



ESG Data Book

2021-22

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The performance highlights for the last three preceding years (FY 2020, 21, 22) are presented below,

Performance Indicator	FY 2019-20	FY 2020-21	FY 2021-22
*Water withdrawal – Municipal supply (or from other water utilities) (Million m ³)	1.00	1.14	0.98
*Energy consumption - Non-renewable (MWh)	275,929	288,537	370,980
*Energy consumption – Renewable (MWh)	7,170	32,643	331,550
**GHG emissions – Scope 1 (tCO ₂ e)	61,436	68,321	132,250
**GHG emissions – Scope 2 (tCO ₂ e)	205,680	2,48,303	163,134
**GHG emissions – Scope 3 (tCO ₂ e)	--	--	65,014
**Total GHG emissions – Scope 1, 2, 3 (tCO ₂ e)	--	--	360,398
**GHG emission intensity (tCO ₂ e/Revenue in Million INR)	--	--	7.28
*Hazardous waste – Recycled / Reused (MT)	14,492	14,911	16,640
*Hazardous waste – Disposed (MT)	7,063	8,255	6,328
*Hazardous waste – Landfilled (MT)	1,167	1,020	1,827
*Hazardous waste – Incinerated without energy recovery (MT)	250	333	455
*Hazardous waste – Co-processing (MT)	2,766	3,407	4,041
*Non-hazardous waste – disposed (MT)	2,880	3,496	3,271
*Non-hazardous waste – Recycle / Reuse (MT)	4.90	5.20	5.36

* Values for FY 2020-21, FY 2019-20 includes figures for all six units and excludes R&D, whereas the data for FY 2021-2022 is provided for Unit-1,2,3,4,5,6 and R&D

** Values for FY 2020-21, FY 2019-20 covers Unit- 1 and 3, whereas the data for FY 2021-2022 is provided for Unit-1,2,3,4,5,6 and R&D

Waste Generation and Disposal



Category	Unit	FY 2021-22
Fly ash	MT	3265.67
ETP sludge	MT	250.80
Process-in organic salts	MT	1165.78
Spent carbon	MT	449.60
Organic residue	MT	3591.35
Miscellaneous incinerable waste	MT	455.25
LDPE / HDPE liners	MT	282.90
Used oil	MT	13.45
Spent mixed solvents	MT	16170.65
E- Waste	MT	5.36
Insulation wool	MT	18.02
PP bags	MT	168.60
Bio-medical waste	MT	4.13
ATFD MEE salts	MT	411.00

Total In-house (U-1,3,6 & R&D) renewable energy generation capacity

668.28 MWh



Hazardous waste - Recycle / Reuse

16,640 MT



A glimpse of the social performance for the FY 2021-22 is presented below,

Category	Employees	Unit	Employee count	New employee hire	Employee turnover
Management	Male	No.	14	0	2
	Female		0	0	0
	<30		0	0	0
	30-50		1	0	1
	>50		13	0	2
Other employees (Non-management staff)	Male	No.	624	36	37
	Female		42	2	1
	<30		0	0	0
	30-50		616	34	30
	>50		50	4	8
Permanent work staff (unionized employees or workmen)	Male	No.	4,095	1,581	1,581
	Female		339	138	138
	<30		2,503	1,082	1,082
	30-50		1,903	310	310
	>50		327	28	327
Contract workers	Male	No.	3,847	4,056	4,056
	Female		23	5	5
	<30		1,547	1,558	1,558
	30-50		2,264	1,511	1,511
	>50		59	992	992
Others (Interns, trainees / apprentices, part time employees etc.)	Male	No.	50	79	79
	Female		59	85	85
	<30		109	109	109
	30-50		0	0	0
	>50		0	55	55

A glimpse of the social performance is presented below,

Workforce Breakdown: Gender

Category	Unit	FY 2021-22
Share of women in total workforce (as % of total workforce)	%	8.00
Share of women in all management positions, including junior, middle and top management	%	7.00
Share of women in junior management positions, i.e. first level of management	%	7.20
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	%	6.00
Share of women in management positions in revenue-generating functions	%	5.00

Hiring

Category	Unit	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Number of new employee hires	No.	630	952	1,209	1,757
Open positions filled by internal candidates (internal hires)	%	16	20	5.70	4.40
Average hiring cost/FTE	No.	465	814	766	628

Employee turnover rate

Category	Unit	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Total employee turnover rate	%	11.65	15.50	12.15	17.68

A glimpse of the social performance is presented below,

Health and Safety

Category	Unit	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Fatalities (Employees)	No.	0	0	0	0
Fatalities (Contractors)	No.	0	0	0	0
LTIFR (Employees)	No.	0	0	0	0
LTIFR (Contractors)	No.	0	0	0	0

Parental leave (only permanent employees)

Category	Unit	FY 2021-22	
		Male	Female
Employees entitled to parental leave	No.	7,685	448
Employees that took parental leave	No.	328	24
Employees that returned to work in the reporting period after parental leave ended	No.	328	15
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	No.	320	13
Rate of return to work that took parental leaves	%	100	62.50
Retention rate of employees that took parental leave	%	40	6.50


Suppliers and procurement spend

Category	Unit	FY 2021-22
Total suppliers	No.	1,900
Total procurement spend	Million INR	24,860

A glimpse of the social performance is presented below,

Benefits provided to permanent and temporary employees 			
Category/types of benefits provided	Unit	Permanent employees	Temporary employees
Life insurance	Yes/No	No	No
Health care	Yes/No	Yes	No
Disability	Yes/No	No	No
Parental leave (maternity leave or paternity leave)	Yes/No	Yes	Nil
Marriage leave (additional to normal leaves allotted)	Yes/No	No	No
Bereavement leave (additional to normal leaves allotted)	Yes/No	No	No
Leave for Haj (additional to normal leaves allotted)	Yes/No	No	No
Leave for baptism (additional to normal leaves allotted)	Yes/No	No	No
Leave for circumcision ceremony (additional to normal leaves allotted)	Yes/No	No	No
Retirement provision	Yes/No	Yes	Yes
Stock ownership	Yes/No	Yes	No
Transportation	Yes/No	Yes	Yes
Housing	Yes/No	No	No
Food allowance	Yes/No	Yes	Yes
Extra paid holidays	Yes/No	Yes	Yes
Citizenship leave	Yes/No	No	No
Marriage gift	Yes/No	Yes	No

A glimpse of the social performance is presented below,

Benefits provided to permanent and temporary employees 			
Category/types of benefits provided	Unit	Permanent employees	Temporary employees
House warming gift	Yes/No	Yes	No
Bonus	Yes/No	Yes	Yes
Attendance incentive	Yes/No	No	Yes
Night shift allowance	Yes/No	No	Yes
Service allowance	Yes/No	No	Yes

An overview of the Economic performance is presented below,

Economic value generated 

Category	Unit	FY 2021-22
Total revenue	INR Million	49360.00


Economic value distributed and retained 

Category	Unit	FY 2021-22
Total operating costs	INR Million	29,999.40
Total employee related expenses (salaries and benefits)	INR Million	5,015.30
Payments to providers of capital	INR Million	1,882.50
Payment to government	INR Million	2,542.20
Community investments	INR Million	117.00
Economic value retained	INR Million	9803.60

Philanthropic contributions 

Category	Unit	FY 2021-22
Total CSR expense/spend	INR Million	117
Political contributions	INR Million	0

An overview of the Economic performance is presented below,

Compliances/ Fines/Settlements 					
Category	Unit	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Confirmed cases of corruption and bribery	No.	0	0	0	0
Class I product recall	No.	0	0	0	0
Class II product recall	No.	0	0	0	0
Regulatory agency inspections	No.	16	11	9	7
Form 483 observations (or equivalent)	No.	0	0	0	0
FDA warning letters (or equivalent)	No.	0	0	0	0
Fines paid related to ecological or environmental issues	INR	None	None	None	None
Category	Unit	FY 2019-20	FY 2020-21	FY 2021-22	
Total number of information security breaches or other cybersecurity incidents	No.	0	0	0	
Total number of data breaches	No.	0	0	0	
Total number of customers and employees affected by company's data breach	No.	0	0	0	
Total amount of fines/penalties paid in relation to information security breaches or other cybersecurity incident.	INR	0	0	0	
Category	Unit	FY 2021-22			
Fines or settlements related to anti-competitive practices	INR	0			
Ongoing investigations related to anti-competitive practices	No.	None			
Current involvement in any ongoing corruption and bribery cases	No.	None			
Contributions to and spending for political campaigns, political organizations, lobbying, trade associations, tax-exempt entities	INR	0			
No. of incidents of discrimination and harassment	No.	0			
Upheld regulatory complaints concerning marketing and selling practices	No.	0			
Upheld self regulatory complaints concerning marketing, selling practices	No.	0			