Retirement	0	0	2	0	2	2
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	4	9	0	10	3	13
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others- contract expired	90	48	0	102	36	138
Total	309	217	7	350	183	533

### Net Employee Turnover

NEW HIRES	AGE GROUP			GENDER		FY 2019-20
Breakup of personnel joining the organisation (NEW HIRES)	<30	30-50	>50	M	F	Total
Senior Management	0	2	2	4	0	4
Middle Management	21	22	1	20	6	44
Junior Management	18	27	2	28	19	47
Workers (On Contract)	168	184	7	193	166	359
Operating Staff	184	86	16	286	75	380

## New hires & terminations within same year

NEW HIRES & TERMINATIONS WITHIN SAME YEAR	AGE GROUP			GENDER		FY 2019-20
	<30	30-50	>50	M	F	Total
Breakup of personnel joining the organisation						
Senior Management	0	0	0	0	0	0
Middle Management	5	3	0	5	5	8
Junior Management	7	8	1	11	5	16
Workers (On Contract)	1137	429	13	1223	356	1579
Operating Staff	77	110	15	161	42	202

## FY 2018-19

### Net Employee Turnover

NET EMPLOYMENT TURNOVER	AGE GROUP			GENDER		FY 2018-19
	<30	30-50	>50	M	F	Total
Breakup of personnel leaving the organisation						
Senior management						
Resignation	0	12	2	14	0	14
Retirement	0	0	0	0	0	0
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	1	0	0	1	0	1
Death	0	1	0	1	0	1
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others	0	0	0	0	0	0
Total	1	13	2	16	0	16

NET EMPLOYMENT TURNOVER	AGE GROUP			GENDER		FY 2018-19
Breakup of personnel leaving the organisation	<30	30-50	>50	M	F	Total
<b>Middle Management</b>						
Resignation	4	34	0	27	10	38
Retirement	0	0	0	0	0	0
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	0	1	0	1	0	1
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>35</b>	<b>0</b>	<b>28</b>	<b>10</b>	<b>39</b>
<b>Junior Management</b>						
Resignation	34	96	4	115	19	134
Retirement	0	0	1	0	1	1
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	1	5	1	3	4	7
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others	1	0	0	0	1	1
<b>Total</b>	<b>36</b>	<b>101</b>	<b>6</b>	<b>118</b>	<b>25</b>	<b>143</b>
<b>Operating Staff</b>						
Resignation	141	146	13	256	38	300
Retirement	3	1	2	5	1	6
Voluntary retirement	0	0	1	0	1	1
Dismissal/Suspension	12	39	2	44	9	53
Death	1	0	0	0	1	1
Transfer to JVs/Subsidiaries	0	0	0	0	0	0

NET EMPLOYMENT TURNOVER	AGE GROUP			GENDER		FY 2018-19
Breakup of personnel leaving the organisation	<30	30-50	>50	M	F	Total
Others	15	9	1	20	5	25
Total	172	195	19	325	55	386
<b>Workers (contract employees)</b>						
Resignation	312	250	7	296	236	569
Retirement	0	0	2	0	2	2
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	6	9	0	13	2	15
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others- contract expired	51	45	1	78	19	97
Total	369	304	10	387	259	683

### New Hires

NEW HIRES	AGE GROUP			GENDER		FY 2018-19
Breakup of personnel joining the organisation (New Hires)	<30	30-50	>50	M	F	Total
Senior Management	0	2	2	4	0	4
Middle Management	0	35	0	29	6	35
Junior Management	22	47	2	41	30	71
Workers (On Contract)	362	295	9	337	286	666
Operating Staff	304	227	18	494	57	549

## New hires & terminations within same year

NEW HIRES & TERMINATIONS WITHIN SAME YEAR	AGE GROUP			GENDER		FY 2018-19
Breakup of personnel joining the organisation	<30	30-50	>50	M	F	Total
Senior Management	0	0	0	0	0	0
Middle Management	0	7	0	7	0	7
Junior Management	6	4	1	5	6	11
Workers (On Contract)	1244	433	10	1549	548	1687
Operating Staff	76	136	7	188	33	219

## FY 2017-18

### Net Employee Turnover

NET EMPLOYMENT TURNOVER	AGE GROUP			GENDER		FY 2017-18
Breakup of personnel leaving the organisation	<30	30-50	>50	M	F	Total
Senior management						
Resignation	0	6	1	6	0	7
Retirement	0	0	1	1	1	1
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	0	0	0	0	0	0
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others	0	0	0	0	0	0
Total	0	6	2	7	1	8

NET EMPLOYMENT TURNOVER	AGE GROUP			GENDER		FY 2017-18
Breakup of personnel leaving the organisation	<30	30-50	>50	M	F	Total
<b>Middle Management</b>						
Resignation	2	30	3	26	6	35
Retirement	0	0	0	0	1	0
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	0	1	1	2	0	2
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others	0	0	0	0	0	0
<b>Total</b>	<b>2</b>	<b>31</b>	<b>4</b>	<b>28</b>	<b>7</b>	<b>37</b>
<b>Junior Management</b>						
Resignation	11	44	2	31	23	57
Retirement	0	0	0	0	0	0
Voluntary retirement	0	0	0	0	0	0
Dismissal/Suspension	0	4	1	3	2	5
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others	1	2	0	0	3	3
<b>Total</b>	<b>12</b>	<b>50</b>	<b>3</b>	<b>34</b>	<b>28</b>	<b>65</b>
<b>Operating Staff</b>						
Resignation	216	158	17	312	49	391
Retirement	6	0	3	7	2	9
Voluntary retirement	0	0	1	0	1	1
Dismissal/Suspension	29	43	10	61	21	82
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0

NET EMPLOYMENT TURNOVER	AGE GROUP			GENDER		FY 2017-18
Breakup of personnel leaving the organisation	<30	30-50	>50	M	F	Total
Others	0	4	0	1	3	4
Total	251	205	31	381	76	487
Workers (contract employees)						
Resignation	174	94	3	113	75	271
Retirement	0	0	1	0	1	1
Voluntary retirement	0	0	3	1	2	3
Dismissal/Suspension	4	16	0	11	9	20
Death	0	0	0	0	0	0
Transfer to JVs/Subsidiaries	0	0	0	0	0	0
Others- contract expired	53	42	0	39	56	95
Total	231	152	7	164	143	390

### New Hires

NEW HIRES	AGE GROUP			GENDER		FY 2017-18
Breakup of personnel joining the organisation (New Hires)	<30	30-50	>50	M	F	Total
Senior Management	0	3	3	6	0	6
Middle Management	1	16	0	17	0	17
Junior Management	16	38	4	31	32	63
Workers (On Contract)	235	163	7	269	137	406
Operating Staff	224	111	16	299	55	306

## New hires & terminations within same year

NEW HIRES & TERMINATIONS WITHIN SAME YEAR	AGE GROUP			GENDER		FY 2017-18
	<30	30-50	>50	M	F	Total
Senior Management	0	0	0	0	0	0
Middle Management	0	2	0	2	0	2
Junior Management	2	8	0	3	7	10
Workers (On Contract)	866	234	5	1126	225	1105
Operating Staff	73	35	11	99	20	119

## COMPENSATION AND BENEFITS

Other than salary, we provide several benefits to our full-time and part-time employees. All employees are eligible for life insurance and healthcare cover, besides other allowances and perquisites. Permanent employees are also entitled to parental and maternity leave, retirement provision. Some senior leader are also entitled to stock ownership.

### PARENTAL LEAVE ▼

PARAMETER	FY 2017-18			FY 2018-19			FY 2019-20		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Total number of employees who were entitled for parental/maternal leave	412	227	639	436	234	670	424	222	646
Total number of employees who took parental/maternal leave	59	38	97	61	24	86	70	27	97
Total number of employees that returned to work in the reporting period after parental/maternal leave ended	58	18	76	60	10	71	76	15	91
Total number of employees that returned to work after parental/maternal leave ended that were still employed 12 months after their return to work	56	17	73	57	10	68	74	16	90

## EMPLOYEE ENGAGEMENT

Employing around 3269 people representing 17 different nationalities, EPL functions through 20 state-of-the-art facilities in 10 countries. Considering the geographical spread and the diversity in cultures and nationalities, it is important for us to have a robust process to assimilate the views and opinions of the people as to how they feel working with EPL. What they like about EPL, what motivates them and what changes they would like to see to make EPL a better place to work.

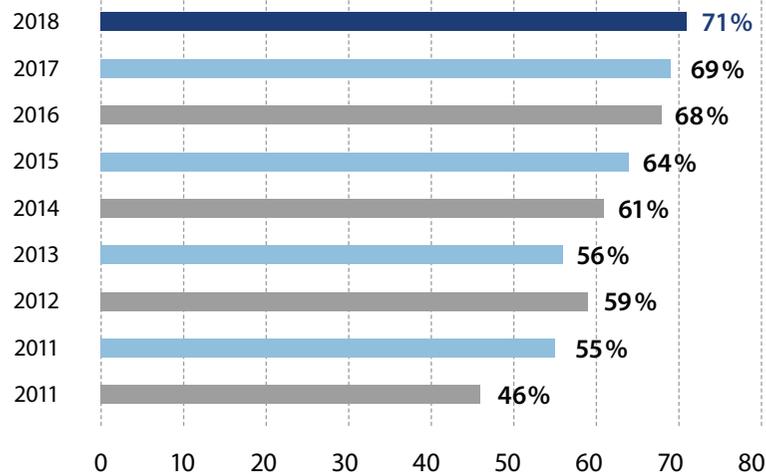
In this context, we have partnered with Kincentric and have been conducting Employee Engagement surveys since 2010. We drive the Employee Engagement process basis the Kincentric model. We have strengthened core HR processes and people practices over a period of time incorporating feedback received from employees. E.g.: Performance Management, Recognition, Career and Succession Planning, Organizational

Communication, State of the art Human Resource Information System (SAP - Success Factors) to name a few.

We also hold Focussed Group Discussions (FGDs) of employees in small groups of 6-10 people. Each employee gets an opportunity to participate in such FGDs at least once in a year. The purpose is to understand the concerns of employees and take appropriate actions to resolve them. This also helps in building a two-way communication and connect with all employees in the Company.

We conduct employee Town Halls every quarter in each of the Units to share the Performance and challenges before the Company and to seek employee suggestions and the operations of the Company.

Employee engagement scores at global level



## LEARNING AND DEVELOPMENT

Learning at EPL begins right from the time a new employee joins the organization and goes through a structured onboarding program to help one understand the business, key stakeholders and the job expectations which expedite one's acclimatization. These learning

and development needs are analysed at the organization level and addressed through an annual learning calendar. The learning offerings are based on the staff category



**OPERATING STAFF** ▼

Our operating staff work on the production floor, quality, warehouses, engineering maintenance, etc. We have developed a Proficiency Matrix for these employees, and we conduct a regular examination to help employees qualify for a given proficiency level. In addition, there are other programs related to Safety, Quality, Harmonized Manufacturing Policy, Good Manufacturing Practices, Code of Conduct, work ethics, etc. which are periodically conducted for all the employees. These programs are conducted based on the identified needs arising out of roles, responsibilities and operational challenges.



**SUPERVISORY AND MANAGERIAL STAFF** ▼

We conduct individual development discussions with each of the employee. During the discussions, the Manager and the employee identifies the capability gap in the context of the role, responsibilities and the performance of the employees. Accordingly, the Individual Development Plans (IDPs) are formulated. The IPDs consists of identified learning and development needs and timelines. We ensure that the IDP needs are met during the year. Apart from this there are general programs conducted for all employees on topics like code of conduct, work ethics, etc.

The content of each learning program is ratified and contextualised to the business needs by select members of senior leadership. Programs are facilitated by well-equipped trainers and followed by manager-supported action plan which helps the learner in applying the new learnings at workplace.

Our global policy on 'Career Management' aims at spelling out some of the ways and means for building competencies and capabilities amongst the employees for delivering performance in the current as well as future roles.

No transition Assistance Programs are given to prepare employees for a retired life or in case of termination of employees.

	FY 2017-18	FY 2018-19	FY 2019-20
Average hours of training per year per employee	16.5	14.6	14.0

# Human Rights and Labour Relations

We respect human rights and believe that all humans must be treated with dignity. To ensure this, we aim to protect human rights and uphold labour standards not only within our premises but also across our supply chains.

We believe that transparency is key to be a responsible employer. Our global policy on 'Labour Relations and Working Conditions' is based on the International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work. Through this policy, we emphasize on freedom of association and collective bargaining, equal opportunity, favourable working conditions, and health & safety of employees. Further, the global policy on 'Prohibition of Child and Forced Labour' affirms our commitment to prohibition Child, Forced or Compulsory labour by adopting effective, practical, and culturally appropriate practices.

We notify all supervisory and managerial staff at least 3 months in advance about any significant changes in our operations. We also notify all our operating staff about these changes, as per the requirements of local regulations. Additionally, trainings are provided on aspects related to skills, business objectives and values for better effectiveness and contributions. We ensure that all plants are 100% compliant in terms of local and national laws, minimum wages, payment of wages and the Factories Act and all other prevailing regulatory requirements.



# Occupational Health and Safety

Nurturing and reinforcing a culture of safety is of utmost importance at EPL. We maintain a congenial work environment by undertaking number of programs to support workplace, safety, health and security, surpassing the compliance requirements. A comprehensive Safety, Health and Environment (SHE) Policy has been implemented across all manufacturing plants.

Risk assessments and potential hazard identification has been carried out and included in our safety manual. Some of the safety-related risks and corresponding mitigation measures are presented below:



## MACHINE HANDLING

Some machines require manual packing of the product, for instance, printing machines where heavy rolls of laminate need to be installed into the machines manually

- Auto packers have been installed on machines to minimize manual contact
- Hydraulic trolleys installed for installing rolls on the machine



## MACHINE NOISE

High level of machine noise

- Replacement of old machines with latest technology machines with less noise



## MACHINE SAFETY

Contact with moving machinery

- Light curtains and safety guards have been installed on all machines
- Awareness trainings provided to all machine operators



## FIRE RISK

Combustibility of plastics

- Smoke detectors, water sprinklers and beam detectors have been installed at all warehouses
- Optimum inventory of raw material and finished product is maintained in the plants

We have also constituted Safety Committees at plant level to continuously track performance. The committee comprises of members from all departments, including the contract workers. The committee meets every month with a fixed agenda where all important matters are discussed and actioned within 15 days of the meeting. In addition to that, all plants have constituted an internal safety audit team, which conducts safety audits on a quarterly basis. External safety audits are also conducted once every three years from a competent person on board of the Inspectorate of Factories & Health.

Safety trainings are an integral part of embedding safety into our work ethos. Regular and ongoing safety training exercises ensure that our employees imbibe best safety practices, always stay updated with new industry benchmarks and demonstrate excellence in safety standards. These trainings are imparted through regular classroom sessions delivered by professional faculties from the Inspectorate of Factories & Boilers, Fire & Emergency, RTO and other renowned institutes. Emergency mock drills are also conducted every quarter to assess the preparedness level. Outcome from the mock drills are studied and appropriate actions are taken to achieve defined targets. As a continual improvement, leveraging the strength of IT implementation at EPL, an online safety portal is rolled out globally. This portal provides real time data on safety incidences, risk mitigation activities across all our plants.



Some of the other safety-related initiatives include:

1. **Standard Operating Procedure on Covid preventive measures**
2. **Periodic health check-ups for all employees, including contract staff**
3. **Group medical insurance and 24-hour personal accident cover for employees and their families, which is over and above ESIC coverage**
4. **Fortnightly presence of a doctor at plants**
5. **Presence of certified first aid providers**
6. **Safety oath at the start of every shift**
7. **Safety walk**
8. **Sharing of safety kaizens for cross unit implementation**

**WORK-RELATED INJURIES ▼**

	FY 2017-18		FY 2018-19		FY 2019-20	
	Male	Female	Male	Female	Male	Female
Near Misses/ hazard reports	38	27	33	21	60	13
Non-reportable injuries (permanent)	43	14	35	11	48	12
Non-reportable injuries (contractual)	5	7	9	7	8	3
Reportable Injuries (permanent)	25	10	26	1	37	7
Reportable Injuries (contractual)	1	1	5	0	45	29
Lost days (permanent)	243	200	455	102	730	42
Lost days (contractual)	8	3	233	0	0	6
Person hours worked (permanent)	3,685,621	615,208	3,672,415	674,315	3,854,880	665,150
Person hours worked (contractual)	186,942	45,067	214,293	51,645	290,682	75,214
Fatalities (permanent)	0	0	0	0	0	0
Fatality rate (permanent)	0	0	0	0	0	0
Fatalities (contractual)	0	0	0	0	0	0
Fatality rate (contractual)	0	0	0	0	0	0
LTIFR (permanent)	18.5	39.0	16.6	17.8	22.0	28.6
LTIFR (contractual)	32.1	177.5	65.3	135.5	182.3	425.5

**WORK-RELATED ILL HEALTH** ▼

For all Employees		FY 2017-18		FY 2018-19		FY 2019-20	
		Male	Female	Male	Female	Male	Female
1	The number of fatalities as a result of work-related ill health	0	0	0	0	0	0
2	The number of cases of recordable work-related ill health	18	10	20	5	35	5
For all workers who are not employees but whose work and/or workplace is controlled by the organization		Male	Female	Male	Female	Male	Female
1	The number of fatalities as a result of work-related ill health	0	0	0	0	0	0
2	The number of cases of recordable work-related ill health	2	0	0	0	0	1

# Diversity and Equal Opportunity

We ensure that there is no discrimination against any employee on the grounds of race, colour, religion, caste, gender, age, marital status, disability, nationality, or any other factor under applicable laws and contemporary practices at the workplace. Recruitment, placement, promotion, transfer, compensation, training, and other benefits are strictly based on the merit and competency of the individual and the business needs of the organisation. Our global policy on 'Diversity & Inclusion, Non-Discrimination, Prevention of Harassment' re-emphasizes our commitment to provide a safe and harmonious working environment based on the principles of just and fair treatment, diversity & inclusion, equal opportunities amongst our internal and external stakeholders.

Our board comprises of nine directors includes a woman director which is 11% of our board. For more details, refer our Annual Report FY 2019-20, available at <https://www.eplglobal.com/wp-content/uploads/2020/07/35-Annual-Report-2019-20.pdf>

There were no incidents of discrimination reported during the reporting period.

# Local Communities



## INTRODUCTION

We believe in being a responsible employer, a valued partner, a good neighbour and a respected corporate citizen. We conduct our business along best industry standards in a manner that is safe, environmentally acceptable and sensitive to the needs and concerns of local communities.

Sustainability is a critical driver for us as an organisation that drives both our business and our social good strategy. We focus on improving the circular economy as that enables us to facilitate a shared value. We believe in delivering a meaningful impact in a microcosm by working directly with and for the communities around our factories. This would enable us to catalyse impact at scale for problems relevant nationally & globally through the evidence we are able to generate through our community-led interventions.

“Greening Lives” is our brand purpose that guides us in delivering value to our customers through our sustainable products & services, enables us in empowering our employees through global opportunities and welfare programs and drives us in championing the development of the communities we operate in. Our core values are Prosperity, Balance & Harmony, Vitality, Regeneration & Renewal and Invigoration that guide us to define and measure outcomes for the sustainable future that we wish to create for our stakeholders.

For more details on CSR governance as well as the projects carried out during the year, please refer the ‘CSR Report’, included as Annexure 3 of our Annual Report FY 2019-20, available at <https://www.eplglobal.com/wp-content/uploads/2020/07/35-Annual-Report-2019-20.pdf>

## ENGAGEMENT WITH LOCAL COMMUNITIES

We are sensitive about the impact of our business operations in the communities we operate in and place a great importance on a sustained engagement with the community members to ensure harmony among business growth, community development and environmental balance. We trust the community experts – local leaders, village/town administration and on-ground partners to guide our CSR investments that cater to the critical needs of the communities. Our plant heads are trained to oversee the execution of our programs and engage with the concerned stakeholders to seek feedback about the desirability, viability and feasibility of the suggested interventions and recalibrate our approach, if necessary.

Our interventions are designed by our partners in close collaboration with the community members and experts through focused group discussions, door-to-door surveys (where feasible) and participatory rural appraisal. This ensures ownership from the communities and facilitates their decision-making agency for the execution of these programs.

Our plant heads undertake a quarterly review of the ongoing programs, facilitated by our local implementation partners, with the village panchayats, local authorities and community members to monitor the milestones, measure the status of the expected outcomes, address concerns and share success stories and/or best practices. This helps sustain motivation among all stakeholders, fosters a greater collaboration and guides the future course of direction.

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## KEY AREA OF FOCUS

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Waste management and Skill-based livelihoods are the two key areas of interventions that we are focusing on through our CSR initiatives. Through an intensive primary and secondary research process that involved gathering the community needs, these areas that align with our overarching vision and theme on 'Greening Lives' were identified.

Addressing the challenges across the identified cause areas will help us play a catalytic role in amplifying the impact of 'Greening Lives', by impacting the five core values of Prosperity, Balance & Harmony, Vitality, Regeneration & Renewal and Invigoration. Our interventions are intrinsically aligned to the Government of India's priorities - Open Defecation Free (ODF), ODF++, Skill India, Vocal for Local, etc. They further are of relevance to the local administration and communities where we operate, and are strategically linked to our business and sustainability mandates.

We are undertaking community interventions distinct from those already being tackled by other companies in the same geography. Forging strategic CSR engagement and strong community relationships, these programs aim to deliver a meaningful impact in a microcosm.

It enables us to showcase a strong commitment towards environment responsibility, through a larger focus on sustainability lens. Greening lives by catalysing green communities that effectively manage waste and enabling self-sustainable communities, give us an opportunity to deliver maximum impact through ensuring a long-term community development.

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## DELIVERING ZERO WASTE TO LANDFILL TOWNS THROUGH EFFECTIVE & EFFICIENT WASTE MANAGEMENT PRACTICES

CASE STUDY



### Objective

The increasing volume and complexity of waste associated with the modern economy is posing a serious risk to ecosystems and human health. Those most affected by the negative impacts of poorly managed waste are largely society's most vulnerable—losing their lives and homes from landslides of waste dumps, working in unsafe waste-picking conditions, and suffering serious health repercussions. But beyond individuals and households, waste also represents a broader challenge that affects human health and livelihoods, the environment, and prosperity

Through a thorough needs assessment with our factory heads & community needs gathering, waste management was identified as one of the most concern and neglected areas of interventions. We are undertaking a program that would aim to deliver strong waste management practices across households in the communities around our plant in Maharashtra.

### About the program

Our intervention will address the challenges at demand and the supply side of waste management through a primary focus on targeting mass level behaviour change communication on waste disposal and segregation practices, building collection and sorting systems at the household and community level, along with capacity building of sanitation and waste workers. Key program components:

- Baseline needs assessment to understand and evaluate current solid waste management (SWM) practices and available resources (land, human resources, etc.)
- Collaborate with the local government to address the gaps in the infrastructure required for door to door collection at household and/or organisation level
- Capacity building for informal sector waste pickers, safai karamcharis, and sanitation supervisors & inspectors on technical aspects of waste management, along with other support to ensure effectiveness

### Expected outcomes

#### Awareness

- Households undertaking segregation of waste
- Commercial establishments undertaking segregation of waste
- Sanitation workers aware about waste segregation, sorting and processing
- Children aware of waste segregation practices

#### Cleaner, prosperous and healthier neighbourhoods

- Quantity of waste segregated and recycled
- Visibly cleaner neighbourhoods and common areas like marketplaces
- Reduction in instances of solid waste burning
- Dignity among waste workers
- New income generation activities around sorting, recycling
- Reduced number of illness complaints from areas surrounding landfill sites



## FACILITATING SELF-SUSTAINABLE COMMUNITIES THROUGH PROMOTING OPPORTUNITIES FOR SKILL-BASED LIVELIHOODS

CASE STUDY



### Context

Generating more decent jobs that provide a living wage, social protection and worker rights is the best way to promote the three components of sustainable development: economic growth, social cohesion and environmental sustainability. For responsible corporate citizens looking to impact the communities that they operate in, especially rural communities which have seen youth migrate back to their homes, creating local employment opportunities is one of the most effective tools.

Based on community needs assessment and conversations with credible non-profit organizations that deliver skill development training, we are supporting skill development and placement handholding for youth and women in communities around our factories in Himachal Pradesh, Goa and Gujarat.

### About the program

Our flagship intervention will facilitate training of youth & women on relevant skills and support job facilitation in respective industries. We will be enabling this delivery through an innovative returnable grant financing mechanism that will provide zero interest micro loans to first batch of beneficiaries who are part of the skill program to utilize for training and other relevant activities and then provide it back to our NGO partner once they find a job. The NGO partner will circulate the repaid money to the next batch and the cycle will continue till end of our program involvement.

We will further support skilling-based livelihoods across “green” vocations like solar energy or other job roles in the local waste management economy. Through this program, we aim to boost the livelihood and job ecosystem.

### Expected outcomes

#### Individual-level outcomes (immediate):

- Students passing the course and attaining final certification
- Students finding employment/ self-employment
- Students’ income as a share of total family income
- Students pursuing higher studies
- Economic independence, especially for women

#### Family-level outcomes (medium to long term):

- Increase in household consumption of essential goods
- Increase in expenditure on education
- Increase in household assets
- Improvements in overall standard of living
- Delay in age of marriage for women students

A smiling man wearing a white lab coat, a white hairnet, and blue gloves is working in a factory. He is leaning over a conveyor belt that is moving a large roll of blue fabric. The background shows industrial machinery and a bright, clean environment.

# SUSTAINABLE SOURCING & PRODUCT STEWARDSHIP

“

In an industry where sustainability standards are yet being formulated globally, our holistic approach on all three areas - Reduce, Reuse and Recycle - gives us the confidence that we will continue to lead customer imagination for times to come.

# Product Design and Lifecycle Management

The 'Creativity and Innovation' team at EPL has been one of the key drivers of our growth as a leading global player. The C&I team has successfully amalgamated its deep knowledge of the polymer science, conversion process and engineering to focus on developing sustainable tubes. Sustainability is a key trend driving / enabling our industry growth. As a responsible company, we have always strived hard towards delivering solutions for better sustainability.

Continuing our lineage, we have a major breakthrough innovation in recyclable barrier tubes. This innovation is recognized by Association of Plastic Recyclers (APR), USA and is a major step forward in delivering on our sustainability commitments. We have also been recognized and certified by the Department of Scientific & Industrial Research, Government of India, besides filing as many as 154 patent applications in the different geographies in respect of the various inventions by its R&D and has already been granted 59 patents.

Our research and development efforts continue to win accolades in several forums and among customers across the globe. We are committed to continually partner with our customers and other stakeholders in rolling out new products globally. Our structured C&I development process ensures a healthy innovation pipeline and will continue contributing to the overall sales and profitability.



## SUSTAINABLE PRODUCT OFFERINGS

### PLATINA

- Platina is an eco-friendly laminated tube designed in line with "RECYCLE" as the sustainability theme.
- PLATINA 250 tubes with less than 5% barrier resin have got recognition from the Association of Plastics Recyclers (APR), USA, as meeting or exceeding the most strict APR HDPE CRITICAL GUIDANCE criteria.
- Often the key challenge when developing recyclable tubes is that it also leads to compromises on the barrier properties limiting shelf life of the product. Our PLATINA range of HDPE tubes is designed to deliver source reduction and recyclability without losing on any of the functional properties of the tube. It provides extraordinary product stability, shelf life properties and a rich feel. It is especially suited for oral, toiletries and food products.
- By reducing the packaging weight, PLATINA also helps in reducing the product's carbon footprint, making it the eco-friendly choice and helps in achieving your ultimate sustainability goal.

## GREEN MAPLE LEAF™

- Green Maple Leaf is an eco-friendly laminated tube that maintains the freshness of products while keeping in line with our commitment towards the environment and society. This fully recyclable packaging solution helps prevent oxidization of contents with a proprietary oxygen-barrier coated core layer and an all-polyethylene (PE) film multilayer laminate. It is especially suited for cosmetics, toiletries and food products. The recyclable, all-plastic laminate helps in reducing a product's carbon footprint, making it the best eco-friendly choice to keep products fresh.
- Green Maple Leaf supports and strengthens EPL's Go-Green Initiative, ensuring that we are leading the way in making meaningful contributions for a greener, better, healthier planet. Additionally, the tube has the ability to retain its shape even after repeated use and product dispensation and is available in custom theme printing. Setting a new curve to packaging innovation, Green Maple Leaf is aimed at markets demanding sustainability by replacing EVOH tubes. It provides extraordinary product stability, shelf life properties, tube resilience and feel.

## ORGANIC GREEN MAPLE LEAF (ORGANIC -GML)

- Recyclable barrier tubes with lower carbon footprint
- Organic GML is an eco-friendly laminated tube designed in line with "RECYCLE" as the sustainability theme.
- Organic GML 300 based laminated tube with less than 5% barrier resin, has got recognition from Association of Plastics Recyclers (APR), USA as meeting or exceeding the APR HDPE CRITICAL GUIDANCE criteria.
- Organic GML has got up to 50% Biogenic Carbon content, derived from Sustainable feedstock source as against Carbon derived from Fossil fuels, helping in reducing the product's carbon footprint and making it an eco-friendly choice.
- The higher stiffness of HDPE based O-GML tubes also helps in delivering source reduction, providing good product stability, shelf life, and a rich feel. It is especially suited for oral, personal care and toiletries segments.

## ETAIN™

- Etain is a new, fully-recyclable packaging tube from EPL. It has been made using a percentage of recycled material with the aim of reducing the amount of virgin plastic in tube packaging. Etain tubes will be recycled under Code 2 norms defined by the Society of Plastic Industry. It contains up to 40% PCR HDPE plastic material. Etain tubes are typically used by FMCG companies for packaging various types of beauty and skin care, pharmaceutical and food products. It is made from recycled plastic material and is fully recyclable, enabling it to go back into the same process that it came from.
- Etain PCR (Post-Consumer Recycled) tubes were launched at the 'Interpack' exhibition in Düsseldorf, Germany, held on April 24, 2008. It is highly customizable and the amount of PCR can be varied depending upon customer requirements and the nature of the product that is contained within the package. Etain is the first of many products from EPL addressing sustainability. It makes an effort to ensure that the lifecycle of a product does not destroy its source or the environment.

We conduct life cycle assessment (LCA) studies using the equivalency calculator to understand the positive impacts of our sustainable product offerings. Results of a LCA comparing our Platina 250 tube with the traditional series is provided below as an example:



## ALUMINIUM BARRIER LAMINATE (ABL) RECYCLING

CASE STUDY 

### Objective

This project is a first-of-its-kind and path-breaking attempt to recycle multilayer laminates which consist of aluminium in the structure, by separating aluminium and polymers into two distinct and reusable streams without the use of chemicals or heat.

### Approach

In this effort, we have collaborated with multiple major technical partners across the globe and co-developed a solid-state environmental-friendly process to liberate aluminium from the laminate or tubes. We use two basic structures to make laminated tubes:

1. Plastic Barrier Laminate (PBL) tubes - made of all plastic layers and are easily recyclable
2. Aluminium Barrier Laminate (ABL) tubes - made with a combination of polymers and has aluminium foil as the barrier layer.

With this project, the polymer fraction can be recovered from ABL tubes and the same can be recycled to various packaging applications. The recovered aluminium metal also shall be reused, making every single tube recyclable. This project is being carried out in two phases. In first phase, we began recycling own tubes and laminate scrap. In the second phase, we will offer recycling facilities to customers and partner with brand owners to regulate the post-consumer-use tubes and offer for recycling. In subsequent phases, we shall roll out such facilities globally, in a phased manner.

### Result



Since 2017-18, we have recycled and reused over 3100 metric tonnes of laminate in our India plants

# Customer Satisfaction

We are determined to pioneer sustainable packaging working actively with our customers, creating new possibilities with them. The future of our business is green, and we aspire to be at the forefront of change in our industry.

We have thrived on customer relationships and believe that compelling experiences offer us the next frontier in innovation. This will include several initiatives; including running global innovation programs for key clients, designing more downstream solutions, leveraging technology to enable speedy global rollouts, offering new ideas of on convenience, and taking the lead on personalisation for our clients.

For us, the Customer Engagement Programs (CEPs) serves as the means to strengthen our relationships and build loyalty with key stakeholders at existing customer accounts. Some of our CEPs include:

- a) Monthly innovation meetings with strategic customers and aligning them towards more sustainable solutions
- b) Roadshows for product introduction for range & applicability
- c) Periodical engagements for addressing concerns and customer feedback

Offering the best in quality and service to our discerning customers is paramount at EPL. To maintain this practice, we constantly connect with our customers to seek their feedback.

## OUR 'ZERO DEFECT TO CUSTOMER' GOAL

CASE STUDY



### Objective

Detection of defects is a challenge in the process of making a quality Laminate tube with high speed printing and tubing lines. Our objective is to arrest all defects through automation and deliver a 'High Quality – Zero Defect' tube meeting 100% OTIF and customer delight.

### Approach

When we started evaluating the solution, we realized that there needs to be less human intervention and more automation in the way defects are identified and arrested at every stage in the tube making workflow. Subsequently, we decided that each of our global facility should invest in necessary tools & inspection systems to identify and arrest any possible mistake/defect at the early stage of the tube making process, and at every stage. We aspire that every single tube that is shipped by us anywhere in the world should be defect free.

### Result



- Zero defect
- Customer Satisfaction

# Sustainable Sourcing

Supply chain and procurement at EPL is managed at the corporate level by the Global Procurement team and focusses on raw materials and inventory management. Supply Chain Manager at each of our manufacturing plant is responsible for site-level planning and procurement functions and is supported by 'Buyers' and 'Planners' for routine transactional activities. The 'Dispatch & Stores' team which falls under the Supply Chain umbrella manages the overall logistics for that particular plant. Contracts with major global suppliers are finalized by the Global Procurement team, and is based on aspects like price, inventory age, forecasts & OTIF, targets/budgets, etc.

Over the years, we have also started exploring sustainable alternative to polymers - that constitute almost one fourth of our total material consumption. These alternatives reduce wastages and the carbon footprint of our tubes. Some of the prominent sustainable polymers that are being used includes 'Exxon Metallocene grades' and the 'F920A' from Hanwa Total.

In order to ensure a sustainable value chain, we encourage our suppliers to be conscious in their business actions. Our vendor selection, rating and certification process is a method of assessing the quality management systems of our suppliers, sub-contractors and service providers. This process is 14-pillar assessment that includes environmental, social and governance-related considerations, in addition to other purchase requirements.

We believe that for us to be truly sustainable, sustainability principles have to be integrated across our supply chain. We are in the process of developing a more holistic approach towards sustainable sourcing and supply chain sustainability which will include formulation of a sustainable procurement policy, development of a supplier sustainability code of conduct (CoC) and a screening mechanism for assessing suppliers on environmental and social criteria.



# ANNEXURES

# Annexure 1: GRI Standards

## Content Index

DISCLOSURE	PAGE NUMBER / DIRECT ANSWER
<b>GRI 102: General Disclosures 2016</b>	
102-1 Name of the organisation	Report Cover
102-2 Activities, brands, products, and services	10
102-3 Location of headquarters	Mumbai, India
102-4 Location of operations	9
102-5 Ownership and legal form	Refer our Annual Report FY 2019-20, available at <a href="https://www.eplglobal.com/wp-content/uploads/2020/07/35-Annual-Report-2019-20.pdf">https://www.eplglobal.com/wp-content/uploads/2020/07/35-Annual-Report-2019-20.pdf</a>
102-6 Markets served	8-10
102-7 Scale of the organisation	8-9, 23, 34
102-8 Information on employees and other workers	34
102-9 Supply chain	60
102-10 Significant changes to the organisation and its supply chain	There have been no significant changes to the organization or its supply chain during the reporting period.
102-11 Precautionary Principle or approach	26
102-12 External initiatives	4
102-13 Membership of associations	EPL is member of the Bureau of Indian Standards (BIS), Plastic Containers (PCD 21) and Confederation of Indian Industry (CII)
102-14 Statement from senior decision-maker	5
102-16 Values, principles, standards, and norms of behaviour	10-12
102-18 Governance structure	11-12, 15
102-40 List of stakeholder groups	17
102-41 Collective bargaining agreements	47
102-42 Identifying and selecting stakeholders	17
102-43 Approach to stakeholder engagement	17
102-44 Key topics and concerns raised	17
102-45 Entities included in the consolidated financial statements	Refer our Annual Report FY 2019-20, available at <a href="https://www.eplglobal.com/wp-content/uploads/2020/07/35-Annual-Report-2019-20.pdf">https://www.eplglobal.com/wp-content/uploads/2020/07/35-Annual-Report-2019-20.pdf</a>
102-46 Defining report content and topic Boundaries	4, 19-21
102-47 List of material topics	19-21
102-48 Restatements of information	N/A
102-49 Changes in reporting	N/A
102-50 Reporting period	4

DISCLOSURE	PAGE NUMBER / DIRECT ANSWER
102-51 Date of most recent report	N/A
102-52 Reporting cycle	4
102-53 Contact point for questions regarding the report	4
102-54 Claims of reporting in accordance with the GRI Standards	4
102-55 GRI content index	62-66
102-56 External assurance	4
<b>MATERIAL ISSUE: ECONOMIC PERFORMANCE</b>	
<b>GRI 103: Management Approach 2016</b>	
103-1 Explanation of the material topic and its boundary	24
103-2 The management approach and its components	24
103-3 Evaluation of the management approach	24
<b>GRI 201: Economic Performance 2016</b>	
201-1 Direct economic value generated and distributed	24
<b>MATERIAL ISSUE: MATERIALS</b>	
<b>GRI 103: Management Approach 2016</b>	
103-1 Explanation of the material topic and its boundary	26
103-2 The management approach and its components	26
103-3 Evaluation of the management approach	26
<b>GRI 301: Materials 2016</b>	
301-1 Materials used by weight or volume	27
301-2 Recycled input materials used	27
<b>MATERIAL ISSUE: ENERGY</b>	
<b>GRI 103: Management Approach 2016</b>	
103-1 Explanation of the material topic and its boundary	28-29
103-2 The management approach and its components	28-29
103-3 Evaluation of the management approach	28-29
<b>GRI 302: Energy 2016</b>	
302-1 Energy consumption within the organisation	28
302-3 Energy intensity	28
302-4 Reduction of energy consumption	29
302-5 Reductions in energy requirements of products and services	58
<b>MATERIAL ISSUE: WATER AND EFFLUENTS</b>	
<b>GRI 103: Management Approach 2016</b>	
103-1 Explanation of the material topic and its boundary	30
103-2 The management approach and its components	30
103-3 Evaluation of the management approach	30

DISCLOSURE	PAGE NUMBER / DIRECT ANSWER
<b>GRI 303: Water and Effluents 2018</b>	
303-1 Interactions with water as a shared resource	30
303-2 Management of water discharge-related impacts	30
303-3 Water withdrawal	30
303-4 Water discharge	30
303-5 Water consumption	30
<b>MATERIAL ISSUE: EMISSIONS</b>	
<b>GRI 103: Management Approach 2016</b>	
103-1 Explanation of the material topic and its boundary	31
103-2 The management approach and its components	31
103-3 Evaluation of the management approach	31
<b>GRI 305: Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	31
305-2 Energy indirect (Scope 2) GHG emissions	31
305-4 GHG emissions intensity	31
305-5 Reduction of GHG emissions	29
305-6 Emissions of ozone-depleting substances (ODS)	32
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	32
<b>MATERIAL ISSUE: WASTE</b>	
<b>GRI 103: Management Approach 2016</b>	
103-1 Explanation of the material topic and its boundary	32
103-2 The management approach and its components	32
103-3 Evaluation of the management approach	32
<b>GRI 306: Waste 2020</b>	
306-1 Waste generation and significant waste-related impacts	32
306-2 Management of significant waste-related impacts	32
306-3 Waste generated	32
306-4 Waste diverted from disposal	32
306-5 Waste directed to disposal	32
<b>MATERIAL ISSUE: ENVIRONMENTAL COMPLIANCE</b>	
<b>GRI 103: Management Approach 2016</b>	
103-1 Explanation of the material topic and its boundary	11, 26
103-2 The management approach and its components	11, 26
103-3 Evaluation of the management approach	11, 26
<b>GRI 307: Environmental Compliance 2016</b>	
307-1 Non-compliance with environmental laws and regulations	26

DISCLOSURE	PAGE NUMBER / DIRECT ANSWER
<b>MATERIAL ISSUE: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its boundary	60
103-2 The management approach and its components	60
103-3 Evaluation of the management approach	60
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental Criteria	60
<b>MATERIAL ISSUE: EMPLOYMENT</b>	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its boundary	34-35
103-2 The management approach and its components	34-35
103-3 Evaluation of the management approach	34-35
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	35-44
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44
401-3 Parental leave	44
<b>MATERIAL ISSUE: LABOR/MANAGEMENT RELATIONS</b>	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its boundary	47
103-2 The management approach and its components	47
103-3 Evaluation of the management approach	47
GRI 402: Labor/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	47
<b>MATERIAL ISSUE: TRAINING AND EDUCATION</b>	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its boundary	46
103-2 The management approach and its components	46
103-3 Evaluation of the management approach	46
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	46
404-2 Programs for upgrading employee skills and transition assistance programs	46
404-3 Percentage of employees receiving regular performance and career development reviews	100%
<b>MATERIAL ISSUE: NON-DISCRIMINATION</b>	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its boundary	51
103-2 The management approach and its components	51

DISCLOSURE	PAGE NUMBER / DIRECT ANSWER
103-3 Evaluation of the management approach	51
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	51
<b>MATERIAL ISSUE: LOCAL COMMUNITIES</b>	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its boundary	52-53
103-2 The management approach and its components	52-53
103-3 Evaluation of the management approach	52-53
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	52-53
<b>MATERIAL ISSUE: SUPPLIER SOCIAL ASSESSMENT</b>	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its boundary	60
103-2 The management approach and its components	60
103-3 Evaluation of the management approach	60
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	60
<b>MATERIAL ISSUE: MARKETING AND LABELING</b>	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its boundary	59
103-2 The management approach and its components	59
103-3 Evaluation of the management approach	59
GRI 417: Marketing and Labeling 2016	
417-2 Incidents of non-compliance concerning product and service information and labelling	No incidents of non-compliance concerning product and service information and labelling were observed during the reporting period.
417-3 Incidents of non-compliance concerning marketing communications	No incidents of non-compliance concerning marketing communications were observed during the reporting period.
<b>MATERIAL ISSUE: SOCIOECONOMIC COMPLIANCE</b>	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its boundary	11, 47
103-2 The management approach and its components	11, 47
103-3 Evaluation of the management approach	11, 47
GRI 419: Socioeconomic Compliance 2016	
419-1 Non-compliance with laws and regulations in the social and economic area	No incidents of non-compliance with laws and regulations in the social and economic area were observed during the reporting period.

# Annexure 2: SDG Compass

SDG	BUSINESS THEME	RELEVANT GRI STANDARD	DISCLOSURE	PAGE NO.		
1	End poverty in all its forms everywhere	Earnings, wages and benefits	GRI 202: Market Presence	202-1	-	
		Economic development in areas of high poverty	GRI 203: Indirect Economic Impacts	203-2	-	
		Management	GRI 204: Procurement Practices	204-1	-	
		Access to land and other resources	GRI 413: Local communities	413-2	52-53	
2	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Economic Value	GRI 201: Economic Performance	201-1	24	
			GRI 203: Indirect Economic Impacts	203-2	-	
		Infrastructure investments	GRI 203: Indirect Economic Impacts	203-1	-	
		Indigenous rights	GRI 411: Rights of Indigenous Peoples	411-1	-	
3	Ensure healthy lives and promote wellbeing for all at all ages	Access to land	GRI 413: Local Communities	413-2	52-53	
		Access to medicines	GRI 203: Indirect Economic Impacts	203-2	-	
		Air quality	GRI 305: Emissions		305-1	31
					305-2	31
					305-3	-
					305-6	32
					305-7	32
		Water quality	GRI 306: Effluents and Waste	306-1	32	
		Waste	GRI 306: Effluents and Waste	306-2	32	
		Spills	GRI 306: Effluents and Waste	306-3	32	
		Insurance	GRI 401: Employment	401-2	35-44	
		Occupational health and safety	GRI 403: Occupational Health and Safety		403-2	48-51
					403-3	48-51
4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Management	GRI 102: General Disclosures	102-27	-	
		Employee training and education	GRI 404: Training and Education	404-1	46	

SDG	BUSINESS THEME	RELEVANT GRI STANDARD	DISCLOSURE	PAGE NO.	
5	Achieve gender equality and empower all women and girls	Women in leadership	102-22	-	
			102-24	-	
		Economic Performance	GRI 405: Diversity and Equal Opportunity	405-1	51
			GRI 201: Economic Performance	201-1	24
		Gender equality	GRI 202: Market Presence	202-1	-
			GRI 401: Employment	401-1	35-44
			GRI 404: Training and Education	404-1	46
				404-3	100%
			GRI 405: Diversity and Equal Opportunity	405-1	51
		Living Wage	GRI 202: Market Presence	405-2	51
				202-1	-
		Infrastructure investments	GRI 203: Indirect Economic Impacts	203-1	-
		Economic inclusion	GRI 204: Procurement Practices	204-1	-
		Non-discrimination	GRI 401: Employment	401-1	35-44
			GRI 406: Non-discrimination	406-1	51
		Equal remuneration for women and men	GRI 401: Employment	401-2	44
Parental leave	GRI 401: Employment	401-3	44		
Supplier engagement	GRI 414: Supplier Social Assessment	414-1	60		
		414-2	-		
6	Ensure availability and Sustainable management of water and sanitation for all	Water withdrawal	GRI 303: Water	303-1	30
		Impact of water withdrawal	GRI 303: Water	303-2	30
		Recycle and reuse	GRI 303: Water	303-3	30
		Water efficiency	GRI 303: Water	303-3	30
		Impact on biodiversity and ecosystems	GRI 304: Biodiversity	304-1	-
				304-2	-
				304-4	-
		Habitat protection or restoration	GRI 306: Effluents and Waste	306-5	-
				304-3	-
		Water quality	GRI 306: Effluents and Waste	306-1	32
		Water discharge	GRI 306: Effluents and Waste	306-1	32
		Waste and wastewater	GRI 306: Effluents and Waste	306-2	32
Spills	GRI 306: Effluents and Waste	306-3	32		
7	Ensure access to affordable, reliable, sustainable and modern energy for all	Economic value	GRI 201: Economic Performance	201-1	24
		Infrastructure investments	GRI 203: Indirect Economic Impacts	203-1	-
		Energy consumption	GRI 302: Energy	302-1	28
				302-2	28
		Energy production	GRI 302: Energy	302-1	28
		Energy efficiency	GRI 302: Energy	302-2	28
				302-3	28
		Energy reduction	GRI 302: Energy	302-4	29
302-5	58				

SDG	BUSINESS THEME	RELEVANT GRI STANDARD	DISCLOSURE	PAGE NO.	
8	Promote sustained, inclusive and sustainable Economic growth, full and productive employment and decent work for all	Freedom of association and collective bargaining	GRI 102: General disclosures	102-41	47
		Employment and workforce	GRI 102: General Disclosures	102-8	34
			GRI 202: Market Presence	202-2	-
			GRI 401: Employment	401-1	35-44
			GRI 405: Diversity and Equal Opportunity	405-1	51
		Economic Value	GRI 201: Economic Performance	201-1	24
		Remuneration and benefit	GRI 202: Market Presence	202-1	-
			GRI 401: Employment	401-2	44
			GRI 405: Diversity and Equal Opportunity	405-2	51
		Indirect economic impact	GRI 203: Indirect Economic Impacts	203-2	-
		Local procurement	GRI 204: Procurement Practices	204-1	-
		Material efficiency	GRI 301: Materials	301-1	27
				301-2	27
		Extended producer responsibility	GRI 301: Materials	301-3	-
		Energy efficiency	GRI 302: Energy	302-1	28
				302-2	28
				302-3	28
				302-4	29
				302-5	58
		Water efficiency	GRI 303: Water	303-3	30
		Employment condition	GRI 401: Employment	401-1	35-44
		Parental leave	GRI 401: Employment	401-3	44
		Labor relations / management	GRI 402: Labor/Management Relations	402-1	47
		Occupational health and safety	GRI 403: Occupational Health and Safety	403-1	48-51
				403-2	48-51
				403-3	48-51
				403-4	48-51
		Training and education	GRI 404: Training and Education	404-1	46
				404-2	46
				404-3	100%
		Corporate governance body	GRI 405: Diversity and Equal Opportunity	405-1	51
Non-discrimination	GRI 406: Non-discrimination	406-1	51		
Children and younger worker protection	GRI 408: Child labour	408-1	51		
Abolition of child labor	GRI 408: Child labour	408-1	51		
Elimination of forced labor	GRI 409: Forced or Compulsory Labor	409-1	51		
Labor practices in the supply chain	GRI 414: Supplier Social Assessment	414-1	60		
		414-2	-		
9	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Economic value	GRI 201: Economic Performance	201-1	24
		Infrastructure investments	GRI 203: Indirect Economic Impacts	203-1	-
		Expenditure and investment	GRI 203: Indirect Economic Impacts	203-1	-

SDG	BUSINESS THEME	RELEVANT GRI STANDARD	DISCLOSURE	PAGE NO.		
10	Reduce inequality within and among countries	Equal opportunity	GRI 102: General Disclosures	102-8	34	
			GRI 401: Employment	401-1	35-44	
		Economic value	GRI 203: Indirect Economic Impacts	203-2	-	
		Training and education	GRI 404: Training and Education	404-1	46	
				404-3	100%	
	Remuneration and benefit	GRI 405: Diversity and Equal Opportunity	405-2	51		
11	Make cities and human Settlements inclusive, safe, resilient and sustainable	Infrastructure investment	GRI 203: Indirect Economic Impacts	203-1	-	
12	Ensure sustainable Consumption and production patterns	Material efficiency	GRI 301: Materials	301-1	27	
					301-2	27
		Extended producer responsibility	GRI 301: Materials	301-3	-	
		Energy efficiency	GRI 302: Energy		302-1	28
					302-2	-
					302-3	28
					302-4	29
					302-5	58
		Water efficiency	GRI 303: Water	303-3	30	
		GHG emissions	GRI 305: Emissions		305-1	31
					305-2	31
					305-3	-
		ODS emissions	GRI 305: Emissions	305-6	32	
		Air pollution	GRI 305: Emissions	305-7	32	
		Water management	GRI 306: Effluents and Waste	306-1	32	
Waste management	GRI 306: Effluents and Waste		306-2	32		
			306-4	32		
Spills	GRI 306: Effluents and Waste	306-3	32			
Product information	GRI 417: Marketing and Labeling	417-1	-			
13	Take urgent action to combat climate change and its impacts	Energy efficiency	GRI 302: Energy	302-1	28	
				302-2	-	
				302-3	28	
				302-4	29	
				302-5	58	
		GHG emissions	GRI 305: Emissions	305-1	31	
				305-2	31	
				305-3	-	
				305-4	31	
				305-5	29	
Risks and opportunities due to climate change	GRI 201: Economic Performance	201-2	-			

SDG	BUSINESS THEME	RELEVANT GRI STANDARD	DISCLOSURE	PAGE NO.		
14	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	Impact on biodiversity and habitat	GRI 304: Biodiversity	304-1	-	
			GRI 306: Effluents and Waste	304-2	-	
				306-5	32	
		Habitat protection or restoration	GRI 304: Biodiversity		304-3	-
					304-4	-
		Biodiversity and ecosystem	GRI 304: Biodiversity		304-4	-
		GHG emissions	GRI 305: Emissions		305-1	31
					305-2	31
					305-3	-
					305-4	31
					305-5	29
Air pollution	GRI 305: Emissions		305-7	32		
Water discharge	GRI 306: Effluents and Waste		306-1	32		
Spills	GRI 306: Effluents and Waste		306-3	32		
15	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Impact on biodiversity and habitat	GRI 304: Biodiversity	304-1	-	
			GRI 306: Effluents and Waste	304-2	-	
				304-4	-	
		Habitat protection or restoration	GRI 304: Biodiversity		306-5	32
		GHG emissions	GRI 305: Emissions		304-3	-
					305-1	31
					305-2	31
					305-3	-
					305-4	31
			305-5	29		
		Air pollution	GRI 305: Emissions		305-7	32
spills	GRI 306: Effluents and Waste		306-3	32		

SDG	BUSINESS THEME	RELEVANT GRI STANDARD	DISCLOSURE	PAGE NO.	
16	Grievance Mechanism	GRI 102: General Disclosures	102-17	-	
	Ethical and lawful behavior	GRI 102: General Disclosures	102-16	10-12	
	Inclusive decision making	GRI 102: General Disclosures	102-21	-	
			102-22	-	
			102-24	-	
			102-29	-	
			102-37	-	
	Effective, accountable and transparent governance	GRI 102: General Disclosures	102-23	-	
			102-25	-	
	Anti-corruption	GRI 205: Anti-corruption	205-1	11-12	
			205-2	11-12	
	Compliance with laws and regulations	GRI 415: Public Policy	205-3	11-12	
			415-1	-	
			GRI 206: Anti-competitive Behavior	206-1	-
			GRI 307: Environmental Compliance	307-1	26
			GRI 416: Customer Health and Safety	416-2	-
			GRI 417: Marketing and Labeling	417-2	No incidents
			417-3	No incidents	
	GRI 418: Customer Privacy	418-1	-		
	GRI 419: Socioeconomic Compliance	419-1	-		
Non-discrimination	GRI 406: Non-discrimination	406-1	51		
Abolition of child labor	GRI 408: Child Labor	408-1	51		
Security	GRI 410: Security Practices	410-1	-		
Workplace violence and harassment	GRI 414: Supplier Social Assessment	414-1	60		
		414-2	-		
Protection of privacy	GRI 418: Customer Privacy	418-1	-		
17	Strengthen the means of Implementation and revitalise the global partnership for sustainable development	Economic value	GRI 203: Indirect Economic Impacts	203-2	-

# Annexure 3: Alignment with National Voluntary Guidelines (NVGs) on Social, Environmental & Economic Responsibilities of Business

PRINCIPLE	DESCRIPTION OF THE PRINCIPLE	REPORT REFERENCE	PAGE NUMBER
Principle 1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.	• About EPL	11-12
Principle 2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.	• Sustainable Sourcing and Product Stewardship	57-58
Principle 3	Businesses should promote the wellbeing of all employees.	• Social Performance	34-51
Principle 4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.	• Sustainability at EPL	17, 52-53
Principle 5	Businesses should respect and promote human rights.	• Social Performance	47
Principle 6	Business should respect, protect, and make efforts to restore the environment.	• Environmental Performance • Sustainable Sourcing and Product Stewardship	26-32, 57-60
Principle 7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.	• About EPL	11-12
Principle 8	Businesses should support inclusive growth and equitable development	• Economic Performance • Social Performance	24, 52-53
Principle 9	Businesses should engage with and provide value to their customers and consumers in a responsible manner.	• Sustainable Sourcing and Product Stewardship • Sustainability at EPL	13-14, 57-59

