



Knowledge grows

Yara India Sustainability Report 2023

Nourishing Fields, Enriching Lives





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Introduction

About the report

For many years, Yara Fertilisers India Private Limited (hereinafter referred to as ‘Yara India’ or ‘the company’) has committed to sustainability as one of the fundamental aspects of its business operations. We embarked our journey in sustainability reporting last year in 2022 to weave a tapestry of health and welfare that embraces India in its entirety. A quest to nurture and perpetuate a virtuous circle, where the threads of sustainability intertwine to create a brighter future for all in India. This report provides facts, figures, and metrics to illustrate the environmental and social impact of the company's business activities. Furthermore, the report outlines the advancements Yara India achieved in the area of sustainability throughout 2023.

Reporting Framework

Yara India is pleased to present its second sustainability report for the calendar year 2023, developed with reference to the GRI Universal Standards 2021. The report reflects our enduring commitment to Environmental, Social, and Governance (ESG) principles. Our holistic approach enables us to reliably sustain supply levels and consistently provide crop nutrients and industrial solutions to markets, ensuring continuity throughout the supply chain.

The report is presented in line with our sustainability agenda that focuses on our 5C's approach to sustainability: Commit, Channelise, Care, Concern, and Contribute.

External Assurance

Yara India is presently unlisted on the Indian stock exchanges and remains exempt from any non-financial reporting obligations. We take ownership of the accuracy of the data presented herein. While we have not obtained any independent third-party assurance for the information presented in the report, all environment and most social indicators presented in this report also feed into Yara International's Integrated Report which is externally assured by a third party, giving reasonable confidence in our data and processes.

Reporting Boundary

The report encompasses the Yara India plant in Babrala, Uttar Pradesh, Kiran-A Yara India Community Initiative, the Yara India corporate office in Gurugram, Haryana, and the Yara India registered office in Pune, Maharashtra. Environmental performance metrics are focused on all three offices including plant location, while social performance disclosures include the Yara India plant in Babrala, Kiran - A Yara India Community Initiative and the corporate office in Gurugram.

All data presented in this report pertains to the reporting period 01st January 2023 to 31st December 2023, unless stated otherwise.

Your Feedback

We welcome your valuable feedback and suggestions. Your insights are instrumental in driving continuous improvement. Please take a few moments to share your feedback by connecting us at:

Head - Public Affairs & Communications,
Yara Fertilisers India Private Limited, 502, Global Business Square Gurugram 122003, Haryana.
E-mail: corporatecommunications.india@yara.com

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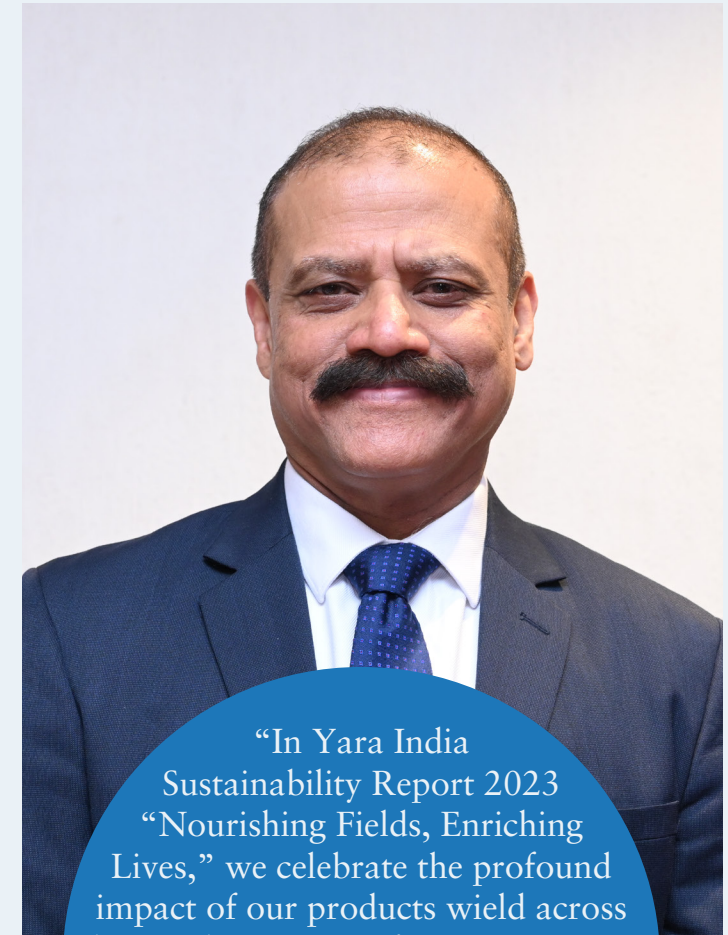
Message from our Leaders

Dear Stakeholders,

Yara India has been a beacon of positive change in the lives of Indian farmers. As we unveil our second Sustainability Report 2023, ‘Nourishing Fields, Enriching Lives’ we are proud to present our ever-evolving array of sustainability endeavors. While we are not mandated to report on sustainability standards, we wholeheartedly embrace the opportunity to share these initiatives. We believe that this transparency not only builds trust in our company but also propels us towards sustainable market leadership in our nation.

While our sustainable growth strategy remains the same as the previous year, for reporting on our ESG performance, we have aligned this report to the guidance under the GRI Universal Standards 2021. This allows us to bring a more standardized and comparable approach to reporting as we look forward to improving our sustainability performance in a competitive ESG landscape both in India as well as internationally.

The 2023 Sustainability Report, titled ‘Nourishing Fields, Enriching Lives,’ celebrates the profound impact of our products across diverse dimensions of existence. By enriching our product range with essential micronutrients, we establish a bedrock for healthier crops, which in turn positively influences human health.



“In Yara India Sustainability Report 2023 “Nourishing Fields, Enriching Lives,” we celebrate the profound impact of our products wield across diverse dimensions of existence. From nurturing wholesome crops to building a cleaner environment, our commitment transcends mere agriculture - it embraces the holistic well-being of our nation”

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Throughout the reporting period, our digital platforms have been the conduits of knowledge, reaching over 4.6 million farmers with insights and guidance. Our Yara Crop Nutrition Centers (YCNCs) have been a great support, touching the lives of more than 6,50,000 farmers with hands-on assistance and expertise. Our Corporate Social Responsibility (CSR) initiatives have enriched the lives of 313,000 individuals with opportunities for education, healthcare, and holistic well-being over the last five years. We also navigate the currents of ethics and integrity, ensuring that every action reflects our commitment to responsible business practices. Safety is our prime priority, and through continuous improvement and awareness, we journey towards a horizon of zero accidents. Our greatest asset lies in our people, through training and upskilling initiatives, we nurture the talents of 736 individuals, empowering them to reach new heights of personal and professional growth.

Yara India recognizes the pivotal role of women in driving sectoral growth, we aim at such initiatives that helps us in bridging the gender gap and unlocking the untapped potential of women in agriculture. We pledge to create more opportunities for women, both within Yara India and across the broader agri-food ecosystem. We envision a 2.5x increase in the number of women farmers supported by our initiatives, alongside targeting at least 20% ownership of new Yara Crop Nutrition Centers (YCNCs) by women.

As pioneers in the fertiliser industry, we take pride in our role as pathbreakers, driving meaningful change and building an environment where every individual has the opportunity to thrive. We aim to achieve a near-balanced gender mix.

This has also been a year of demonstrating our commitment to positive environmental impact. Acknowledging the urgent need for action, we have set ambitious targets to mitigate greenhouse gas (GHG) emissions, aiming to reduce GHG emissions amounting to 70,000 tCO₂e by the year 2026. Our responsibility extends beyond our production processes to our products as well. Our range of products and knowledge solutions promotes regenerative agriculture and sustainable farming practices, empowering farmers to cultivate in harmony with nature. For us, Regenerative Agriculture

embodies a systematic, outcome-oriented methodology. As our business expands across the country, we recognize the imperative to fortify our governance structures, enhance stakeholder engagement mechanisms, and gain deeper insights into material topics that shape our business and impact our stakeholders. This report marks a significant milestone in that journey, reflecting our dedication to sustainability and responsible growth. Through transparent reporting and robust governance practices, we aim to build trust, accountability, and collaboration with all our stakeholders. With each step forward, we reaffirm our pledge to be a responsible corporate citizen, driving positive change and contributing to the collective well-being of our communities. Together, let us continue this journey towards a sustainable and prosperous future for all.

Sanjiv Kanwar
Managing Director
Yara South Asia

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“ Dear Stakeholders,

This year’s report marks another milestone in our ongoing journey towards sustainable excellence. In an era where disruptions in the value chain have become the new norm, we have risen to the challenge, demonstrating our ability to optimize our global presence and reach. We have navigated production and delivery challenges with resilience and adaptability. We proudly offer a suite of digital tools providing advice on smart, sustainable farming practices that are designed to optimize yields while minimizing our environmental footprint. Among these initiatives is our focus on improving nitrogen use efficiency, a cornerstone of Regenerative Agriculture. Recognizing the imperative to decarbonize both upstream and downstream operations in the food industry, we are taking proactive steps. While we address the decarbonization of fertilizer production, we equally prioritize reducing emissions in fertilizer usage downstream.

To achieve sustainable productivity and food security in South East Asia which is dominated by smallholder farmers, we need to invest our resources in four key areas namely soil health, crop health, technology, farmer knowledge and empowerment. Our goal is to empower farmers across backgrounds grow more food, more responsibly. No one company or entity can do this alone. There is a need for value chain partners, governments, food companies and civil societies to come together and make an effort to de-risk the small holder farmer.

As stewards of a sustainable future, we are dedicated to pioneering solutions that not only mitigate our environmental impact but also drive positive change across our industry. Together, let us continue to forge a path towards a more resilient, sustainable, and prosperous tomorrow.”

Fernanda Lopes Larsen
EVP, Africa & Asia
Yara International ASA



“To achieve sustainable productivity and food security in South East Asia which is dominated by smallholder farmers, we need to invest our resources in four key areas namely soil health, crop health, technology, farmer knowledge & empowerment.”

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Company Overview

About Yara International

Leading the Global Crop Nutrition Revolution

Established in 1905 to address the growing famine in Europe, Yara International ASA has carved out a distinctive niche as the sole global company specializing in crop nutrition. With approximately 19,000 employees and a presence in 140 countries, Yara International operates under an integrated business model. Yara track record speaks volumes, showcasing consistent and strong returns, further solidifying its position as a leader in the field. Yara stands as the industry's foremost global player, uniquely positioned to integrate the production and marketing of crop nutrition products and solutions. With a farmer-centric ethos at its core, the organization leverages over a century of agronomic expertise to deliver value to millions of farmers worldwide.

About Yara India

Nourishing Tomorrow: Pioneering Sustainable Crop Nutrition Solutions

Yara Fertilisers India Private Limited (Yara India) is the leading fertiliser company in India. As a wholly owned subsidiary of Yara International ASA, Yara India has swiftly risen to prominence within India's agricultural landscape. In just over two decades, we have achieved remarkable growth, establishing ourselves as the foremost player in the premium crop nutrients' product segment. With 36% market share, our journey represents a commitment to excellence and innovation in serving the needs of Indian farmers.

Yara India embarked on its journey in 1993 with the establishment of a registered office. Product trials for Fertilizers Control Order (FCO) registration began in 1997, followed by third-party marketing. In 2011, we established our own operations in Maharashtra, strengthening our presence with an

in-house sales team and distribution channels. A significant milestone was achieved in January 2018, with the acquisition of Tata Chemicals for USD 421 million, marking India's first and highest stand-alone foreign direct investment in the fertiliser sector. It is situated in Babrala, Uttar Pradesh, having a state-of-the-art manufacturing facility, embodying efficiency and innovation. The headquarter of Yara India is in Gurugram, Haryana.



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Our Mission and Vision

Our Mission

Responsibly feed the world and protect the planet.

Our Vision

A collaborative society; a world without hunger; a planet respected.

Our Values

 <p><i>Ambition</i></p> <p><i>Taking the initiative, exceeding expectations.</i></p>	 <p><i>Curiosity</i></p> <p><i>Inquiry is our origin, and it powers our future.</i></p>	 <p><i>Collaboration</i></p> <p><i>Amplifying our collective knowledge.</i></p>	 <p><i>Accountability</i></p> <p><i>Earning trust through responsibility and reliability.</i></p>
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Our Products and Services

Fertiliser Products:

Our primary goal is to provide Indian farmers with world-class products that meet global standards of excellence. Yara India's product portfolio consists of six renowned master brands - YaraMila, YaraLiva, YaraTera, YaraRega, YaraVita and Bharat Urea (formerly known as YaraVera) - encompassing a total of 23 product variants. Our range of crop nutrition solutions ensures the quality and innovation within the industry. We have a diverse array of primary, secondary, and micro-nutrients, along with crop care solutions. Our extensive product range ensures that crops receive the essential elements in precisely balanced compositions, facilitating optimal nutrition for healthy and sturdy growth. Among these, Neem coated Urea (N 46%) is produced at Yara's energy-efficient manufacturing plant located in Babrala, Uttar Pradesh.



YaraMila



YaraLiva



YaraTera



YaraRega



YaraVita

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Agronomy Services:

At Yara, our service extends beyond mere product sales. We strive to cultivate enduring relationships with our customers, endeavoring to deliver sustained value to them and their communities. Through our suite of additional services, including agronomy support, digital farming solutions, and the farmer's toolbox, we tailor our offerings to meet the specific needs and challenges faced by Indian farmers. By providing comprehensive support and innovative solutions, we aim to empower farmers and contribute to their long-term success and prosperity.

Agronomy Support:

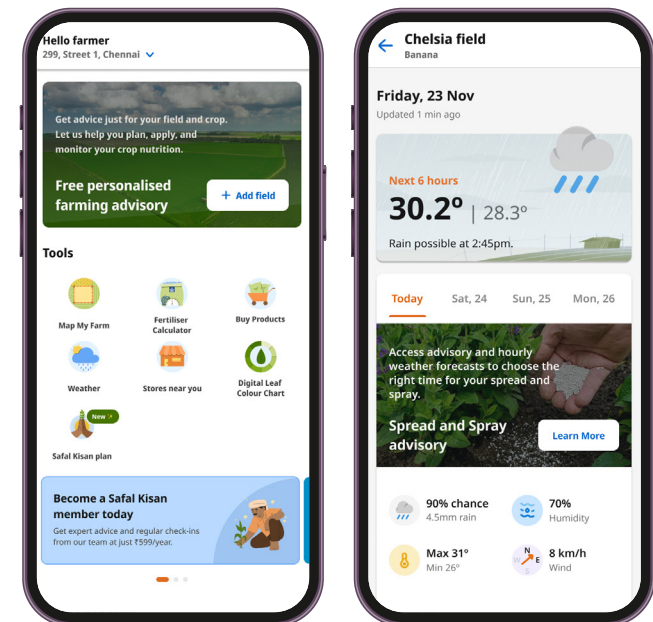
Yara India employs a diverse range of methods to disseminate its wealth of knowledge and experiences, aiming to encourage the adoption of sustainable and modern farming practices. In India, our in-house team of over 40 agronomists, each possessing an average of 14 years of relevant experience, provides farmers with tailored guidance throughout the cultivation process. This guidance spans from pre-cropping to harvesting and addresses various concerns such as pest management and crop protection during unfavorable weather conditions.

Digital Farming Solutions:

Our digital interventions enable us to access broader farmer insights, empowering them to make informed decisions and optimize resources, ultimately leading to increased profitability. Currently, we offer Indian farmers a digital application, in 2023 FarmCare which has been downloaded by over 636,661 farmers across all states in India. The cumulative downloads till end of 2023 add to 4.6 million. YaraConnect, our application tailored for retailer engagement, garnered over 2871 downloads in 2023 alone. By the end of the year, the number of registered retailers had reached a total of 15,000.

15,000
registered retailers in YaraConnect app till 2023.

4.6 million
cumulative downloads of FarmCare app till 2023.



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Farmers' Toolbox :

Our tools empower our customers to make informed nutrient decisions, aiding in selecting the appropriate fertiliser and applying the correct amount at the right time and location. This maximizes crop yield and quality while managing costs, preventing over-fertilization, and safeguarding the environment.



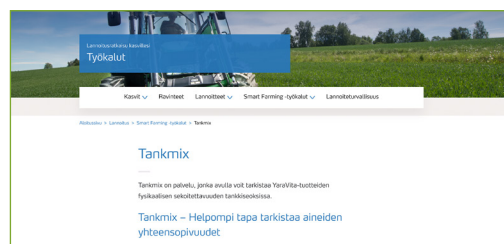
N- Tester - to measure leaf Nitrogen



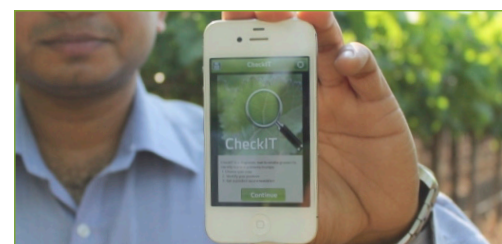
Soil Analysis - to identify limiting factors



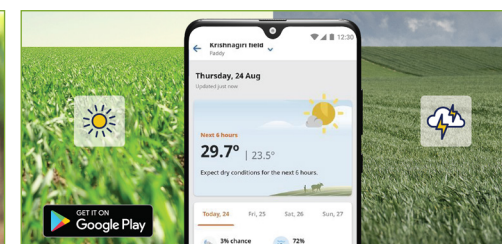
Leaf Analysis - to identify nutrient deficiencies



Tankmix IT - to check physical compatibilities



CheckIT - to identify nutrient deficiencies

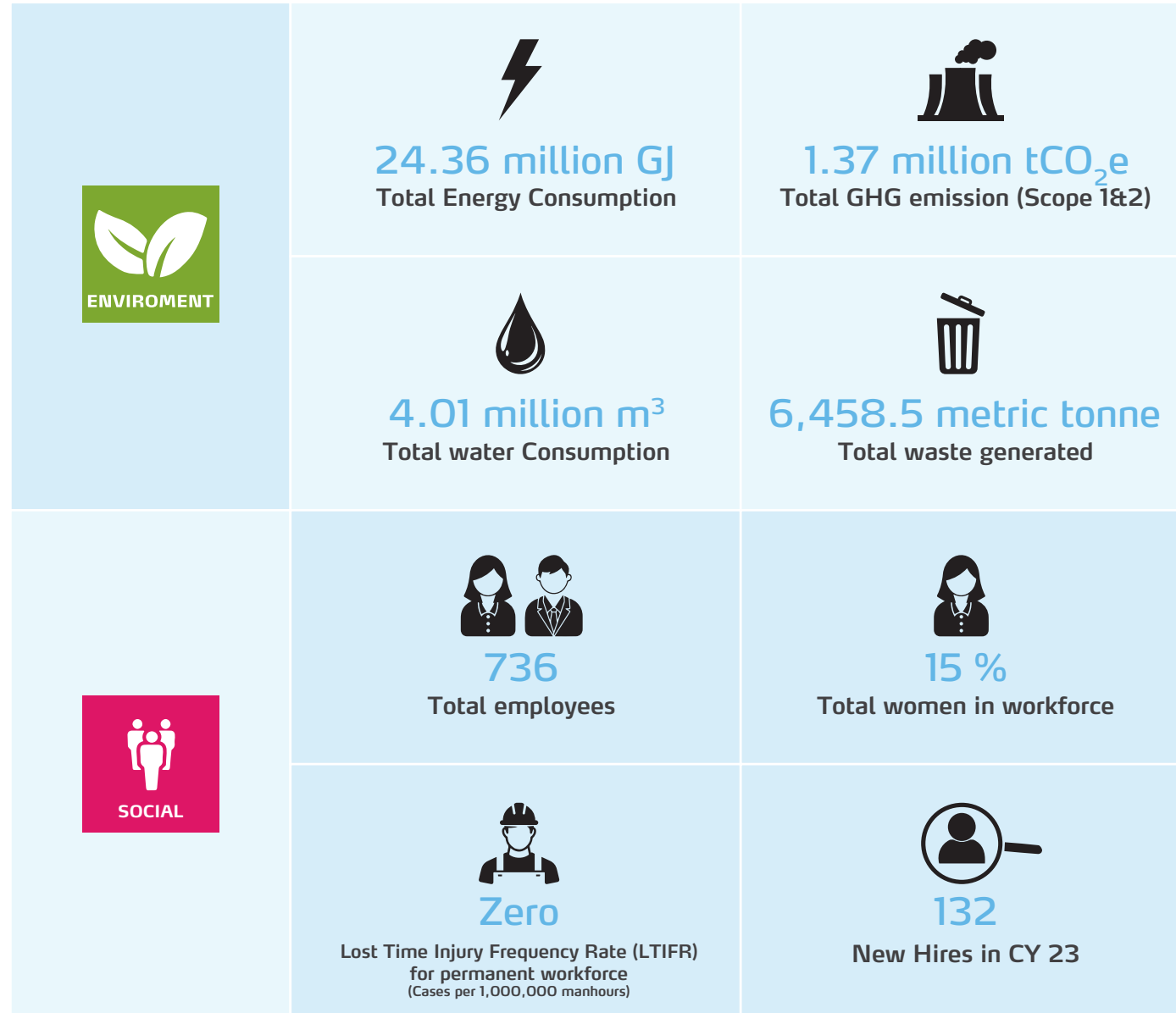


Farmweather

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Awards and Recognition

Over the years, Yara India has garnered recognition for excellence in Operations, Governance, Sustainability, Social contributions, Employee engagement, and Communication. Some notable accolades received by the company include:



Sustainable Organisation 2023 organised by USB FORUMS



TERI Water Sustainability Appreciation Award 2023



Best CSR in Water Management' award at the 3rd Edition of the CII SR Industrial Water & Waste Management Competition 2023, held in Chennai



2023 Sustainability Agriculture Award in the Outstanding Sustainable Farmer Income Enhancement Programme category at the 3rd FICCI Sustainable Agriculture Summit

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Certified as a Great Place to Work®



Awarded "Employer of the Future 23" by Leadup Universe in partnership with Fortune and Work Universe



Award of Excellence in the Skill Development and Livelihood Category at the CSR Universe Social Impact Awards 2023

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Our Sustainability Growth Framework

In the heartland of agricultural innovation, Yara India remains devoted to its commitment to sustainable practices. With a focus on resilience, the company channels its resources efficiently into the intricate threads of production and distribution, ensuring optimal yield and distribution of crop nutrients to farmers across the nation. Yara's vision extends beyond mere business operations; it is about cultivating an ecosystem of environmental stewardship and community well-being. Through initiatives that nurture both the land and its people, the company contributes to sustainability in the agricultural sector.

Yara, with its global presence, has a deep understanding of the agriculture sector. It addresses broader societal and agricultural challenges by closely considering the needs of farmers and communities. Yara's impactful role in advancing an ecosystem that not only enhances agriculture but also contribute to overall societal improvement. They establish the foundation for a more sustainable and promising future for all stakeholders.

We see our impact and contribution to agricultural sustainability through a 5C's framework :



These pillars serve as the framework through which we aim to enrich the prosperity of India's agri-food system, building an inclusive and climate-positive ecosystem. Our report is structured around these guiding principles.

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Commit

Committed to maintaining a resilient and sustainable governance structure.

- Business Ethics and Governance
- Stakeholder Engagement
- Materiality
- Strategic Risk Management
- Economic Performance



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Catalyzing a sustainable governance structure

Business Ethics and Governance

At Yara India, we uphold ethical and lawful business conduct and consider it a core value shared by Yara's Board of Directors, Senior Management, and employees. We conduct our business with the highest standards of governance. Established structures and processes enable transparency and trust among stakeholders as we pursue sustainable market leadership. Governance is a key element of our framework for sustainability and growth, acting as a common guiding principle across our efforts to commit, channelize, care, concern, and contribute to stakeholders.

The Governance structure of the company is overseen by the Board of Directors, comprising of members with diverse expertise and experience in guiding the organization towards its strategic objectives.



Sanjiv Kanwar
Managing Director

Sanjiv Kanwar provides leadership and strategic direction to the company as the Managing Director. With his extensive experience and vision, he plays a pivotal role in driving the organization towards sustainable growth and success.



Soon Hee
Director

Soon Hee brings valuable insights and perspectives to the Board as a Director.



Ola Helge
Director

Ola Helge's role as a director who provides strategic guidance and oversight, contributing to the company's overall governance and performance.

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Our Committees

Sustainability Committee

The Sustainability Committee comprises members from various functions including Health, Environment, Safety and Quality (HESQ), Plant Operations, HR, Governance, CSR, and Finance, among others. This ensures appropriate representation of the voices of all key stakeholders within the committee.

Members of the Sustainability Committee are selected through a structured process, considering criteria such as diversity, stakeholder representation, no conflict of interest, independence, expertise, and experience. These members serve on a rotational basis for a period of one year or more, as determined by management's discretion. The Sustainability Committee is responsible for implementing our sustainability agenda, as relevant to our business and stakeholders, and for assessing its risk implications, while leveraging any specific opportunity. We use our stakeholder engagement approach and our materiality assessment to guide us on subjects that are relevant for sustainable business performance and beneficial to our stakeholders.

Prevention of Sexual Harassment (POSH) Committee

Yara India has established a dedicated POSH committee tasked with addressing issues related to sexual harassment in the workplace, in line with the Prevention of Sexual Harassment (POSH) guidelines. This committee comprises trained members who are equipped to address complaints with sensitivity and confidentiality. Additionally, we conduct annual POSH training sessions for all employees to raise awareness about sexual harassment prevention, reporting procedures, and the importance of fostering a respectful work environment. These initiatives underscore our commitment to ensuring a safe and inclusive workplace for all employees.

Our Policies

Code of Conduct

The Code of Conduct outlines Yara's commitment to ethical and compliant business practices, including human rights, and it is valid for all employees, whether full-time, part-time, permanent, or temporary, the Group Executive Board, and the Board of Directors. It gives us the framework for upholding Yara's core values in our daily work. It is reviewed and published on an annual basis and available in 17 languages. Consultants and contractors are considered as business partners under Yara's Code of Conduct. Yara expects all its business partners to abide by similar principles in their operations to those outlined in the Code of Conduct. They are also expected to abide by the principles outlined in the Code of Conduct for Yara's Business Partners.

Remuneration Policy

Yara India adopts a flexible approach to remuneration, aligning its compensation strategy with international benchmarks to ensure fairness and competitiveness. Each new hire is offered with a salary package that aligns with the current industry standards for their respective grade, enabling the company to attract and keep the best talent. This strategy fosters a workplace culture of equity and fairness, with a focus on recognizing and rewarding employees for their skills and contributions.

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Health, Environment, Safety and Quality (HESQ) Policy

Aligned with our mission to responsibly feed the world and protect the planet, Yara India integrates sustainable Health, Environment, Safety, Security, and Quality (HESQ) considerations into all aspects of our operations. Committed to the UN Global Compact, we uphold a policy of Zero Harm to People and Planet while safeguarding prosperity. Our comprehensive HESQ framework encompasses Occupational Health and Safety, Process Safety, Product Stewardship, Environment and Energy, Emergency Management, and Quality Management. Setting objectives in line with our strategy, we aim to minimize risk exposure and contribute to sustainable food chains. To achieve Zero Harm to the environment, we focus on moving towards Climate Neutrality, driving climate-smart agriculture, promoting circular economy practices, protecting air and water quality, preserving healthy ecosystems and biodiversity, and managing risks related to climate and nature. Through proactive measures, we ensure the highest standards of safety and environmental responsibility across our product portfolio and value chain, aiming to mitigate operational, commercial, and environmental risks effectively.

Whistle Blower Policy and Vigil Mechanism

Yara India is dedicated to fostering a secure and transparent work environment, understanding the importance of a non-retaliatory atmosphere for all employees. In line with this commitment, we have implemented a rigorous whistleblower protection policy. This policy guarantees absolute confidentiality for individuals who report unethical or illegal activities, ensuring they can do so without fear of retaliation. By prioritizing the protection and anonymity of whistleblowers, we reinforce our dedication to integrity and ethical business practices, further securing a trustworthy and safe workplace for everyone.

Data Privacy Policy

Yara India is dedicated to safeguarding the privacy of its employees, customers, suppliers, and business partners. To uphold this

commitment, we have established the Data Privacy Standard Operating Procedure (DP SOP), encompassing all necessary procedural aspects to adhere to regulations such as the GDPR, IT Act, and DPDP Act, along with their respective rules.

Human Resource Policy

Our HR policy is designed to address various aspects of employee welfare and career development. This policy consists various key elements such as Opportunity & Career Progression that ensures all internal job opportunities are advertised and accessible to all employees, promoting a culture of excellence and encouraging career advancement. Travel Policy applies uniformly to all employees, emphasizing equality and prioritizing safety and health during domestic and international travel. Additionally, our Health Insurance Policy extends coverage not only to employees but also to their spouses, children, and parents, reflecting our commitment to the well-being of our employees' families. This includes the yearly health check-up of our employees. We also have specific support policies tailored for our female field force, ensuring their safety, security, and hygiene needs are met. Our Family Benefit Policy provides financial support to employees in case of permanent disablement or to their families in the unfortunate event of the employee's demise while in service, assisting them in coping with the loss and fulfilling family commitments. Also, our Long Service Award Policy aims to recognize and appreciate the dedication of long-term employees, fostering a culture of loyalty and longevity within the organisation.

Female Support Policy

The Female Support Policy at Yara India is designed to prioritize the well-being and empowerment of women in our workforce, fostering an inclusive workplace environment. As part of this initiative, we offer a monthly taxi hire service to ensure safe and convenient transportation for our female staff working in the field, recognizing the importance of their security, especially when public transport options are limited. Additionally, our policy allows female employees the flexibility to work from home during menstruation days or can avail half day leaves,

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acknowledging the challenges they may face and prioritizing their health and comfort. These measures demonstrate our commitment to supporting women in their professional journey and creating a workplace that values their unique needs.

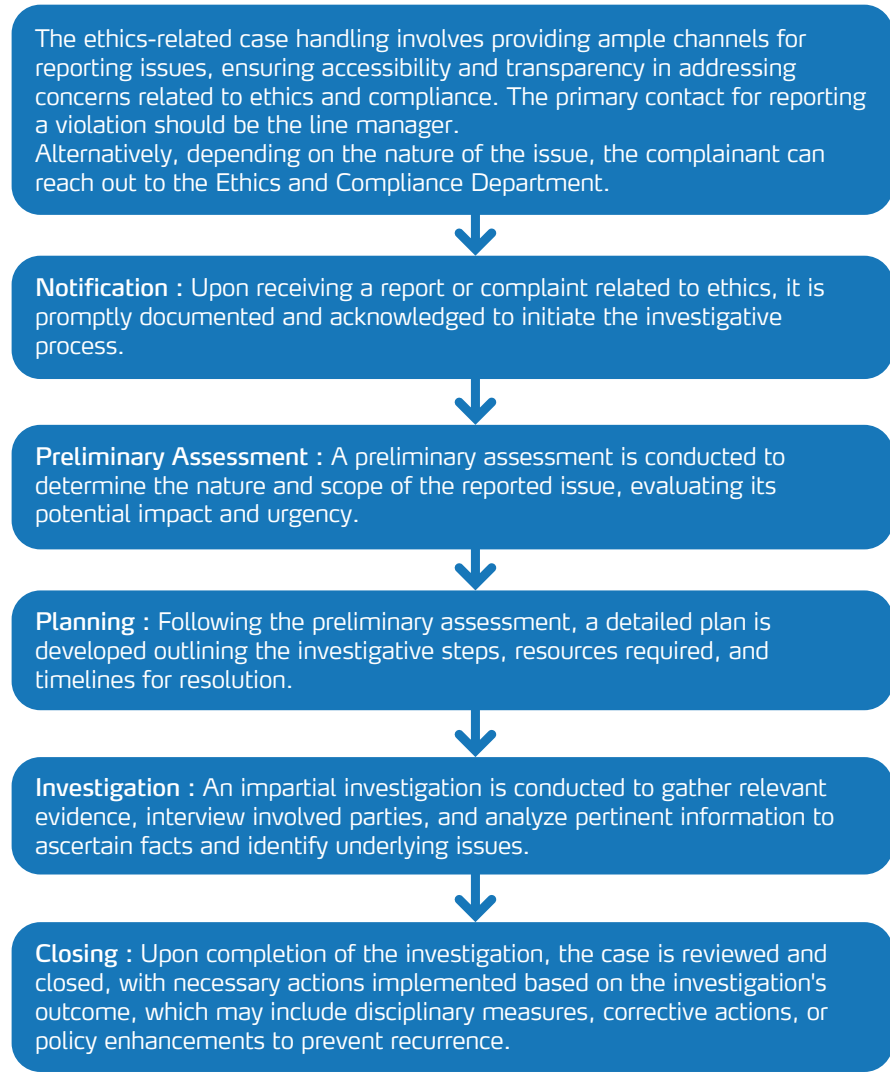
Anti-Corruption and Anti-Bribery Policy

Yara India has zero tolerance for any form of corruption. Our Anti-Corruption and Anti-Bribery Policy stands as a cornerstone of our commitment to integrity and ethical conduct in all aspects of our business operations. At Yara, we adhere to strict standards that prohibit any form of corruption or bribery, whether direct or indirect, in our interactions with stakeholders, partners, and employees. 3,173 participants participated in comprehensive compliance sessions, encompassing areas like gifts and hospitality, interactions with public officials, conflicts of interest, fraud, and harassment, aimed at upholding ethical standards throughout.

The total number of employees who have undergone the training on Anti-corruption in the reporting year:

**723 members
have received training on
Anti- Corruption in FY 23.**

Our company has established procedures and relevant Standard Operating Procedures (SOPs) to effectively address concerns related to anti-corruption and other ethical matters. We consider these protocols to be of utmost importance in any company. The detailed process is outlined below.



The available channels to report an issue or concern related to ethics and compliance:



Seek Guidance



Ethics Hotline



Ethic & Compliance
Pulse Pages



ethics@yara.com



YaraEthics App

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Incidents of corruption in 2023

Total number and nature of confirmed incidents of corruption	1
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	1
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	0

During the reporting period, one incident of corruption was reported in the value chain involving an employee at a third-party business partner. Subsequently, the case was substantiated based on the evidence provided. Upon receiving the complaint, appropriate actions were taken by senior management. Specifically, the contract between the subject and our company was canceled. Additionally, senior management, in conjunction with the Ethics and Compliance team, conducted an assessment to determine if the reporter breached the company's code of conduct for business partners. In light of this incident, the company also conducted refresher training on Yara's Code of Conduct for business partners.

Stakeholder Engagement

At Yara, we understand that achieving our ambitious vision necessitates strong collaboration with various stakeholders in the agri-food system. Thus, Yara India employs a rigorous approach to identify key stakeholders and actively engage with them on issues of mutual importance. We have established a feedback mechanism to integrate stakeholders' inputs into our decision-making processes, ensuring alignment with their needs and concerns.

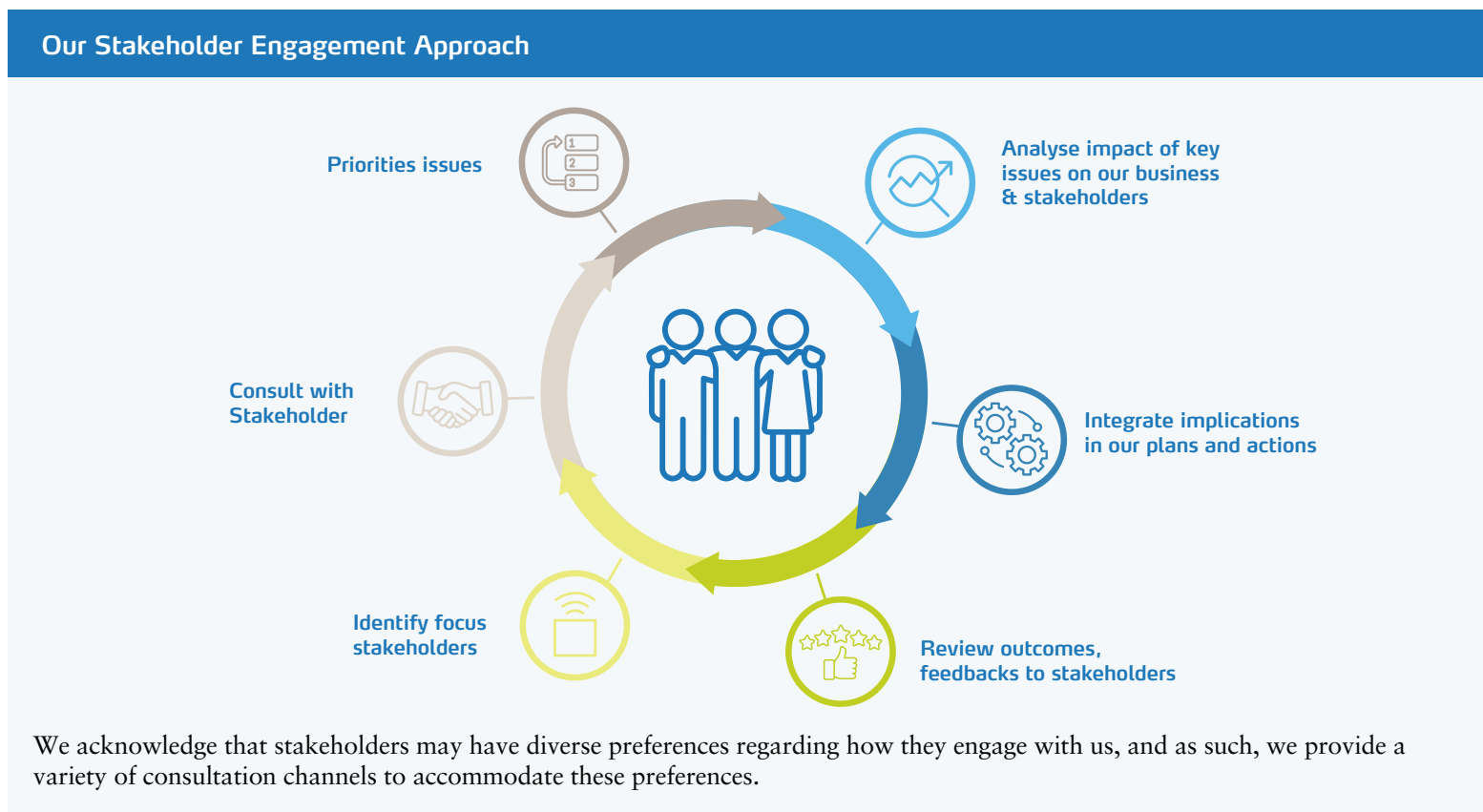
Identifying our stakeholders

Yara India engages with a wide spectrum of stakeholders to understand their perspective on our actions, and their expectations from us. This, in turn, helps us augment and shape our business. We have also found that the diversity of perspectives drawn from different stakeholders enriches our business and strategic decisions. Our stakeholders include entities we work with directly, those affected by our business, and those who influence our work. We have established a set of parameters such as extent of mutual interest and potential to create value, amongst others, to determine and define our focus stakeholders. We are particularly mindful of ensuring that vulnerable or under-represented groups, with weak voices, are included as focus stakeholders.

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Our Key Stakeholders			
Partners	Value Chain	Other Interest Groups	Internal Stakeholders
<ul style="list-style-type: none"> • Govt. affiliated organisations • Regulatory & statutory bodies • Research institutions, academia • Local communities • Industry chambers, think-tanks 	<ul style="list-style-type: none"> • Farmers, FPO • Yara distributors, retailers • Yara suppliers 	<ul style="list-style-type: none"> • Media & General Public • Civil society organisation 	<ul style="list-style-type: none"> • Team Yara India • Yara India Board • Yara India Advisory Council



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Actioning Feedback

At Yara, we prioritize stakeholder feedback by developing criteria to assess issues raised. These include factors like impacts on vulnerable groups, environmental consequences, and compliance matters. Our cross-sector team analyzes these issues' implications on our business, integrating insights into decision-making processes and actions.

Member of Associations

Confederation of Indian Industry

Yara India is an active member of both the Confederation of Indian Industry (CII) and the Federation of Indian Chamber of Commerce and Industry (FICCI). Within these organizations, we participate in numerous high-powered councils, committees, and task forces focusing on critical subjects such as nutrition and agriculture, sustainability, and farmer welfare. Additionally, we have signed a Memorandum of Understanding with CII to promote Farmer Producer Organizations (FPOs), demonstrating our commitment to fostering agricultural development and sustainability in India.

उर्वरक विभाग
रसायन एवं उर्वरक मंत्रालय
भारत सरकार

कृषि एवं किसान कल्याण मंत्रालय

Yara India holds a distinguished position as an invited member of the committee established by the Ministry of Agriculture and the Department of Fertilisers. Our involvement includes sharing pre-budget and policy reform recommendations for crucial initiatives such as the Fertiliser Control Order and National Nutrition Policy.

FAI
Fertilizer Association of India

Yara India is a proud member of Fertiliser Association of India (FAI), collaborating to advance the fertiliser industry's interests and advocate for sustainable agricultural practices in India.

PAFI
Public Affairs Forum of India

Through our association with PAFI, Yara is at the forefront of shaping public policies and corporate affairs strategies, enhancing our societal impact.

Micronutrient advisory core committee

Yara India is the member of the Micronutrient advisory core committee. It plays a significant role in the FAI's Micronutrient Advisory Core Group, focusing on the critical importance of micronutrients in agriculture to improve crop yield and quality.

NBAI
Norwegian Business Association India

Yara India's association with NBAI, along with NICCI, the Norwegian Embassy in New Delhi, and Innovation Norway, forms "Team Norway" to strengthen business ties between India and Norway. NBAI leads in promoting professional matters and safeguarding member interests.

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Materiality

At Yara, stakeholder feedback plays a pivotal role in shaping our strategic business planning. We employ a robust materiality assessment process to prioritize stakeholder input and leverage it effectively to drive positive impacts on both our business and stakeholders.

While we conducted the materiality exercise last year, this year we conducted a review of material issues in alignment with the GRI Universal Standards. As part of the review process, we analyzed the industry trends via peer analysis and ESG sector standards which was followed by management discussions and inclusive deliberations that incorporated diverse stakeholder perspectives.

This process helped us arrive at a list of 17 key material topics. These topics effectively represent the economic, social, environmental, and governance matters that hold significance for both our organization and our stakeholders. As a change from last year's materiality, we have made revisions and additions to several material topics following a thorough analyses of industry peers.

Notably, we made the following changes to our material issues:

- 'GHG and Air Pollution' has been rephrased as 'Emission and Climate Change' as this holds heightened significance in addressing greenhouse gas emissions and mitigating climate change impacts in this contemporary business landscape.
- Employee health, safety, and well-being are now encompassed within Occupational Health & Safety.
- 'Sustainable Sourcing', 'Employment Generation', 'Nutrition', and 'Organizational Growth' have been redefined as 'Sustainable Supply Chain', 'Employment', 'Crop Nutrition', and 'Economic Performance', respectively to ensure clarity in the scope of their definition and alignment with GRI Topic Standards.
- Moreover, we have disaggregated 'Water and Waste Management' into two separate material topics as per the GRI.
- We have removed "Stakeholder Engagement" as a standalone category, considering it a process facilitating material topic identification rather than a material topic itself.
- Additionally, we have introduced three new material topics this year, aligning with sector-specific relevance: Energy Management, Sustainable Farm Management, and Product Stewardship and Innovation that underlines the company's commitment to resource efficiency, sustainability, and innovation, which are integral to maintaining competitiveness and meeting stakeholder expectations in the long term.





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
Yara India's Material Topics		
Environment	Social	Governance
<ul style="list-style-type: none"> • Energy Management • Emission and Climate Change • Water Management • Waste Management 	<ul style="list-style-type: none"> • Occupational Health & Safety • Diversity & Inclusion • Employee Training • Community Engagement • Customer Data Privacy • Human Rights • Sustainable Supply Chain • Employment • Crop Nutrition 	<ul style="list-style-type: none"> • Business Ethics & Governance • Economic Performance • Sustainable Farm Management • Product Stewardship and Innovation

Key material issues identified have been aligned with the UN SDGs for Yara India as follows:

Key Material issue	Why is it material	Alignment with UN SDGs
Energy Management	Energy management is critical for our urea manufacturing operations due to its significant reliance on natural gas, a major energy source. Efficient energy management directly impacts production costs and operational efficiency. Moreover, managing energy consumption is essential for ensuring that we minimize our environmental footprint. We are also working towards transitioning to renewable energy sources that further demonstrates our commitment to environmental sustainability.	
Emission and Climate Change	Emission and climate change is a globally relevant issue and we have considered this as a material issue for our business. The manufacture and use of urea is the primary area of emissions for us and as a responsible business, we report this as Scope 1 emissions, ensuring consistent focus on innovation to reduce our carbon footprint.	











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Key Material issue	Why is it material	Alignment with UN SDGs
Water Management	Water management is a critical material topic for Yara India due to our reliance on groundwater as the sole source for commercial usage. Our Premium products contribute to increased water use efficiency on the farmer's field. While most process effluents are treated in-built treatment units like hydrolysers and distillation towers in the urea plant, and ammonia strippers in the ammonia plant, ensuring efficient water usage and conservation remains paramount. As such, effective water management practices are integral to our sustainability efforts, safeguarding this vital resource and promoting responsible environmental stewardship.	   
Waste Management	Waste management is a significant material topic for Yara India due to our commitment to environmental responsibility and regulatory compliance. In adherence to Plastic Waste Management Guidelines 2016 and Extended Producer Responsibility (EPR), we collect and dispose plastic waste from the states in which we operate.	   
Occupational Health & Safety	A safe working environment contributes to operational efficiency by minimizing workplace accidents and disruptions. OHS directly impacts employee and worker well-being, compliance with regulations, and operational efficiency.	  
Diversity & Inclusion	It is a key material topic that reflects a diverse and inclusive workplace including individuals with diverse backgrounds, and experience. It also consists of an environment where every employee or worker feels valued, respected, and included. It promotes employee satisfaction, engagement, and retention.	  
Employee Training	It is important for developing and enhancing the skills and competencies of our employees to improve productivity and overall effectiveness in the various areas of the company.	 





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Key Material issue	Why is it material	Alignment with UN SDGs
Community Engagement	It plays a vital role in building a positive relationship and understanding the needs and concerns of our local communities. We have a dedicated team committed to ensuring the well-being of the communities where we operate.	  
Customer Data Privacy	Customer data privacy is an essential topic for us to comply with data protection laws and regulations. This builds trust and contributes to long-term customer loyalty.	  
Human Rights	It is a crucial and significant material topic for the company to ensure fair labour practices, non-discrimination, and respect for employee/worker rights. A commitment to uphold these principles contributes to positive and ethical business practices.	   
Sustainable Supply Chain	Sustainable supply chain management is crucial for Yara India as it enables us to address environmental and social concerns across our value chains. By identifying significant suppliers and assessing their ESG performance, we prioritize risk management and proactively detect issues related to supplier sustainability, reinforcing our commitment to responsible sourcing and sustainable business practices.	  
Employment	Employment is a crucial topic for us as it looks at aspects related to employee hiring, turnover etc. Employees are a vital company asset, especially in industries with organized labor. Maintaining positive employee relations is crucial for business success.	   
Crop Nutrition	Crop nutrition is a critical material topic for Yara India due to its profound impact on soil health, agricultural productivity, and food security. Yara's mineral-based crop nutrition products not only enhance soil health by providing essential nutrients but also contribute to increased yields and improved food security. Leveraging our extensive agronomy knowledge base and network, we actively promote awareness about the benefits of our products. Crop nutrition also has social impacts that come from increased yields and its contribution to food security as well as improved farm incomes.	  

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Key Material issue	Why is it material	Alignment with UN SDGs
Business Ethics & Governance	It is an essential topic as upholding high ethical standards is not just about legal compliance but also about fostering integrity and trust. It is a strategic imperative for the company to build an environment rooted in integrity and trust.	
Economic Performance	Economic performance is a material topic for Yara India as it directly reflects the company's financial health and sustainability. It encompasses revenue, profitability, cost management, and shareholder value creation, which are crucial for long-term growth and value creation.	
Sustainable Farm Management	Sustainable farm management is a material topic for Yara India because it aligns with our commitment to promoting sustainable agriculture practices. We aim to enhance productivity, optimize resource utilization, and minimize environmental impact. This approach supports farmers in improving their livelihoods, ensures the long-term viability of agricultural systems, and contributes to global food security.	
Product Stewardship & Innovation	Product stewardship and innovation provide a commitment to maintain a competitive edge in the evolving market demands by introducing new and improved fertilisers or crop nutrition solutions (e.g., green ammonia, digital farming solutions) and a focus on ensuring that the products are produced, used, and disposed of in an environmentally and socially responsible manner.	

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Strategic Risk Management

In the dynamic landscape of global agriculture, Yara India recognizes that both internal and external factors can introduce a spectrum of risks affecting our stakeholders throughout the value chain. The essence of maintaining the resilience and health of our operations hinges upon our capacity to manage these potential risks effectively, ensuring minimal disruption and safeguarding our commitment to sustainable crop nutrition solutions.

At the core of our strategic framework lies a four-step risk management process, designed to proactively identify, evaluate, and mitigate risks across our entire value chain.

Our Risk Management Approach



At Yara India, our Management Committee, comprising seven senior members, takes charge of strategic risk management. They meet monthly to identify and assess potential risks, working closely with various teams across the organization. Together, they analyze risks arising from governmental, environmental, economic, and social factors, ensuring a comprehensive understanding of their impact on our business and stakeholders.

Risk	Description	Mitigation Plan
Environmental Risks		
Greenhouse Gases (GHGs) and other emissions	Currently urea industry follows the energy norms directed by Government of India. Governments are increasingly recognizing the significant contribution of industrial processes, including urea manufacturing, to GHG emissions. As a result, implementing stringent regulations and standards to reduce emissions from these sectors is likely to be the direction to be followed.	Develop a decarbonisation plan
Stricter waste management rules	Tighter compliances and regulations in relation to the Extended Producer Responsibility (EPR).	Develop and implement a comprehensive EPR plan.

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Risk	Description	Mitigation Plan
Environmental Risks		
Transition to Green Ammonia	Currently urea industry follows the energy norms directed by Government of India. Governments are increasingly recognizing the significant contribution of industrial processes, including urea manufacturing, to GHG emissions. As a result, implementing more stringent regulations and standards to reduce emissions from these sectors is likely to be the direction to be followed.	Develop a transition plan under various scenarios, including technology identification, partnering with renewable energy and/or green hydrogen suppliers, deployment plan, assessing requirements for investment and other resources and determining the return on investment.
Economic/Market/Regulatory Risks		
Shift to Biological fertilisers	Increase in demand for organic fertilisers as compared to mineral-based fertilisers due to factors such as the former's positive market reputation, soil health concerns, and lower price point.	<p>Create widespread awareness that Yara's crop nutrition products, although mineral-based, do not harm the soil; on the contrary, they enhance soil health, by supplementing the soil with required nutrients. Leverage our vast agronomy knowledge base and network to generate awareness.</p> <p>Introduce Yara's range of biological fertilisers in the Indian market.</p> <p>Leverage Yara 's research expertise to ensure that Yara India products further enhance soil health. We build alliances with local peers renowned for their commitment to quality.</p>



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Risk	Description	Mitigation Plan
Low offtake of our digital farming solutions	Increased penetration by third party application developers, particularly core agri-tech companies, in digital farming solutions could impact our competitive positioning due to our limited digital expertise.	Widen the range of digital offerings, including providing additional hyper-local solutions to farmers. Partner with technology companies to further develop and strengthen our digital farming solutions.
Economically unviable price of fertilisers	Government regulates the maximum retail price for fertilisers.	Sensitise the government on the need for cost indexed pricing. Partner with other players and industry associations for policy advocacy.
Over-supply of crop(s)	Over-supply of a crop could significantly lower or crash its market price, which might have an adverse impact on the income of the farmers and consequently, the demand for fertilisers.	Timely intelligence on local market developments from our on-ground sales and agronomy teams.
High government dues for fertiliser subsidies	Delays in payment of fertiliser subsidies by the government, which, in turn, impacts the working capital.	Maintain regular interaction with the government, in tandem with industry bodies, to sensitise the government about the adverse financial impact on fertiliser companies due to high working capital requirements.
Financial Risks		
Downturn in farm economy	Threats to the farm economy from factors such as severe climatic conditions, dumping of produce by other countries and trade wars, amongst others.	Ensure that Yara India in a healthy financial condition to be able to tide through the downturn. Maintain strong relationship with distributors and retailers to seek their support.

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Risk	Description	Mitigation Plan
Currency appreciation	Higher cost of imports, thus pushing up the prices of Yara's Premium Products (which are imported) and depressing demand.	Currency hedging
Fluctuation in Natural gas prices	Rapid fluctuations in natural gas prices, impact the overall profitability of the firm. Uncertainty in prices makes it difficult to develop realistic business plans.	Improve long-term contracting conditions with the natural gas supplier(s) to hedge the risk from constant price fluctuation.
Operational Risks		
Hazardous leakage	Negligence at a manufacturing facility can lead to leakage of hazardous gases/substances (such as carbon monoxide, hydrogen, ammonia, natural gas etc.) which might lead to fire or toxic release in the environment.	Ensure regular safety checks. Prepare emergency action plan for such situations. Run mock drills regularly.
Health and safety at the workplace of business partners	Poor working conditions at the workplace of the business partner can impact the reputation of the firm.	Ensure adequate due diligence of the business partners' workplace. Establish robust measures to report and remedy health and safety concerns at business partners' workplace.
Safety at the workplace	Accidents due to lack of safety measures on the shop floor can impact manufacturing operations.	Communicate precise and detailed standard operating procedures to be followed on the shop floor. Ensure that the workforce is regularly trained on health and safety norms.
Disruption in supply chain	Availability of raw material and other essential items could be impacted by unforeseen circumstances beyond control, such as Covid-19 and war.	Maintain close relationship with vendors. Adopt a multi-vendor policy, where feasible.

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Risk	Description	Mitigation Plan
Human Resource Risks		
Worker relationship	Disruption in smooth functioning of operations due to poor worker-management relationship (worker unrest at the plant)	Ensure regular interactions with workers and any employee representatives to understand their concerns and take proactive actions to resolve issues as needed.
Loss of intellectual capital	Agri-related industries are not considered very lucrative or trendy in terms of career options. Therefore, better employment opportunities for high quality talent in other sectors make it difficult for these industries to attract and retain talent, leading to erosion of intellectual capital and investment for the organization.	Position Yara India as a forward-leaning, purpose-driven organization. Promote and adopt employee-centric policies and rewards. Capture talent at a young age through campus recruitments. Create leadership pathways for high-performing talent. Allow young recruits to grow in the company by providing them opportunities across various business functions.
Inappropriately skilled personnel	Transition to new technology requires personnel to upgrade their skill sets.	Identify skills requirement across employee levels, and proactively design required internal and external training and capacity building programmes.
Diversity in workforce	Lack of a diverse workforce leads to limited innovation, impacting market position and perception, amongst other consequences.	Hire workforce from diverse backgrounds. Provide high quality training to enable a greater number of female employees to transition to managerial positions. Monitor the progress against set targets on a regular basis
Adverse impact on local community	Yara India operations could be perceived as having an adverse impact on local communities, in terms of depleting water level, degradation of soil quality, increasing air pollution level, etc.	Identify potential impact on community. Prepare an engagement plan to tackle such issues in consultation with the local stakeholders.

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Economic Performance

In 2023, Yara India recognizes the importance of a solid economic base as a prerequisite for sustained value creation and innovation. Following a period to building resilience and navigating recovery, the company capitalized on its stable foundation to put its strategic insights into practice. This phase of growth was marked by collective efforts across the organization, representing the critical role of cohesive teamwork in achieving our objectives. The progress achieved during this period highlights the direct correlation between the company’s flourishing and the strong leadership and commitments of its people.

Direct Economic value Generated and Distributed

Direct economic value generated	
Revenues - Urea (INR Millions)	38390.1
Revenues - Premium Products (INR Millions)	6630.5
Total Annual Production in MT (INR Millions)	1,119,164.34

Economic value distributed (Amount in INR Millions)	
Employee wages and benefits	636.23
Payments to providers of capital (Urea + PP)	643.1
Payments to government by country (total GST paid for both Urea and Premium Products)	128.40
Community investments	23.5



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Channelise

Channelising resources effectively into
production and distribution thread

- Product Stewardship and Innovation
- Sustainable Supply Chain
- Sustainable Farm Management

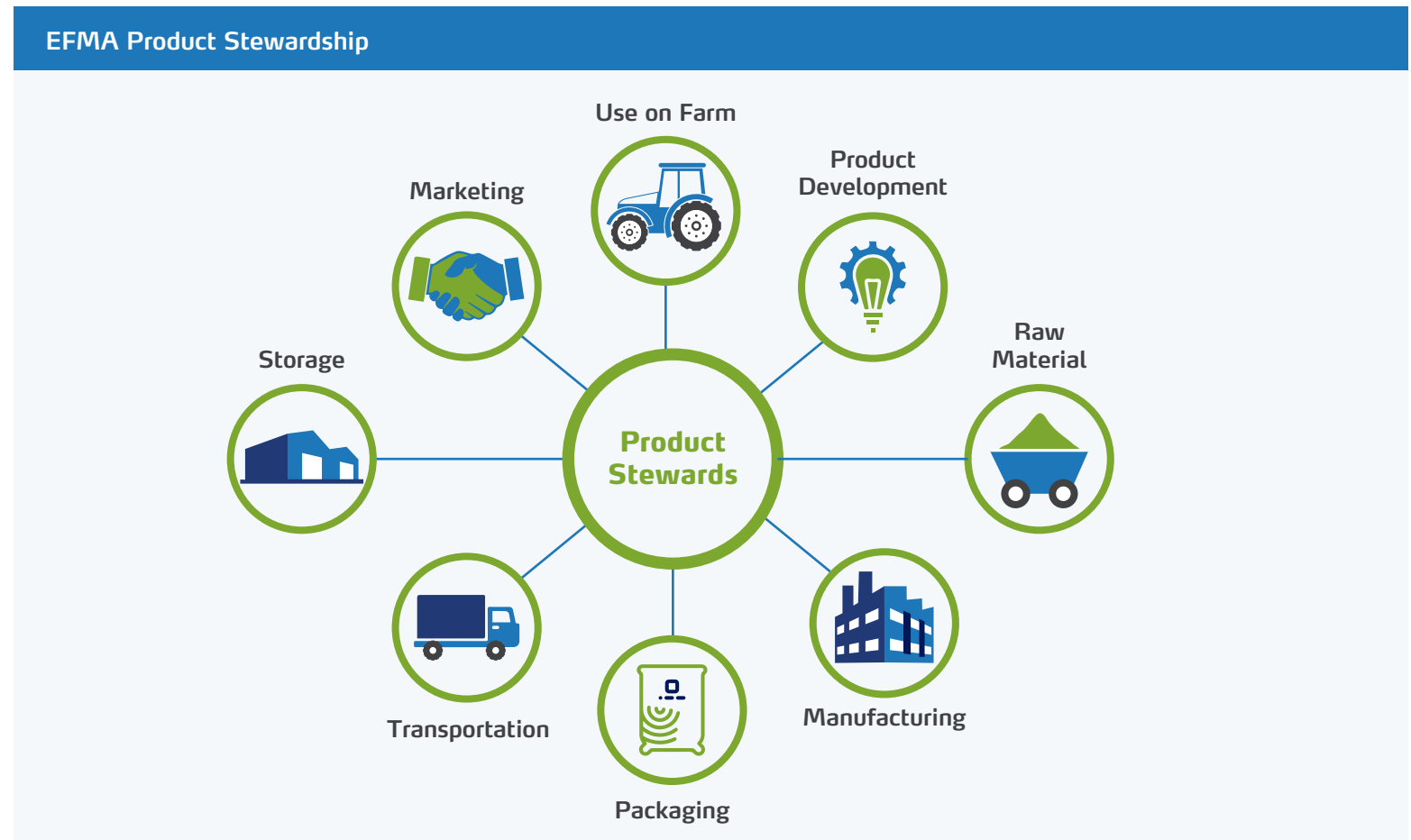


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Product Stewardship and Innovation

Yara India is dedicated to upholding the highest standards of product stewardship within the fertiliser and crop nutrition industry. Our Fertiliser Stewardship programme embodies this commitment, overseeing every facet of the fertiliser value chain—from initial product development and raw material procurement to manufacturing processes, distribution, and ultimate utilization on the farm. Through continuous adherence to the principles of Product Stewardship, Yara India ensures the well-being and safety of our partners and customers, while simultaneously addressing environmental concerns, promoting safe food production practices, and safeguarding against theft and misuse. Aligned with the guidelines established by the European Fertilizer Manufacturers Association (EFMA) in 2003, our adherence to these principles is rigorously verified by independent auditors. Yara India remains at the forefront of responsible fertiliser management, prioritizing sustainability, safety, and efficacy throughout every stage of our operations.



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Partnership with Farmer Producer Organisations

Promoting and reinforcing Farmer Producer Organizations (FPOs) stands as a paramount national objective, and Yara India takes immense pride in its contributions to this endeavor. Through partnerships established with over 200 FPOs spanning across 15 states, including 15 women-led ones, by offering a premium range of nutrient products and leveraging our global expertise in soil health, crop yield improvement, and water management. We directly engage and support approximately 120,000 members within the farming community to tackle various challenges such as soil degradation, nutrient depletion, limited market access, low productivity, and knowledge gaps, ultimately empowering FPCs and their member farmers across the country to achieve higher quality yields and increased profitability. Aligning with Yara India extends numerous benefits to FPO members, granting access to our comprehensive suite of services available at Yara Crop Nutrition Centers (YCNCs). These benefits encompass tailored agronomy assistance, facilitated through knowledge-sharing and capacity-building sessions specifically designed to meet the unique needs of FPOs. Additionally, establishing YCNCs within FPOs offers streamlined processes, minimum documentation requirements and waiving of security deposits, along with reduced branding expenses. Moreover, FPOs can avail themselves of Yara’s analytical services, including soil analysis, and tap into our digital farming solutions.

Case study : Empowering Farmers : Yara’s Success Journey with Sahyadri FPO Led by Ms. Prajakta

Problem Definition : Upon joining Yara in April 2023, Ms. Prajakta identified several challenges within Sahyadri Farmer Producer Company (FPO), including inadequate support in the field and business transactions during the previous year. Despite being Asia’s largest FPO, Sahyadri faced difficulties in market penetration and engaging key stakeholders.

Solution : Recognizing the immense potential of Sahyadri FPO, Ms. Prajakta initiated strategic efforts to overcome these challenges. She focused on relationship building and engagement within the FPO, establishing connections across various departments and ensuring continuous communication through regular visits and digital channels. Ms. Prajakta also developed a targeted business strategy, emphasizing on Yara’s nutrient-based fertiliser products. She organized product demonstrations, crop shows and personalized meetings with key growers to showcase product effectiveness and increase market penetration.

Impact

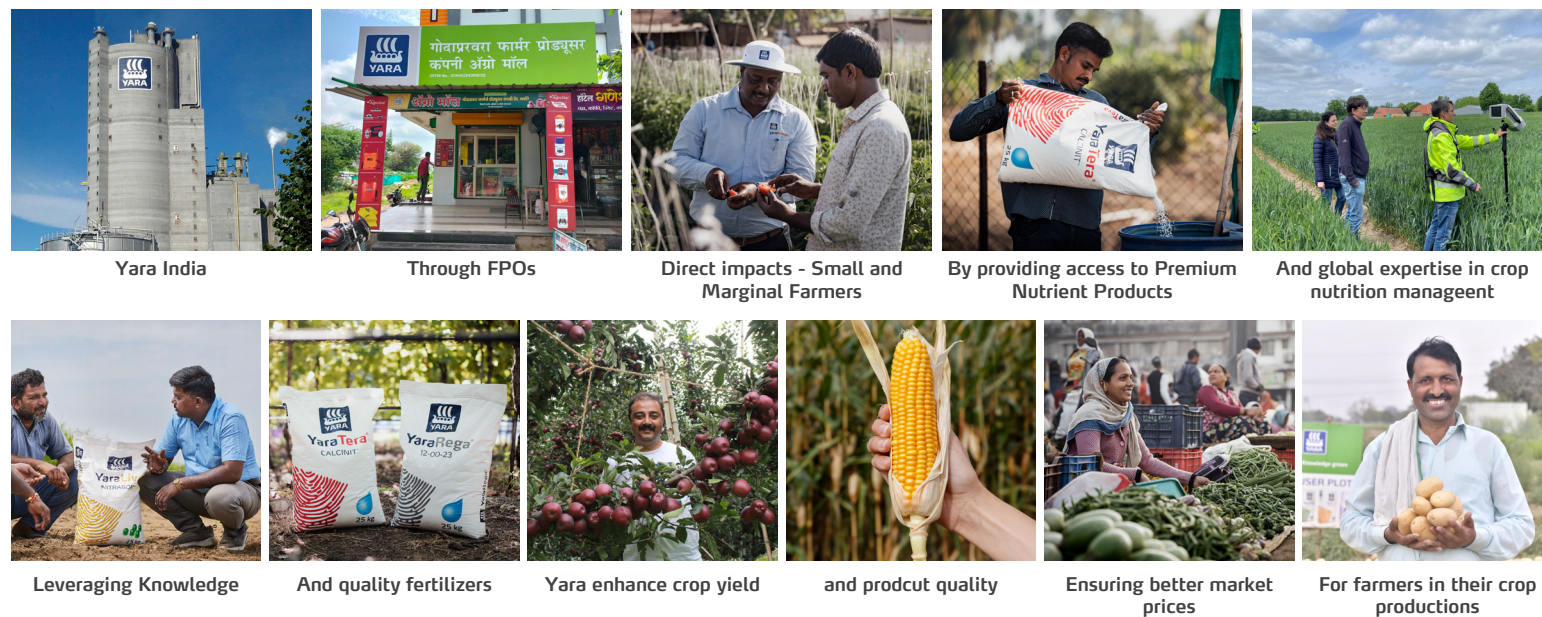
Ms. Prajakta’s efforts yielded significant results, surpassing other Yara Crop Nutrition Centers (YCNCs) in the region. Yara products achieved substantial business volume within Sahadri FPO, with notable impact from our Premium products and YaraVita. Through strategic engagements and focused initiatives, Ms. Prajakta contributed to enhancing crop quality, increasing market prices, and fostering relationships between Yara, farmer, and FPO staff. Her relentless dedication and leadership played a pivotal role in elevating Yara’s business within Sahadri FPO, demonstrating notable achievements amidst challenges.



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Yara India : Creating Impact through FPOs



Yara India

Through FPOs

Direct impacts - Small and Marginal Farmers

By providing access to Premium Nutrient Products

And global expertise in crop nutrition management

Leveraging Knowledge

And quality fertilizers

Yara enhance crop yield

and product quality

Ensuring better market prices

For farmers in their crop productions

Packaging and Labeling

Yara India adheres to stringent product stewardship principles, ensuring accountability at every stage of the product value chain. This involves careful handling to maintain product quality and thorough communication of safety, security, and environmental considerations to stakeholders such as transporters, dealers, and farmers. We are dedicated to delivering top-quality products, maintaining systematic monitoring and review processes for quality assurance.

Furthermore, we actively contribute to environmental sustainability by responsibly collecting plastic waste generated during the packaging of Yara fertilizer products and sending it for recycling. Our commitment extends to minimizing environmental impact through initiatives such as driving climate-smart agriculture, managing risks related to climate and nature, including water scarcity and pollution. Additionally, we prioritize the protection of our people, environment, assets, and reputation from both internal and external threats and potential emergencies.

The label affixed to the fertiliser bag contains vital statutory information indispensable for the proper transport, storage, and handling of the product. It meticulously adheres to national regulations by delineating the chemical composition of the fertiliser. Moreover, in the case of our imported products, the product's classification and labeling strictly adhere to both national legislation and EU regulations, with transportation classification aligned with the UN Transport of Dangerous Goods-Model Regulations (TDG). Compliant with the Classification, Labeling, and Packaging of Chemical Substances and Mixtures (CLP) regulation (Regulation (EC) No. 1272/2008), the labeling elements are defined to ensure adherence to stringent safety standards. These specifications are further reflected in the comprehensive Safety Data Sheets. We recognize that clear labeling becomes imperative for products posing hazards, serving to inform workers and consumers alike of potential effects before handling, in strict accordance with guidelines established by the European Chemicals Agency (ECHA).

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The front of the bag (Big bags)

Handling, storage, usage and contact information

Chemical description

CLP/GHS/ADR pictograms, signal words, hazard/precautionary statements, chemical name and supplier's contact details

Handling and recycling icons and partner's logo

EC FERTILIZER	
Calcium Nitrate	
Total Nitrogen (N)	15.5%
Nitric Nitrogen (N)	14.4%
Ammoniacal Nitrogen (N)	1.1%
Water-soluble Calcium	
Expressed as Ca	18.8%
Expressed as CaO	26.3%

xxx kg

The origin of the product is consistently indicated on the bag. Both the front and back sides of both large and small bags are labeled for transport, conforming to TDG regulations. The back side of these bags complies with both CLP and TDG regulations.

NOTE: these layouts do not represent any specific case

Case study : Combating Counterfeit Products with QR Code Traceability

Problem Definition : Counterfeit products pose a significant threat to consumer safety, brand reputation, and the economy. In India, the market for counterfeit goods is estimated to be around INR 450 billion, with Delhi being a major hub for such activities.

Solution : To address the counterfeit problem, Yara India has proactively implemented traceability measures using QR codes on product packaging. Here's how it works:

	QR Code Integration : Each product now features a unique QR code printed on its packaging. The QR code contains encrypted information related to the product's origin, manufacturing date, batch number and other relevant details.
	Consumer Engagement : Consumers can easily scan the QR code using their smartphones. The QR code directs them to a secure web portal or mobile app.
	Authentication Process : Upon scanning, consumers receive real-time information about the product's authenticity. The system verifies the QR code against a centralized database. If the product is genuine, consumers receive a confirmation message along with additional details (e.g, product specification, safety certifications).
	Stakeholder Collaboration : Retailers, distributors and regulatory authorities also have access to the same database. They can verify product authenticity during distribution and sales.

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Impact and Result

- **Consumer Confidence** : Informed decisions and trust in genuine brands.
- **Reduced Counterfeit Sales** : QR codes discourage fake products.
- **Brand Protection** : Improved reputation and fewer negative incidents.
- **Regulatory Compliance** : Traceability measures align with regulations.
- **Economic Impact** : Legitimate businesses thrive.

A *socio-audit* was conducted by DNV at one of our packaging sites aimed to review the organization's efforts, procedures, and code of conduct regarding social responsibility and its impact on society. This audit *promoted ethical practices, sustainability, and positive societal impact, ensuring* alignment with our commitment to corporate social responsibility and fostered a culture of accountability and transparency.

Certifications

Yara India holds certification from the International Fertilizer Association (IFA), a global organization with over 450 members across 80 countries. This year, we successfully underwent recertification from IFA, obtaining a certificate for the import, distribution and sales of fertilisers, as well as the promotion of crop nutrition solutions, valid until March 2027. This certification reinforces stakeholder confidence in our business operations in India. We prioritise product stewardship, integrating principles to minimize the health, safety, environmental, and social impacts of our fertilisers and their packaging throughout their entire lifecycle. Product stewardship is integral to our commitment to responsible practices across the fertiliser value chain.



Our Babrala Plant is also certified under ISO 14001, underscoring our commitment to adhering to international standards of environmental performance. Additionally, we uphold the principles of Business Social Compliance Initiative Environmental Standards (BSC-ES) and Responsible Care (RC-14001), further demonstrating our dedication to environmental responsibility and continuous improvement. We are also in line with Yara International's commitment to achieving the ISO 14001, ISO 9001, and OHSAS 18001 certifications at all its global plants.

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Sustainable Supply Chain

As an organization committed to developing products that prioritize safety, sustainability, and efficacy, we place paramount importance on cultivating and overseeing a resilient and sustainable supply chain. We monitor the performance of our partners and suppliers by establishing clear performance metrics. Our approach ensures that our supply chain remains robust, responsive and aligned with our overarching commitment to safety and sustainability.

Total spend in products & services purchased locally (INR Million)

Particulars	2022			2023		
	INR in Crore	INR in Million	%	INR in Crore	INR in Million	%
Percentage of products and services purchased locally	26	265	6	26	255	4

The total spends of the procurement budget allocated to suppliers local to significant operational locations is a key indicator of our commitment to local sourcing and community engagement. By investing in local suppliers, we not only stimulate regional economies but also foster stronger relationships within the communities where we operate. We define “local” as specifically to suppliers operating within India, reflecting our commitment to supporting domestic businesses and supporting local economic development.

Factor	Unit	2022	2023	% Change
Sale of YaraVita	Litre/Kg	960,809	930,380	-3%
Sale of Premium Product	MT	80,981.62	72,953.96	-10%
Purchasing of Packing Material	INR Million	214.88	136.18	-37%
Local Product Sourcing	INR Million	40.52	128.6	217%
Total Domestic Sourcing	INR Million	255.4	264.8	4%

Both the sale of YaraVita and Premium Product (PP) experienced a decline in volume sold from 2022 to 2023. Specifically, there was a 3% decrease in the volume of Vita sold (measured in liters/kilograms) and a 10% decrease in the volume of PP sold (measured in metric tons) while a significant decrease of 37% in the purchasing of packing material from 2022 to 2023. Despite facing challenges such as declines in certain domestic sourcing activities and decreases in sale of specific products; the company successfully implemented a strategic initiative to significantly increase local product sourcing by 217%. This proactive step underscores the company's commitment to supporting local businesses, enhancing supply chain resilience, and fostering stronger ties within the community. While the overall increase in domestic sourcing was modest at 4%, the substantial growth in local sourcing demonstrates the company's adaptability and responsiveness to evolving market dynamics.

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Our organization is committed to transparently disclosing the systems employed to screen new suppliers, with a particular focus on environmental criteria. Our screening mechanisms incorporate a comprehensive set of environmental criteria, designed to assess suppliers' environmental performance and practices. These criteria encompass various aspects such as resource usage, waste management, pollution prevention measures, and adherence to environmental regulations.

03 new suppliers have been added that were screened using the environmental criteria in 2023.*




Case study : Enhancing Supply Chain Efficiency with ICD Sonapat

Background : Yara India, a leading player in the agricultural industry, faced logistical challenges in transporting goods from Mundra port to its northern warehouses in India. The existing road-based transportation system incurred high costs, environmental pollution, and lengthy transit times.

Problem Definition

- **Distance and Transit Time :** Mundra port, located approximately 1,200 kilometers away, resulted in a 4–5 days transit time to reach the northern warehouses, plus an additional 1–2 days to reach the end customer.
- **Costly Road Transport :** Road transport was expensive, impacting overall revenue.
- **Environmental Impact:** The reliance on road transport contributed to carbon emissions.

Solution : Introduction of ICD Sonapat : A Game-Changer

	Exploring Dry Ports (ICDs) : Yara's supply chain team proactively explored the use of Inland Container Depots (ICDs) in the northern region. ICDs act as dry ports, facilitating the seamless flow of cargo between ships and major land transportation networks.
	Successful Trial Shipment : In February 2021, Yara conducted a successful trial shipment via ICD Sonapat. Based on positive outcomes, Yara officially began handling shipments at ICD Sonapat in June 2021.
	Benefits of ICD Sonapat: Quicker Delivery Time : ICD Sonapat significantly reduced transit time, enhancing customer service. Cost Reduction : By shifting from road transport to ICD-based rail transport, Yara achieved a cost reduction of USD 32 per metric ton in freight and handling.

*Only the product and packaging material suppliers are included.

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Impact

Environmental and Economic Gains

1. **Reduced Carbon Footprint :**
 - Rail transport has a lower emission factor compared to road transport.
 - Rail: 0.009 KgCO2/ton-km
 - Road: 0.040 KgCO2/ton-km
 - By transitioning to rail transport, Yara saved 0.031 KgCO2/ton-km.
2. **Financial Savings :**
 - From January 2023 to December 2023, Yara handled approximately 21,175 MT & 701 KL of YaraVita of cargo via ICD Sonepat. The resulting savings amounted to approximately INR 60.76 million.

Impact of Sourcing Strategies on Carbon Emissions : The carbon savings generated from our premium products are a testament to our commitment to sustainability. Such savings represent a reduction in carbon emissions compared to conventional alternatives, contributing positively to our planet's health.

A comparison of calcium nitrate and NPK production in different geographies²

Yara's Premium Product	Fertilisers Product	Manufacturing Regions (Carbon Footprint values, CFP)			
		Europe	China	Middle East	Russia
YaraLiva	Calcium Nitrate 15.5G Tropical Q1	0.64	2.34	2.00	1.98
YaraMila	NPK (Nitrophosphate) 12:11:18*	0.71	1.71	1.22	1.22

Both products contain essential nutrients required for plant growth, with YaraLiva being primarily a calcium nitrate fertilizer (15.5% N) and YaraMila being a balanced NPK fertilizer (12% N, 11% P₂O₅, 18% K₂O). These premium product of Yara India are imported from Europe. The carbon footprint values vary across different manufacturing regions, with Europe generally having lower carbon emissions compared to China, the Middle East, and Russia, the products manufactured in Europe typically exhibits lower carbon emissions due to stringent environmental regulations and more energy-efficient production processes. By importing these premium products from Europe, businesses can realize significant carbon savings compared to sourcing from regions with higher emission intensity like China, Middle East and Russia.

This provides insights into both the nutrient composition and environmental impact of our premium fertilizer products, which can be valuable considerations for agricultural practices aiming for sustainability and efficiency.

²The figures have been referenced from research paper on 'Updated carbon footprint values for mineral fertilizer from different world regions' by Frank Brentrup which was presented on the 11th International Conference on Life Cycle Assessment of Food 2018 (LCA Food) in conjunction with the 6th LCA AgriFood Asia and 7th International Conference on Green and Sustainable Innovation (ICGSI) On "Global food challenges towards sustainable consumption and production" 17-19 October 2018, Bangkok, Thailand.
*Carbon footprint mentioned in the table is for 15:15:15.

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Sustainable Farm Management

At Yara India, embracing sustainable farm management practices is not just a matter of environmental stewardship but a strategic imperative that ensures long-term business sustainability. Integrating sustainable practices such as the production of water-efficient nutrients, organic fertilisers, and bio-based crop protection products directly addresses the pressing challenges of climate change and resource scarcity. By doing so, we not only secure its supply chain against the vulnerabilities of environmental degradation but also position ourselves as a leader in promoting agricultural practices that benefit both the farmers and the ecosystems they inhabit. This dual focus on innovation and sustainability serves to enhance the company’s market relevance, resilience, and contribution to a sustainable future.

Target

Deepen our connection with farmers using a two-pronged approach

- Offer Indian farmers innovative agriculture solutions by introducing the full range of Yara global products and services into India.
- Offer relevant and timely agronomy support and exposure to modern sustainable farming practices

33,369 General farmers meeting in 2023.

2,704 Crop shows displaying live results of Yara Products in 2023.

629 Crop seminars on Crop- specific Nutrient Management Practices in 2023.

In 2023, Yara's Agronomy team conducted a total of 43,085 community engagement activities. These included 33,369 general farmer meetings, 1,864 organized mega farmer meetings, 2,704 crop shows showcasing live results of Yara products, 4,519 demonstrations testing the efficacy of new products, and 629 crop seminars focusing on crop-specific nutrient management practices. These activities demonstrate our commitment to engaging with farmers, sharing knowledge, and promoting sustainable agricultural practices across communities.







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Case study : Enhancing Gherkin Cultivation in India

Problem Definition : Gherkin cultivation in India faces low yield levels due to climatic conditions, lack of balanced nutrition & fruit fly infestations . These fruit flies cause gherkins to become crooked or curved, leading to increased rejection by importers. Additionally, traditional control measures are expensive and not always effective.

Solution : To address these issues, an innovative solution was introduced: YaraRega a new age water soluble fertiliser contains the right mix of nitrogen, phosphorous, potassium, and sulfur. Here’s how it helps:

	<p>Reduced Input Costs : Yara crop plan reduces the quantity of inputs applied viz 32% of nitrogen (N), 52% of phosphorous (P), and 49% of potassium (K) compared to traditional inputs. This reduction in input costs contributes to overall profitability whilst improving efficiency.</p>
	<p>Pest Incidence Reduction: Timely application of secondary and micronutrients through balance nutrition program helps reduce pest incidence. Fewer pests mean healthier gherkin plants and better yields.</p>
	<p>Reduction in Crooks & Nubbins : Yara’s program promotes uniform growth, resulting in straighter gherkins. This addresses the issue of curved or crooked gherkins. Increased Average Yield: Farmers who adopt Yara crop plan experience an average yield increase of at least 20% increasing profitability.</p>
	<p>Increased Average Yield: YaraRega based nutrition program which includes secondary and micronutrients through helps bring down pest incidence in turn healthier crop more profitability.</p>

Impact

The implementation of YaraRega has led to significant positive outcomes:

Reduced Carbon Footprint:

- By using fewer inputs, the soil retains its fertility while minimizing environmental impact.
- This reduction in input quantity contributes to a smaller carbon footprint.

1. Increased Profitability:

- Gherkin cultivation becomes more profitable due to higher yields and reduced input costs.
- The farming community benefits economically.

2. Advantage Over Paddy Cultivation :

- Although paddy is a staple crop, shifting to gherkin cultivation offers considerable advantages.
- Gherkins require less water than paddy, making them a sustainable choice.

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Impact

- 3. **Fourfold Profit Increase :**
 - Compared to paddy, gherkin cultivation yields approximately four times more income.
 - This financial boost positively impacts farmers’ livelihoods.
- 4. **Improved Soil Health :**
 - Gherkin cultivation enhances soil fertility, promoting long-term sustainability

The adoption of YaraRega has transformed gherkin cultivation in India, addressing yield challenges, reducing costs, and benefiting both farmers and the environment. As more farmers embrace this solution, India’s gherkin industry continues to thrive.

Case study : Enhancing Zinc Management with YaraVita Procote Zinc





**Problem Definition :
Zinc Deficiency in Indian Soil**

1. Approximately 50% of cultivated Indian soils are deficient in zinc
2. Zinc deficiency occurs when soil pH rises above 6.5, and
3. Staple crops like rice, maize, and wheat are grown on these zinc-deficient soils.

The challenge is to compensate for this critical nutrient deficiency accurately.

Solution : To address these issues, Yara India introduced the YaraVita Procote Zinc, an oil-based suspension designed to enhance crop nutrition. It coats prilled and granular fertilizers evenly, ensuring uniform zinc supply to every plant in the field. The suspension technology minimizes losses and promotes efficient uptake, even in high pH soils.

Benefits of YaraVita Procote Zinc :

	<p>Uniform Distribution :</p> <ul style="list-style-type: none"> • The oil-based suspension coats each fertilizer granule, ensuring consistent zinc delivery. • Farmers achieve uniform distribution across the entire field.
	<p>Reduced Losses :</p> <ul style="list-style-type: none"> • YaraVita Procote Zinc minimizes dust losses during application. • Coated technology prevents wastage and ensures efficient utilization.
	<p>Efficient Uptake :</p> <ul style="list-style-type: none"> • Even in high pH soils, YaraVita Procote Zinc facilitates zinc uptake. • Traditional zinc sulfate application in high pH soils typically results in low use efficiency (around 5%).
	<p>Additional Nitrogen Benefit :</p> <ul style="list-style-type: none"> • The coating not only enhances zinc uptake but also reduces nitrogen (N) volatilization losses. • Plants receive both zinc and a supplementary N benefit.

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Impact and Result

1. Improved Crop Health :

- YaraVita Procote Zinc addresses zinc deficiency symptoms (such as yellowing and low tillering).
- Crop health improves during critical growth stages.

2. Sustainable Farming:

- Reduced losses and efficient nutrient utilization contribute to sustainable agriculture.
- Farmers optimize resources while enhancing yields.

3. Break the Vicious Cycle:

- By adopting YaraVita Procote Zinc, farmers break the cycle of inefficient zinc application.
- No more mixing zinc sulfate with urea and compromising use efficiency.

YaraVita Procote Zinc revolutionizes zinc management in high pH soils. Its uniform distribution, reduced losses, and dual benefit (zinc and nitrogen) make it the right choice for Indian farmers. As more farmers embrace this solution, crop productivity and soil health will thrive.

Introduction to Micronutrients in Agriculture

Micronutrients play a crucial role in ensuring the optimal growth and development of plants, despite being required in smaller quantities compared to macronutrients. Often overlooked due to their "micro" label, these nutrients are essential for various vital functions such as protein formation, enzyme activation, and stress tolerance. In the context of Indian agriculture, where traditional practices often prioritize macronutrients, it is imperative to recognize the significance of micronutrient management for sustainable and profitable farming.

Case study : Enhancing Potato yield with YaraVita Seniphos

Problem Definition :

Potato farming faces challenges in achieving optimal tuber development, resulting in underdeveloped tubers and reduce crop quality. Traditional practices may overlook the specific nutrient requirements crucial for tuber formation, leading to yield losses and economic setbacks for farmers.

Solution : YaraVita Seniphos offers a targeted solution by addressing the phosphorus (P) requirements essential for developing tubers in potatoes. Its precise formulation ensures the timely and adequate supply of P during critical growth stages, promoting robust tuber growth and improving overall crop quality.

Impact

By incorporating YaraVita Seniphos into their nutrient management practices, potato farmers can overcome the limitations of traditional fertilization methods. Fulfilling the P requirements of developing tubers enhances yield potential and quality, minimizing the occurrence of underdeveloped tubers. This results in increased economic gain for the farmers, empowering them to achieve optimal yields and elevate their position in potato farming.

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Conclusion

The strategic integration of YaraVita Seniphos demonstrates how targeted micronutrient supplementation can address specific crop needs, leading to tangible improvements in yield and quality, thereby contributing to the sustainability and profitability of potato farming in India.

Plant Biostimulants in Indian Agriculture

In the face of unpredictable climatic conditions and the urgent need for sustainable agricultural practices, plant biostimulants have emerged as vital tools in modern agriculture. These substances, containing microorganisms or active ingredients, stimulate natural processes within plants or the rhizosphere to enhance nutrient uptake, nutrient use efficiency, stress tolerance, and crop quality. With Indian agriculture heavily reliant on seasonal monsoons and facing escalating abiotic stress, biostimulants offer a sustainable intervention to mitigate environmental pressures and maintain crop productivity amidst changing climatic patterns. In 2022, Yara entered into a partnership agreement with Sea6, an Indian manufacturer of biostimulants.

Case study : Enhancing Crop Resilience with Yara Biostimulants

Problem Definition : Indian agriculture is grappling with erratic monsoons, increasing abiotic stress, and deteriorating soil health, posing significant challenges to farmers' productivity and livelihoods. Conventional agricultural practices are insufficient to combat these challenges, necessitating sustainable interventions to build resilient crops.

Solution : Yara India recognizes the importance of biostimulants in addressing these pressing agricultural concerns. Through the development of YaraAmplix Optimaris, YaraAmplix OptiVi, and YaraAmplix Procote Rhizolift, Yara aims to provide quality-driven biostimulants tailored to Indian agricultural needs. These biostimulants focus on improving productivity, quality, nutrient use efficiency, and stress tolerance, empowering farmers to overcome environmental challenges and enhance crop resilience.

Impact

By integrating Yara biostimulants into their crop management practices, farmers can expect several benefits. These include increased crop productivity, enhanced crop quality, improved nutrient utilization efficiency, and greater resilience to abiotic stressors such as erratic rainfall and soil degradation. Ultimately, the adoption of Yara biostimulants contributes to building a nature-positive food future in India, aligning with the principles of regenerative agriculture and ensuring sustainable agricultural practices for future generations.

Conclusion

Yara India's commitment to developing quality-driven biostimulants reflects its dedication to addressing the evolving needs of Indian agriculture. By harnessing the potential of biostimulants, farmers can navigate the challenges of climate change and achieve greater resilience, productivity, and sustainability in their agricultural endeavors.

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Regenerative Agriculture

In response to the evolving challenges faced by the agri-food sector, including climate change and supply chain disruptions, there is a growing imperative to transition towards sustainable and climate-smart agricultural practices. Yara's initiative of Regenerative Agriculture offers a systematic and outcome-based approach to address these challenges while ensuring farmers' prosperity, resource efficiency, and sustainability. By adopting the best sustainable farming practices, Regenerative Agriculture aims to positively impact nature and climate across five recurrent themes: climate, soil, resource, biodiversity, and prosperity. Through a holistic approach, Yara India is paving the path for positive outcomes in each of these elements, driving transformative change in Indian agriculture.

Yara India Approach to Regenerative Agriculture

Climate : Yara India implements a 4R stewardship and Integrated Nutrient Management (INM) approach to promote nutrient sufficiency and resource utilization efficiency. By optimizing urea application and utilizing technologies such as Procote coating, Yara India reduces volatilization and leaching losses, minimizing the environmental impact of nitrogen fertilizers. Additionally, balanced nutrient management practices and the use of low-carbon footprint products like YaraMila Complex and YaraLiva Nitrabor contribute to reducing greenhouse gas emissions and promoting climate-resilient agriculture. Encouraging farmers to incorporate organic components in their management practices further enhances carbon sequestration and soil health.

Soil Health : Acknowledging the critical importance of soil health, Yara India focuses on preserving and improving soil quality through its 4R nutrient stewardship, INM, and soil testing initiatives. By minimizing nutrient mining from soils, enhancing soil organic matter, and preventing soil degradation. Innovations like YaraRega, which optimize rhizosphere pH and nutrient use efficiency, contribute to soil health preservation and sustainable agricultural practices.

Biodiversity : Yara's approach aims to optimize soil health and biodiversity conservation. By reducing chemical inputs and promoting organic components, we support diverse habitats and ecosystems. YaraRega's focus on optimizing rhizosphere pH contributes to a healthy soil microbiome, fostering biodiversity underground. Through our holistic approach, we aim to safeguard biodiversity and promote resilient agricultural systems.

Resources : Empowering farmers with knowledge and digital tools for resource optimization is crucial for enhancing farm profitability and sustainability. Yara's Regenerative Agriculture approach emphasizes the use of efficient nutrient inputs like YaraRega and YaraVita to increase Water-Use Efficiency and Nutrient-Use Efficiency, leading to higher yields and quality produce. By improving the output-to-input ratio and enhancing farmers' economic viability, Yara's initiatives contribute to a more sustainable and prosperous agricultural sector.

Prosperity : Yara India believes in fostering prosperity for farmers through sustainable agriculture practices. By optimizing resource use and enhancing productivity, we aim to improve farm profitability and livelihoods. Through initiatives like 4R stewardship and INM approaches, we empower farmers with the knowledge and tools to increase yield and quality while minimizing environmental impact. YaraRega and YaraVita play a crucial role in enhancing farm profitability by boosting crop yields and quality. By promoting a favorable cost-benefit ratio, we enable farmers to invest in their farms and communities, creating a pathway to long-term prosperity.

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Yara India's commitment to Regenerative Agriculture exemplifies its dedication to driving positive environmental and socioeconomic outcomes in Indian agriculture. Through strategic interventions focused on climate resilience, soil health, and resource optimization, Yara India is building a sustainable and prosperous future for farmers and the agri-food sector alike.

Yara Leadership Academy (YLA) for MSMEs

Yara is making significant investments in India to enhance the leadership and business management capabilities of Micro, Small, and Medium Enterprises (MSMEs) in our community. We achieve this by facilitating their participation in the Yara Leadership Academy, an intensive MBA-inspired education module. In 2022, the first cohort of MSMEs underwent training through the YLA. Recently, YLA conducted a training program for 500 MSMEs and their affiliates, empowering them with essential skills for sustainable growth and success in the business landscape.

Farm Management Topics for MSMEs	Before YLA	After attending YLA	Change in the number of MSMEs using the platform	% Change in the number of MSMEs using the platform
Product Package and Storage	32	64	32	100%
Irrigation	171	196	25	15%
Seed Varieties	204	217	13	6%
Inter-Cropping	86	114	28	33%
Soil Testing	48	82	34	71%

The table indicates a positive response from MSMEs regarding their knowledge about farm management practices. Over 200 MSMEs demonstrated knowledge about fertilizers (n=238), followed by seed varieties (n=204) and irrigation (n=171). Furthermore, there was a significant percentage increase in awareness regarding Regenerative Agricultural practices, particularly in soil health (44%) and crop cover (36%).

The evaluation assessed the impact of YLA training on MSMEs, focusing on their business understanding and self-fulfillment. Results indicate that over 60% of the MSMEs reported significant improvements in personal and business capabilities, expressing high satisfaction with the program and readiness to recommend it to others. Key outcomes include enhanced understanding of products, increased self-confidence, and improved adaptability to changes.

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Care

Cultivating an ecosystem of environmental
stewardship and employee well-being

- Energy Management
- Emission and Climate Change
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Energy Management

In the pursuit of operational excellence and sustainable business practices, our organization remains resolute in its commitment to effective energy management. Throughout the reporting period, we diligently monitored and managed our energy consumption, with a total of 24,366,128.84 gigajoule utilized for various operational activities. While most of our energy was sourced from non-renewable means, we acknowledge the importance of transitioning towards renewable energy sources. To this end, significant strides were made, we have installed a 250 KW solar panel system on our roof and across the township, solar geysers have been installed on all houses. Looking ahead, we remain resolute in our ambition to reduce our dependency on non-renewable energy sources and enhance our energy efficiency. By implementing targeted initiatives and adhering to stringent energy management practices, we aim to achieve our ambitious energy intensity reduction goal of 4.85 Gcal/MT of urea by 2028. Our unwavering dedication to sustainable energy practices underscores our commitment to responsible corporate stewardship and environmental sustainability.

Yara International Target

- Aim to achieve 32.7GJ/t NH₃ energy efficiency by 2025

Target set for Yara India

- Transition significantly to renewables by 2030

Total energy consumption (Gigajoule, GJ)	2022	2023
Renewable		
Solar Power	1,095.09	1,079.03
Total renewable energy consumed (GJ)	1,095.08	1,079.03
High Speed Diesel (HSD)	863.21	807
Natural Gas	27,777,869.92	24,363,452.51
Petrol	-	790.29
Total Non-renewables energy consumed (GJ)	27,778,733.03	24,365,049.81
Total Energy Consumption (Renewable + Non-renewable)	27,779,828.11	24,366,128.84
Others (GJ)		
Electricity generated (GJ)	6,35,301.80	5,90,791.25
Electricity Purchased (Admin)*	209.28	278.77

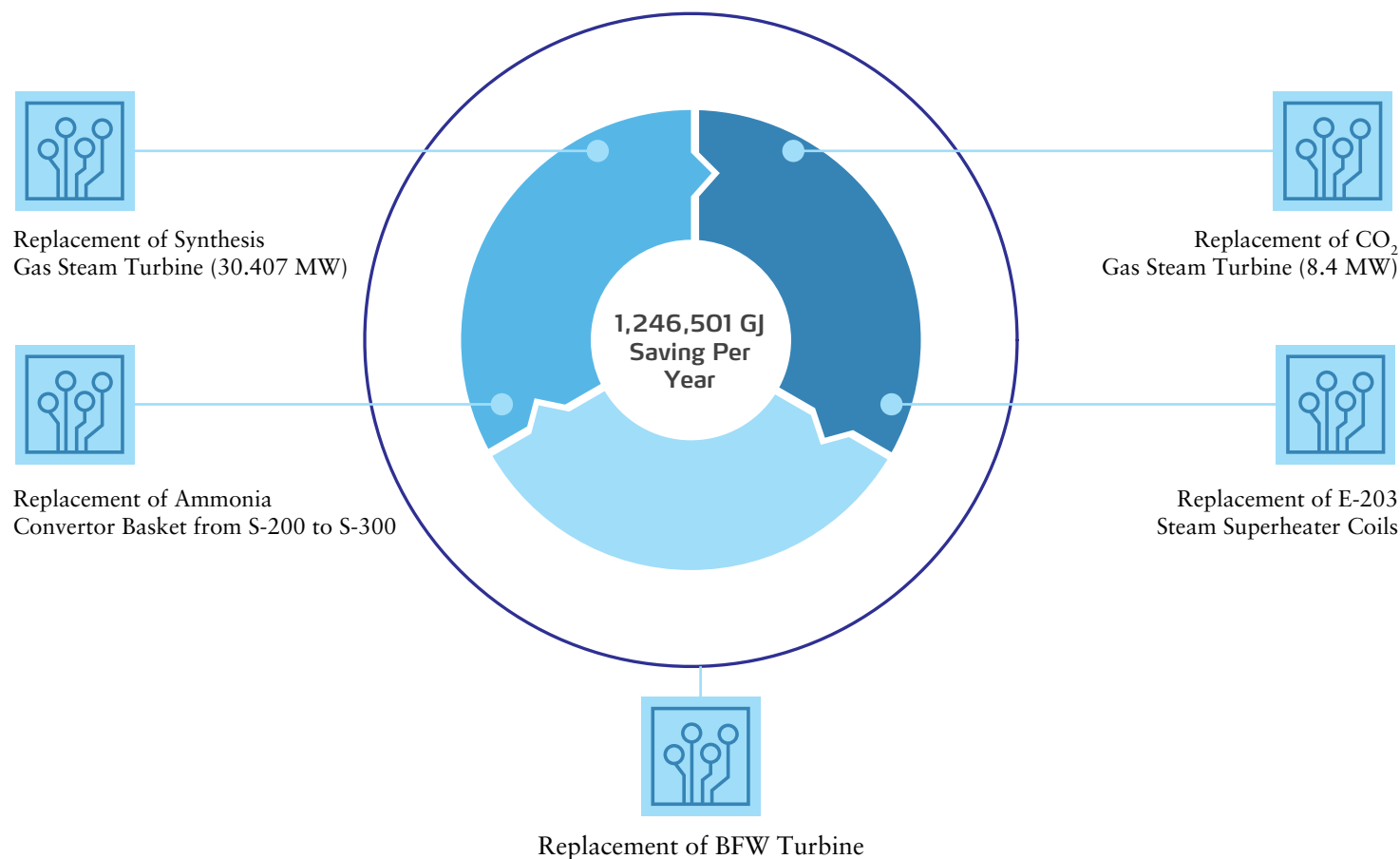
*We use purchased electricity only for our corporate and registered offices.

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The main source of energy consumption for Yara India is in the manufacturing of fertiliser where natural gas is used as both – raw material for production as well the fuel for the captive power plant at our manufacturing plant in Babrala, Uttar Pradesh.

The energy consumption for this year has reduced from last year primarily due to the deployment of various innovative initiatives such as the replacement of various equipment with more energy-efficient alternatives which has yielded substantial energy savings of 1,246,501 GJ, marking a significant milestone in our efforts to enhance operational efficiency and reduce energy consumption. Also, we are upgrading our ammonia cooling water pumps to high-efficiency models and modifying the routing of high-pressure steam piping for Heat Recovery Unit-2. These initiatives align with our commitment to optimizing operations and reducing environmental impact.



These projects represent our proactive approach to addressing climate change and reducing greenhouse gas emissions through innovative initiatives and sustainable practices.

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Emission and Climate Change

During the reporting period, Yara India emitted 1.37 million tons of carbon dioxide equivalent, leading to a GHG emission intensity of 2.59 tons of carbon dioxide equivalent per tonne of nitrogen. These emissions primarily stem from Scope 1 sources, as Yara India operates its own captive power plant at Babrala, thereby excluding Scope 2 emissions.

The significance of addressing climate change within the agriculture and crop nutrition sector cannot be overstated. Climate change poses significant challenges to global food security, agricultural productivity, and environmental sustainability. As an essential player in the agricultural value chain, it is incumbent upon us to mitigate our carbon footprint and proactively address climate change impacts.

Reducing greenhouse gas emissions in agriculture is crucial for mitigating climate change and ensuring the long-term sustainability of food production systems. By focusing on emission reduction strategies, such as optimizing energy efficiency, transitioning to renewable energy sources, and implementing sustainable agricultural practices, we can contribute to mitigating climate change while simultaneously enhancing the resilience of agricultural systems.

Building upon existing energy-saving initiatives, Yara India implemented further measures during the reporting period to curtail scope 1 GHG emissions, aligning to reduce GHG emissions amounting to 70,000 tCO₂e by the year 2026.

Yara International Target

- Aim to achieve 2.7t CO₂e/t N GHG emissions intensity by 2025
- By 2030, reduce our absolute Scope 1 and 2 emissions by 30% or more from a 2019 baseline.
- 11.1% absolute reduction in Scope 3 emissions from the use of sold products by 2030 from a 2021 baseline.

Target set for Yara India

- Reduce GHG emissions amounting to 70,000 tCO₂e by the year 2026.

Emissions (tCO ₂ e)	2022	2023
Scope 1	1,558,477	1,367,363
Scope 2	41.28	55.45
Scope 3	-	-



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Air Emissions	
Nox	556.5 tons of nitrogen oxides
Sox	Nil
Particular Matter	Nil

Throughout the reporting period, our operations emitted 556.4 tons of nitrogen oxides, primarily originating from our fire heater, primary reformer, heat recovery unit, and service boiler. As our fuel source primarily comprises natural gas, which boasts negligible sulphur content, sulphur oxides emissions were insignificant. Moreover, our operations did not generate notable emissions of persistent organic pollutants or volatile organic compounds due to the utilization of natural gas.

Our emissions of nitrogen oxides comply with the environmental regulations stipulated by the Government of India, a standard we are committed to maintaining in the future. To uphold these standards, we adhere to a robust preventive maintenance regimen and conduct scheduled check-ups to ensure the operational efficiency and reliability of all equipment. Simultaneously, we continuously explore innovative techniques and technologies to enhance process efficiency and optimize process parameters.

In a concerted effort to minimize our environmental impact, we are transitioning our refrigeration systems to R-134, thereby significantly reducing our ozone-depleting substance footprint. This proactive approach underscores our dedication to environmental stewardship and sustainability.

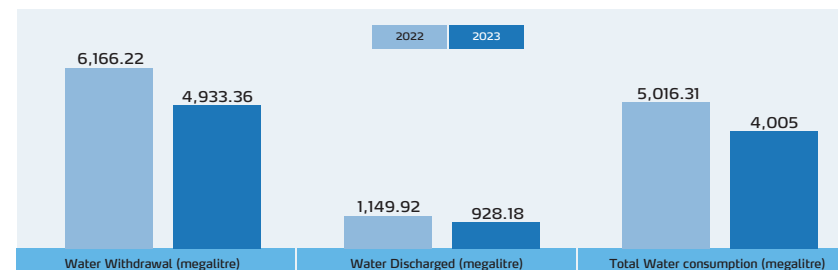
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Water Management

At Yara India, we prioritize responsible water management practices to minimize our environmental impact and ensure sustainable operations. Groundwater serves as our sole source for commercial water usage, with 4,933.36 megalitres withdrawn during the reporting period to support operations at our Babrala facility. Of this total, 81% was consumed directly within our processes, while the remaining 19% was discharged for reuse in our green belt area, primarily for irrigation purposes.

Water consumption saw a notable decrease in 2023 through the strategic utilization of rainwater and treated sewage treatment plant (STP) water in our cooling towers as makeup water. Our Babrala plant boasts the least water consumption per ton of urea produced among comparable facilities. Through advanced water management practices and innovative technologies, we minimize our water footprint, ensuring responsible stewardship of this vital resource. We have implemented control measures to manage process effluents. In-built treatment units such as hydrolysers and distillation towers in the urea plant, along with ammonia strippers in the ammonia plant, effectively control pollutants at the source. These advanced technologies ensure that effluents are treated within the process itself, minimizing the need for additional treatment at the effluent treatment plant.



Key Initiatives at Babrala Plant

Installation of MBR-based STP Plant : In 2022, we commissioned a 600 KLD MBR-based Sewage Treatment Plant (STP) to utilize treated water as makeup for cooling towers. This initiative has proven to be reliable and operationally smooth since its commissioning, significantly reducing our freshwater consumption.

Replacement of Faucets with Water-Efficient Ones : To further reduce water consumption, we have replaced faucets with water-efficient alternatives both in the township and plant areas. This measure aims to optimize water usage and minimize wastage.

Stormwater Harvesting : We have implemented stormwater harvesting techniques within our plant catchment area, enabling us to utilize harvested water as makeup for cooling towers following appropriate treatment. This initiative enhances our water resilience by harnessing natural resources effectively.

Rooftop Rainwater Harvesting : Utilizing rooftop rainwater harvesting from various plant buildings, including substations, central control rooms, workshops, and warehouses, further bolsters our water conservation efforts. The collected rainwater undergoes treatment and is utilized as makeup for cooling towers, contributing to our sustainable water management practices.

RO+MVR Installation for Effluent Reuse : A feasibility study has been conducted to install RO+MVR (Reverse Osmosis + Mechanical Vapour Recompression Evaporator) at the outlet of our Effluent Treatment Plant (ETP). This initiative aims to partially reuse treated industrial effluent for high-end applications. A proposed capital expenditure (CAPEX) has been outlined for the reuse of treated effluent, ensuring efficient resource utilization and minimizing environmental impact.

Moving forward, we remain dedicated to continual improvement and innovation to minimize our environmental footprint and contribute to a more sustainable future.

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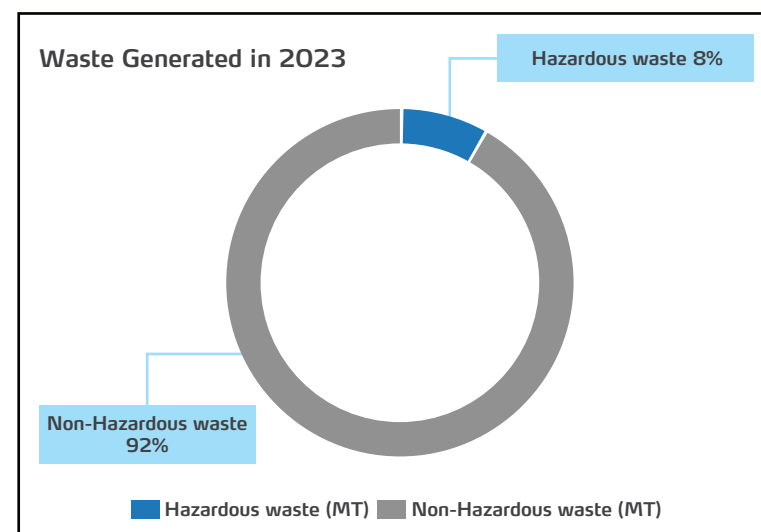
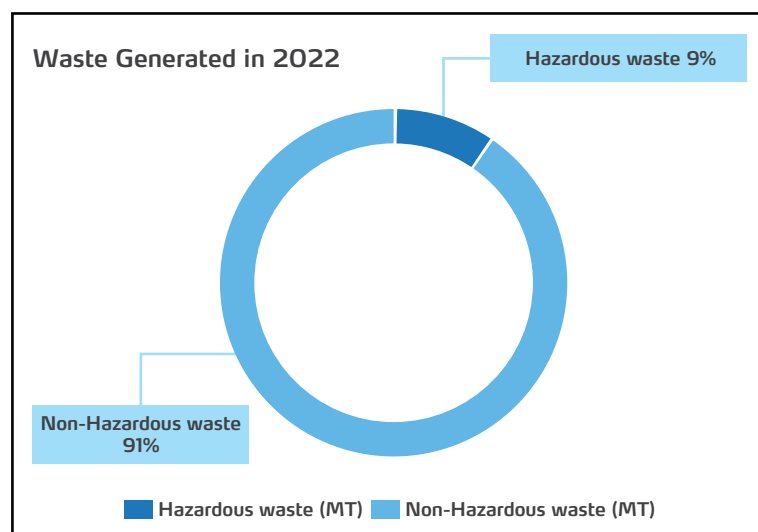
Waste Management

Yara India remains committed to responsible waste management practices, striving to minimize environmental impact while ensuring regulatory compliance. Our ongoing efforts in waste reduction and environmental stewardship reflect our dedication to sustainable operations and environmental preservation. Also, Yara India is registered with the Central Pollution Control Board (CPCB) under the Brand Owner and Importer category for execution.

Target set for Yara India

- Transition to complete circularity (zero waste)

At our facility, we adhere strictly to prescribed waste categorization norms, ensuring proper segregation of waste generated from both our plant and township. Various types of waste, such as e-waste, plastic waste, battery waste, hazardous waste, and bio-medical waste, undergo segregation. Majority of the waste are sent to authorized recycling facilities whereas bio-medical and battery waste to a treatment facility and sold to approved dealers during new purchases respectively.



During the reporting period, we generated a total of 6458.5 metric tons of waste, with 5954.63 metric tons classified as non-hazardous, comprising metal scrap, plastic waste, e-waste, rubber, wood, and other waste. The remaining 504 metric tons constituted hazardous waste. The quantity of non-hazardous waste has seen an increase primarily due to the removal of dead wood and roots as part of a one-time drive to eradicate invasive species such as *Leucaena leucocephala* (Subabul). This effort, undertaken to facilitate a new plantation drive, highlights our dedication to environmental stewardship and biodiversity conservation. On the other hand, the increase in hazardous waste is attributed to the disposal of spent catalysts and lube/transformer oil generated during the turnaround 2023 maintenance activities. While this may signify an immediate uptick in hazardous waste, it represents our commitment to ensuring regulatory compliance and responsible waste management practices during our operational processes.

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To ensure regulatory compliance and minimize environmental impact, we have an online continuous effluent quality monitoring system (OCEQMS) at our facility. This system monitors parameters such as pH level, ammoniacal nitrogen, and effluent flow, ensuring adherence to regulatory requirements. Nitrogen and phosphorus discharge levels are well within compliance limits, demonstrating our effective control over nutrient flow into groundwater.

Throughout the reporting period, we undertook various initiatives to reduce waste generation. By optimizing process efficiency and manufacturing technology, we aim to rationalize raw material and input consumption. Additionally, in compliance with Plastic Waste Management Guidelines 2016 and Extended Producer Responsibility (EPR), we collected equivalent weights of plastic waste from the states in which we operate and disposed of it in environmentally-sound manners, following Central Pollution Control Board (CPCB) guidelines. The most waste generated is from non-renewable multi-layer flexible plastics, with minimal waste from other materials such as copper wire, lathe machines, and welding rods. Hazardous wastes generated are promptly collected at the point of origin and temporarily stored at designated collection areas. Subsequently, these wastes are transferred to a centralized collection and storage facility. All hazardous waste is disposed of at an approved Treatment Storage Disposal Facility (TSDF) in accordance with regulatory guidelines and within the specified timeframe. Similarly, non-hazardous waste generated is collected and stored at allocated locations before being sold to identified vendors. E-waste is responsibly disposed through approved E-waste recyclers, adhering to established environmental standards. Bio-medical waste is managed through disposal at a Common Bio-Medical Waste Treatment Facility, maintaining stringent adherence to safety protocols and regulations. Plastic waste, considered a commodity product, is managed under Extended Producer Responsibility (EPR) guidelines as per Plastic Waste Management Rules, 2016. Approved Waste Management Agencies (WMA) oversee the proper disposal of plastic waste, ensuring compliance with regulatory requirements.

Water Disposal Methods		
Hazardous (MT)	2022	2023
Landfill	96.26	77.10
Incinerated	31.22	27.75
Recycled	42.20	399.22
Non-hazardous waste (MT)		
Incinerated	1,429.49	5,480
Recycled	143.96	474.43
Total waste disposed	1,743.13	6,458.50

Waste management at Yara India's Babrala Plant adheres to the foundational principles of "precaution and sustainable development." As an environmentally conscious organization, Babrala Plant prioritizes pollution prevention over control measures. To fortify the waste management system, we meticulously identify various types of waste and implement proper storage and disposal mechanisms. Through a waste management framework integrated across the plant and township complex, we demonstrate our commitment to environmental responsibility and sustainability.

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Biodiversity

Yara India's manufacturing facility and township in Babrala spans 1400 acres, of which 30% is dedicated to a green belt. This area is teeming with diverse wildlife, including 46 bird species, 52 tree varieties, 15 shrub species, 48 herbs, and 15 grass varieties. Recognizing our responsibility to conserve and enhance this biodiversity, we coexist harmoniously with our natural environment. In the reporting period, we planted over 20,000 trees within the existing green belt and aim to plant an additional 25,000 trees in the upcoming year.

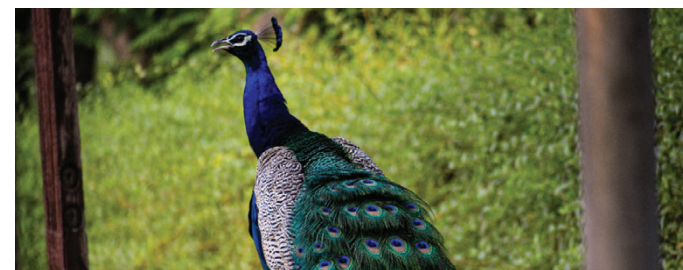
Our manufacturing and township facilities have had no significant direct or indirect impact on biodiversity within the protected area and buffer zones. Yara India conducted an extensive study a few years ago to deepen our understanding of the connection between biodiversity and our green business initiatives. This study mapped out the protected areas, identified habitats, and compiled a list of endangered plant and animal species in the vicinity of our facilities. Armed with this data, we are equipped to take proactive measures to mitigate any potential risks our activities may pose to these endangered species.

Human Rights

Yara India determines to upholding internationally recognized human rights standards throughout our operations and across our value chain partnerships. We maintain a zero-tolerance policy towards any form of human rights violation, including child labor or forced labor. At Yara India, we strictly adhere to these principles by ensuring that no individual below the age of 18 is employed within our workforce, and we unequivocally reject any practice of forced labor. Furthermore, we hold our business partners to the same high standards, requiring strict compliance with human rights principles in all aspects of their operations. By upholding these values, we strive to foster a culture of respect, dignity, and fairness for all individuals within our sphere of influence.

Freedom of Association

Yara India is committed to upholding the rights of our employees, including their right to freedom of association and collective bargaining. To this end, we have collaboratively developed a fair-trade union policy. This policy was crafted in partnership with relevant stakeholders to ensure that the voices and concerns of our employees are heard and addressed effectively. As of now, no employee association has been constituted within Yara India.



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Occupational Health & Safety

At Yara India, health and safety are pivotal, especially given the inherent chemical processes and manufacturing hazards in our operations. We prioritize the health and safety of our workforce, continuously enhancing our performance in line with both national and international health and safety standards. Our commitment was recognized when we were named the winner for the Fertiliser Association of India's 'Excellence in Safety' award in 2023, and we were also runner-up for a National Safety Council of India award the same year.

Our approach extends beyond physical safety to encompass the mental and emotional well-being of our employees. As part of our commitment to health and safety, Yara India has been awarded by the International Fertilizer Association, obligating us to adhere to rigorous health and safety practices throughout our value chain.

To ensure a secure and healthy work environment across all locations, including our manufacturing plants and corporate offices, we have instituted an occupational health and safety management system. This system is aligned with the standards of the British Safety Council, the International Safety Rating System, and the Du Pont Safety System, managed by a dedicated team of 33 industrial safety and fire experts. Covering all employees—both full-time and contractual—as well as visitors to the Babrala plant and those involved in external activities, the system complies with the Factories Act. It undergoes an annual internal audit and a third-party review every year. Additionally, employees are encouraged to report any unsafe practices or procedural deviations through our Synergi portal for prompt action.

At Yara India, we prioritize the safety and well-being of our employees by maintaining an established process for identifying work-related hazards and assessing risks on a regular basis. Through this systematic approach, we proactively identify potential hazards across our operations and evaluate associated risks.

Yara International Target

- Strive towards zero harm by 2025

Target set for Yara India

- Achieve the target of zero harm.

The outcomes of this rigorous hazard identification and risk assessment process are seamlessly integrated into our operational activities. By incorporating these findings into our day-to-day operations, we ensure a safe working environment for all our employees. This integration helps us mitigate risks effectively, fostering a culture of safety and ensuring the protection of our workforce. Through continuous monitoring and improvement of our risk assessment procedures, we remain committed to upholding the highest standards of safety across all our facilities and operations. This steadfast dedication to proactive hazard identification and risk management underscores our commitment to the well-being and safety of our people.

We work towards Zero harm to people by making safe and healthy working conditions for all. At Yara India, we have developed Safe Occupational Driving Policy for all employees. Adherence to all traffic safety rules, regulations and procedures written in Safe Occupational Driving Policy is mandatory to avoid any unfortunate incident with Yara India Employees. Our TRI (Total Recordable Injuries) rate is considerably reduced from 0.30 in 2020 to 0.23 in 2023. We are continuously striving towards achieving Zero Personal Injuries to employees working for Yara. Through our HESQ (Yara India Health, Environment, Safety, Security and Quality) policy, we are committed to excellent performance, thus safeguarding our license to operate. We want to be best and safest company in our industry. Through our HESQ (Yara India Health, Environment, Safety, Security and Quality) policy, we are committed to excellent performance, thus safeguarding our license to operate. We aspire to be best and safest organisation in our industry.

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Particulars	2023			2022		
	Male	Female	Total	Male	Female	Total
For all employees						
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	0	0	0	0	0
Total recordable work-related injuries	0	0	0	0	0	0
No. of fatalities	0	0	0	0	0	0
High consequence work-related injury or ill-health (excluding fatalities)	0	0	0	0	0	0
Number of hours worked	699412	140160	839572	710773	131400	842173
For all workers excluding employees						
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	0	0	1.13	0	1.13
Total recordable work-related injuries	1	0	1	2	0	2
No. of fatalities	0	0	0	0	0	0
High consequence work-related injury or ill-health (excluding fatalities)	0	0	0	1	0	1
Number of hours worked	2459848	2920	2462768	1762072	2920	1764992

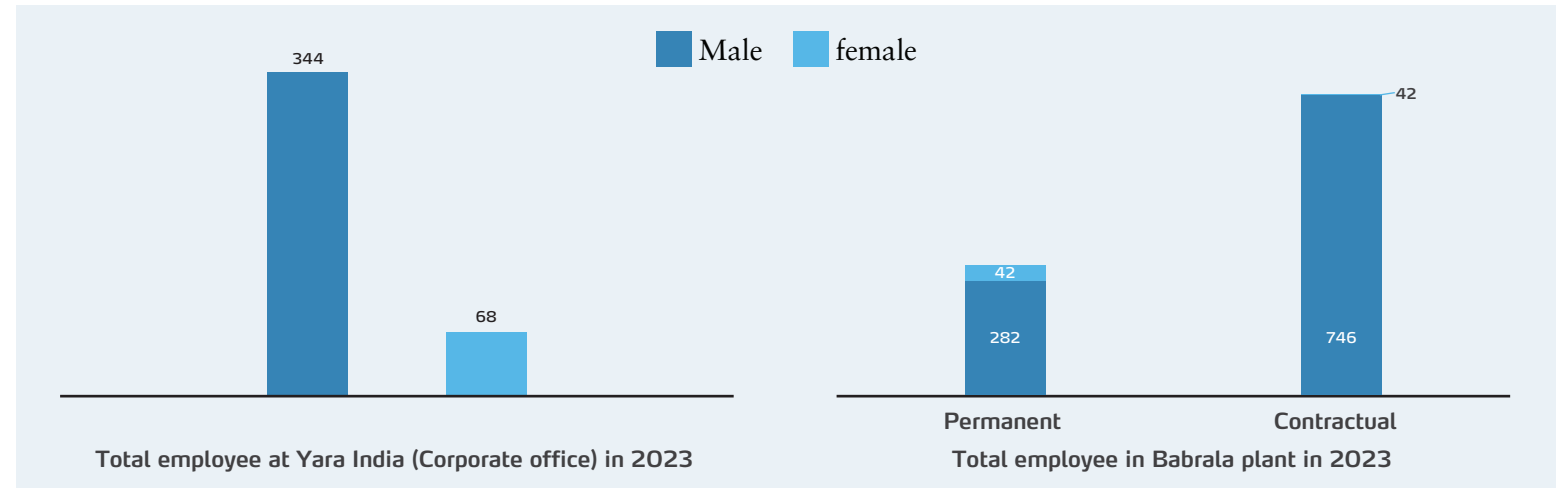
A key focus for Yara India is also ensuring that our business partners maintain a safe and healthy working environment. This reflects our holistic approach to health and safety, underscoring our commitment not only to our employees but also our extended value chain.

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Employment

Yara India has a diverse workforce comprising 412 permanent employees and 37 contractual workers in our corporate office and 324 permanent and 750 contractual employees in Babrala plant. Our employees, both permanent and temporary, represent the rich tapestry of India, hailing from various regions across the country. Currently, our workforce does not include physically challenged individuals. However, recognizing the value of a truly inclusive workplace, we are dedicated to bridging this gap in the coming years, reinforcing our commitment to diversity and equal opportunity for all.



Age Diversity in 2023	Male	Female
< 30 years	102	40
30 - 50 years	213	27
> 50 years	29	1

Yara International Target

- 75% more than Engagement Index by 2025

Target set for Yara India

- Create a future-fit workforce by ensuring appropriate upskilling and recruitment.

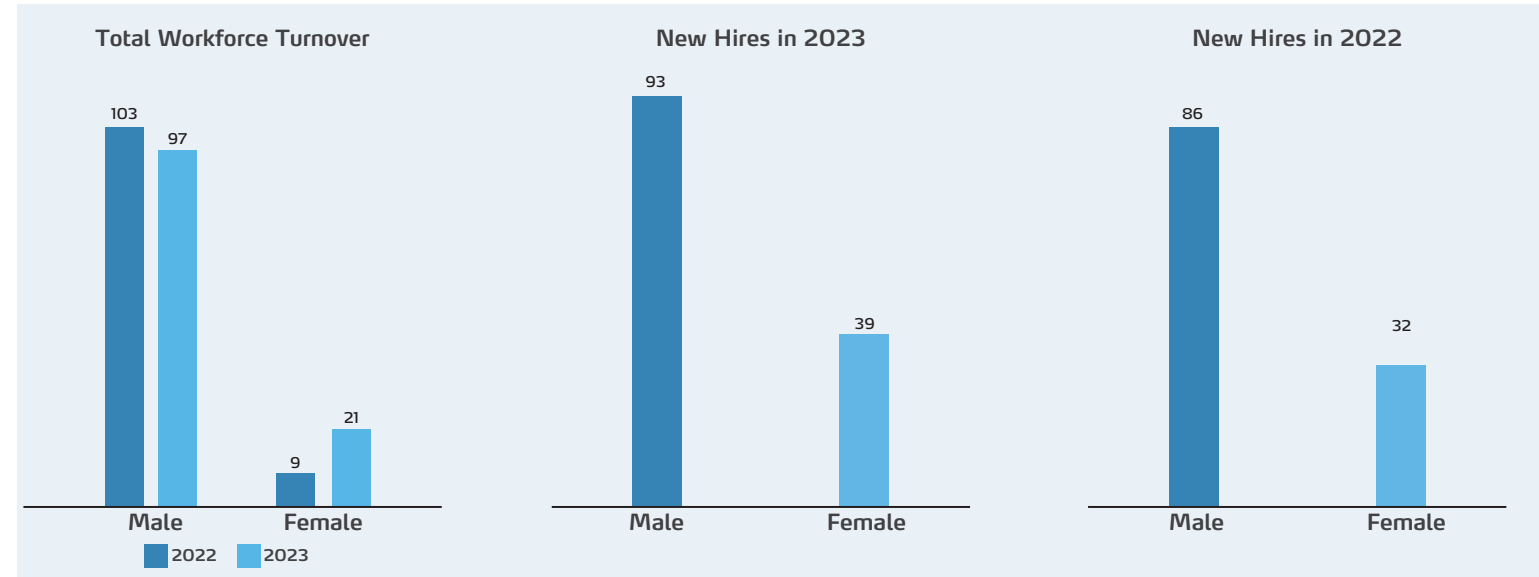
Employee Recruitment and Turnover

This reporting period was significant for Yara India, with 132 new members joining our team, of which 29% were women, underscoring our commitment to enhancing gender diversity within our workforce. Despite the challenges, there were 118 departures for reasons such as retirement, termination, or voluntary resignation, including 21 women.

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Our commitment to leveraging expertise for sustainable agriculture is highlighted by our team of agronomists, which includes 11 women, each holding a PhD in agriculture-related fields. Their invaluable contributions are a testament to Yara India’s dedication to empowering women and advancing sustainable agriculture practices nationwide.



Fair Compensation

At Yara, our Code of Conduct is the foundation upon which we build an inclusive, equitable and responsible workplace. We ensure that our principles are not just theoretical ideals but are realized through concrete actions and initiatives that make a real difference in the lives of our employees and the communities we serve. Our commitment to these values is reflected in our ongoing efforts to create a workplace environment that is not only productive but also nurturing and fair for everyone.

Diversity & Inclusion

Diversity, equity and inclusion serve as the cornerstone principles guiding our business operations and growth endeavors in this country. These principles are upheld consistently throughout our entire ecosystem, encompassing management, employees, value chain partners, and other key stakeholders. At Yara India, we are committed to fostering an inclusive culture that empowers individuals from various societal strata, genders, and diverse backgrounds, thereby bridging the gap between marginalized communities and the mainstream progression of our nation. Our policies, systems and processes are meticulously designed to ensure the provision of fair, impartial and equal opportunities for all members of our workforce. In an industry traditionally dominated by men, such as the chemical sector, we endeavor to enhance workforce diversity by not only improving gender representation but also by addressing disparities in age, experience, socio-economic background, and other facets.

15% total female workforce in CY 23.

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Yara International Target

- 75% more than Diversity and Inclusion Index by 2025
- 40% female senior managers by 2025

Target set for Yara India

- We aim for a near balanced gender mix in our overall employee base, targeting at least 30% representation of women in senior management roles by 2025, while maintaining a zero gender pay gap.
- We aim to achieve a 2.5x increase in the number of women farmers supported and target at least 20% ownership of the new Yara Crop Nutrition Centers (YCNCs) by women by 2025.

Diversity in our Stakeholders

We actively encourage our business partners to embrace our principles within their own workplaces. To support them in this journey, we regularly organize awareness-building sessions. These sessions are designed to share knowledge, best practices, and innovative strategies to promote a more inclusive, equitable, and diverse working environment. Through this collaborative approach, we aim to create a ripple effect that amplifies the impact of our initiatives, driving positive change across the broader business ecosystem.

We recognize and celebrate the vital role women play in agriculture, acknowledging their potential to transform the sector. Our commitment to enhancing the livelihoods of women farmers manifests through strategic partnerships with Farmers Producer Organisations (FPOs) across India. We collaborate with five women exclusive FPOs, each having an average membership of 2,000 farmers. These partnerships aim to empower women farmers by providing them with access to improved resources, advanced agricultural knowledge, and more lucrative livelihood opportunities.

In an innovative model of support, some of our FPOs double as Yara Crop Nutrition Centers (YCNCs), extending the range of services available to standalone YCNCs to their member farmers. Significantly, women entrepreneurs manage three of these FPO-YCNCs, each serving over 1,500 members. This initiative not only fosters female entrepreneurship in agriculture but also ensures that women farmers receive tailored support and services, enhancing their productivity and sustainability in farming. Through these efforts, Yara India continues to champion the empowerment of women in agriculture, contributing to their economic independence and the overall prosperity of rural communities.

Employee Well-being

Yara India places immense importance on the physical, emotional, and mental well-being of its employees, a commitment that resonates across Yara International's global operations. Our approach to building a supportive and vibrant work environment is dynamic, with continuous enhancements to our wellness initiatives that cater to the evolving needs of our workforce.

A significant highlight from the past year has been our focused efforts on road safety, culminating in the proud achievement of zero harm for our employees. This milestone was reached through the introduction of a comprehensive road safety awareness programme, which included the implementation of a safe driving policy, behavioral assessments for employees, and specialized coaching for our sales team on road safety measures. In addition, we took tangible steps to ensure the safety of our employees on the road by providing four-wheel vehicles to our sales team for safer travel and reimbursing the costs of essential safety gear, such as reflector jackets, helmets, knee guards, and elbow guards, for those using two-wheelers.

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Further extending our commitment to safety beyond our immediate employees, we also hold our third-party service providers to the same high standards. These partners, who play a crucial role in our logistics operations, are contractually required to adhere to Yara India’s health and safety guidelines. This includes ensuring that all vehicles have up-to-date registration certificates and that drivers possess valid licenses and undergo mandatory training. Through these comprehensive measures, Yara India underscores its dedication to creating a safe, healthy, and motivating environment for all its employees and partners.

Employee Engagement Programs

Yara India recognizes the significance of cultivating a strong sense of connection among its employees with the brand, and business. In recent years, the company has undertaken various employee engagement initiatives aimed at fostering an open, collaborative work environment conducive to teamwork and continuous career advancement. These initiatives represent our commitment to nurturing a culture of connection and collaboration, ensuring that employees feel valued, motivated, and empowered to contribute to the company's success. Some of the programs are listed below:

Program	Description
Internation Women’s Day	Yara celebrates International Women’s Day with fervor, recognizing the invaluable contributions of women in agriculture. Through various events and initiatives, we honor their resilience, leadership, and achievements, reaffirming our commitment to gender equality and empowerment. The event was graced by the Silje Christine Andersen, First Secretary of Norwegian Embassy in India.
Beat-The-Heat	Beat-The-Heat is an annual campaign by Yara aimed at raising awareness about heat stress and its impact on crops. Through educational workshops, demonstrations, and innovative solutions, we equip farmers with knowledge and tools to mitigate the effects of heat stress, ensuring optimal crop health and productivity.
Festive Season Celebration	Yara embraces the spirit of the festive season with joyous celebrations and community gatherings. We foster camaraderie, strengthen relationships, and express gratitude to our partners, stakeholders, and employees for their dedication and support throughout the year. We organize the multiple competitions on Diwali, Christmas and Durga Puja times to engage employees in the colors of festivities.
Yara India Hall of Fame 2023	The Yara Hall of Fame, an annual awards night is a prestigious event that recognizes and honors outstanding achievements and contributions within the Yara community. We applaud excellence, innovation, and commitment across various domains, inspiring others to strive for excellence and drive positive change.

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Celebration of Joy of Giving Week



The event was organised by Kiran - A Yara India Community Initiative. With the support of our employees in the Babrala Plant, essential items were provided to the specially-abled children of K J S High School in Ratanpur Khurd, Chandausi, including a group hearing aid for 12 partially hearing children, 40 cotton mattresses, and gifts for all students. The event was followed by a cultural performance by the children, showcasing their incredible talent and zest for life.

Employee Training

Yara India places a strong emphasis on the continuous capability development and skill enhancement of its workforce. We hold the conviction that continuous learning is pivotal for the personal development of our employees and the overarching growth of our organization. We place immense value on the concept of continuous, on-the-job learning. It is our belief that by building an environment where employees are encouraged to perpetually enhance their skills and deepen their expertise, we can collectively achieve greater heights. To facilitate this, we offer our employees the opportunity to engage in self-initiated training programs as well as participate in customized learning initiatives designed by the organization. This approach not only underscores our commitment to the professional growth of our employees but also strengthens our collective capability to innovate and lead in our industry.

Target

- Become the employer-of-choice by creating an enabling and exemplary work environment.

The table presented below illustrates the distribution of training hours by employee category and gender:

Average hours of training per employee in 2023		
Employee Band	Male (Hrs)	Female (Hrs)
Senior Management	25	31
Middle Management	8	6
Junior Management	4	3

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At Yara, we are committed to facilitating the professional growth of our employees by providing opportunities for skill enhancement through a combination of internal and external courses. The above figure represents the human resource trainings conducted for our employees including the behavioural workshops on cultural drive transformation, how to handle crucial conversations, and e-colours training for insights on personality type. While the trainings related to our products, health and safety, agronomy based sessions are organized for all employees across various levels. In addition, we understand the value of continuous learning and offer sabbatical periods for educational pursuits. We curate a diverse array of capacity-building sessions aimed at enhancing individual capabilities, including upskilling, reskilling, and fostering team cohesion. These programs include campus-to-corporate transitions, women in leadership, fostering a gender-diverse workplace, and honing presentation skills, among others. The training programs encompass various formats, ranging from in-person sessions and on-the-job learning to institution-based programs, specialized modules, and online cohorts. These initiatives are meticulously designed to keep our workforce abreast of evolving industry requirements and to strengthen our commitment to their ongoing growth and advancement.

Customer Data Privacy

In the digital age, where data is as valuable as currency, Yara India recognizes the paramount importance of customer data privacy. Our commitment to safeguarding our customers' personal and professional information is not just about compliance; it's about building and maintaining the trust that our customers place in us. We understand that this trust is fundamental to the sustainability and integrity of our business operations and our relationships with stakeholders.

To uphold this trust, Yara India implements rigorous data privacy policies and practices that comply with global standards and local regulations. Our approach to data privacy encompasses the entire lifecycle of data management, from collection and storage to processing and disposal. We employ state-of-the-art encryption technologies and robust cybersecurity measures to protect against unauthorized access, disclosure, or theft of customer data. Yara India received zero substantiated complaints regarding breaches of customer privacy from both external parties and regulatory bodies.

Our employees receive regular training on data privacy laws and best practices, ensuring that everyone in the organization understands their role in safeguarding customer information. This training is complemented by periodic audits and assessments to ensure our data protection measures are always aligned with evolving legal requirements and industry standards.

Transparency is a key pillar of our data privacy strategy. We communicate openly with our customers about the data we collect, how it is used, and the measures we take to protect their information. This transparency is critical in fostering a relationship based on trust and mutual respect.

At Yara India, protecting customer data privacy is a responsibility we take seriously, as it is essential to the sustainable growth of our business and the well-being of the communities we serve. Through diligent implementation and constant vigilance, we strive to be a model of integrity and trustworthiness in all our business practices.

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Concern

Harnessing empathy to address wider agricultural and societal challenges

- Crop Nutrition



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Crop Nutrition

Yara India, leveraging its century-plus legacy of agronomic knowledge and continuous research and development, plays a pivotal role in empowering farmers and value chain partners with both global insights and India-centric solutions. This rich vein of agronomy expertise is vital in enabling informed agricultural decisions. In India, a team of 40 agronomists, each bringing an average of 14 years of experience, provides farmers with tailored advice covering every phase of farming—from soil preparation to harvest. This guidance spans beyond fertiliser application to include strategies for pest management and weather-related crop protection.

To effectively share its wealth of knowledge, Yara India employs various engagement methods aimed at promoting sustainable and advanced farming practices. This includes conducting on-site demonstrations and utilizing Yara Knowledge Growth Centre (YKGC) for demo-plots, offering farmers a tangible look at the benefits of recommended practices. Additionally, over 32,600 agronomy sessions have been organized, directly impacting over 650,000 farmers nationwide with essential knowledge on crop management and modern farming technologies, including drone utilization for fertiliser application.

Yara India also capitalizes on digital platforms for knowledge dissemination. Yara Meet, an internal digital tool, facilitates direct communication with farmers, while social media platforms like Facebook Live, WhatsApp, Facebook, and YouTube serve as channels for expert discussions, peer learning, and inspirational storytelling. This multifaceted approach not only aids in the spread of critical agricultural knowledge but also fosters a community of well-informed and technologically adept farmers.

Yara Crop Nutrition Centers (YCNCs)

The YCNC serves as an agricultural retail center, providing an array of agri-inputs and services from the start of the crop cycle to the post-harvest phase. While over half of our YCNCs are presently concentrated in Northern India, we are ambitiously planning to extend our network nationwide. It acts as pivotal hubs for a variety of services, including soil analysis and agronomy workshops. Each center is supported by a Yara India agronomist who assists local farmers and retailers with their questions and needs. Moreover, YCNCs host practical demonstrations for farmers, promoting hands-on learning experiences. It provides market connections, facilitating interactions between farmers and major buyers. Additionally, these centers aim to connect farmers with financial services, offering appealing financing solutions.

Beyond offering Yara's product line, YCNCs feature a selection of other agricultural essentials, including pesticides, seeds, drip irrigation systems, and farming tools, sourced from both esteemed Indian and international companies. These products are offered at competitive prices, aiming to lower the cost of inputs for farmers and ensure access to authentic products.

Case study : Empowering Female Entrepreneurs in Agriculture - The Story of Sundar Krishi Sewa Kendra

Background : In the traditionally male-dominated agricultural input market, female retailers often face significant challenges, ranging from gender bias and limited access to business networks to a lack of representation in industry events. This scenario shows a broader problem within the agriculture sector where female entrepreneurs struggle to gain the same recognition and opportunities as their male counterparts. Yara India, a leader in crop nutrition solutions, has been proactive in addressing this disparity and strengthening inclusivity within its community engagements.

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Problem Definition : Female entrepreneurs in the agricultural sector, such as the owner of Sundar Krishi Sewa Kendra, a retail outlet in Padrauna territory, Gorakhpur, often find themselves marginalized and less engaged in community and industry events compared to their male peers. This exclusion not only limits their business growth opportunities but also constrains the diversity and richness of the agricultural community. Despite having dealership agreements with multiple companies, the retailer from Sundar Krishi Sewa Kendra had not actively participated in any company-organized event until Yara India's initiative.

Solution : Yara India recognized the critical need to encourage and support female entrepreneurs within the agriculture sector. To this end, Yara organized a Retailer's Training Program in conjunction with the launch of their new YaraVita Procote zinc on 5th June 2023. This event was specifically designed to be inclusive and encourage participation from all retailers, regardless of gender. Yara's approach involved personal outreach and engagement to ensure female retailers felt welcomed and valued. The focus was on creating an environment where their contributions and business acumen were recognized and celebrated. By doing so, Yara aimed not only to promote its products but also to foster a more inclusive and supportive community within the agricultural sector.

Impact

The participation of the female retailer from Sundar Krishi Sewa Kendra marked a significant milestone in achieving Yara's objective of fostering gender diversity and inclusion. Her engagement in the event served as a testament to Yara's efforts to create an empowering space for female entrepreneurs. The retailer's positive experiences with YaraVita Procote Zinc and her appreciation for Yara's engagement with the farming community underscored the effectiveness of Yara's inclusive approach. Furthermore, her participation had a broader impact:

- Encouragement of Female Entrepreneurship
- Enhanced Business Opportunities
- Community Engagement



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Collaboration with Harvest Plus

125 villages in Uttar Pradesh are covered under this project.

This pilot project is being done with 416 farmers covering 500 acres in five districts namely Basti, Gonda, Baliya, Sultanpur and Gorakhpur of Uttar Pradesh, focusing on Zinc Wheat cultivation.



Knowledge grows



In collaboration with HarvestPlus, our transformative project aims to revolutionize food systems by prioritizing nutritious food access, particularly for vulnerable communities. Our multifaceted strategy combines biofortified seeds with farmer training in Good Agricultural Practices (GAP) and effective nutrient management. By empowering farmers and connecting them to relevant markets, we enhance food quality, boost incomes, and strengthen resilience. This pilot initiative, covering 500 acres across five districts in Uttar Pradesh, focuses on Zinc Wheat cultivation. The outcomes include improved seed access, heightened nutrition awareness, sustainable practices, climate resilience, and increased income. Yara India's commitment to smallholder farmers drives this impactful endeavor, with potential for nationwide expansion.



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Contribute

Contribute to the cultivation of an ecosystem as to enrich agriculture and society

- **Community Engagement**



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Community Engagement

Our commitment to corporate social responsibility (CSR) extends beyond business operations to actively contribute to the welfare of the communities we serve. We engage with key stakeholders to identify and prioritize areas for intervention that will have a positive impact on the local community. Through open communication channels, we ensure that stakeholders' views are considered in our decision-making processes to mitigate any potential adverse effects of our operations.

The CSR plan at Yara India is executed through a dedicated Trust registered under the Indian Trusts Act 1882, overseen by six trustees who convene biannually to assess progress. Operating under the brand name 'Kiran - A Yara India Community Initiative', our CSR arm serves as the conduit between Yara India and the Trust, ensuring alignment with defined objectives. Spearheaded by an in-house team, Kiran coordinates the implementation of initiatives, collaborating with external agencies as needed. Our community interventions are strategically aligned with Sustainable Development Goals (SDGs), national priorities, and local community needs, as detailed in our CSR Annual Report.

INR 23.3 million the total amount spend in 2023 for community development activities.

Target

- Strive to achieve a 3x increase in lives touched through our CSR initiatives.

Our CSR efforts primarily focused on our plant in Babrala, Uttar Pradesh, encompass initiatives in education, health, and support for self-help groups (SHGs). To measure the impact of these initiatives, we have developed comprehensive frameworks and regularly conduct social impact assessment studies. These assessments evaluate various parameters, including organizational structure, financial performance, and partnerships.

We have different thematic areas where we delve ourselves to contribute in every possible manner. Some of them are:

Education			
Rainbow Centres	Clip	Primary School - Nagaliya Kazi	ASLC
Rainbow centres are village-level early childhood spaces created by Kiran in partnership with the local Panchayat and other stakeholders.	Children's Learning Improvement Program is a remedial education program that aims to improve the quality education in local schools.	A primary school built for children who live in the Nagaliya Kazi Village.	It is an After School Learning Centers for children in secondary schools to provide additional learning support focusing on Math and science.

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Interventions	Impact
Pre-Primary Education	
Rainbow - No. of center and Students enrolled	383 students across 10 centers
Primary Education	
Children's Learning Improvement Program (CLIP) - Develop reading, writing & basic calculation ability	569 students across 9 schools
Primary School Nagliya Kazi	70 students
Teachers Training	25 participants
Secondary Education	
After School Learning Centre (ASLC) – Village based Tuition classes for students of class 8th to 10th	120 students across 5 centers
Other Activities	
Special day celebrations	Independence, Republic, Annual Sports, World Environment Day, Earth Day
E-Library	90 students enrolled
Agriculture	
Agricultural Knowledge Enhancement	Agricultural Input Technology
Workshops on best farming practices provided to local farmers, exposure visits to various agricultural exhibitions and institutions and community level meetings with Farmers.	Farmers who become early adopters of new technology are given seeds at subsidized rates to help them make up new methods of farming.
Soil and Water Conservation	
This initiative helps many farming households by increasing farm yield and decreasing the cost of farming. Four services including the soil testing, laser leveling, deep ploughing and supply of bio-fertilisers.	

625 villagers were trained from 22 villages in 2023.

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Capacity-Building of Farmers	Adopting New Practice
<p><i>Supporting farmers in modern agricultural techniques</i></p> <p>We assist farmers in advancing their understanding of contemporary agricultural methods by providing training, conducting field demonstrations, and organizing visits to research stations and universities. In the reported year, our capacity-building initiatives reached 340 farmers, including the execution of training to 230 farmers, empowering them with the knowledge and skills to improve their farming practices.</p>	<p><i>Encouraging use of scientific practices</i></p> <p>We ensure effective promotion and support farmers in adopting innovative scientific practices and technologies. We implemented underground pipeline-based irrigation covering 30 farmers directly, and 519 farmers indirectly. At Kiran, a Yara Community Initiative, our initiatives are brought to fruition by the in-house team responsible for overseeing their execution. This professional team ensures that each initiative is effectively implemented, guiding farmers through the adoption of innovative agricultural practices and technologies.</p>
Introducing New Crops	Farm Mechanisation
<p><i>Enabling crop diversification</i></p> <p>We facilitated crop diversification among 771 farmers by offering quality seeds as input support at subsidized rates, promoting a broader range of agricultural activities through Kiran. To further support this initiative, 401 farmers received vegetable seedlings, Napier fodder, Bajra fodder, Fruit Plants and seeds of new varieties from universities and research institutions were made available at reduced prices, encouraging the adoption of innovative farming practices and contributing to agricultural sustainability.</p>	<p><i>Providing access to modern farm equipment</i></p> <p>Yara India offers subsidies to farmers for investing in farm equipment. In collaboration, we provided 30 seed storage bins, 38 spray machines (manual and power), 3 seed drill machines, 2 subsoiler, and 2 sugarcane planters. This support has benefited farmers across multiple villages.</p>
Healthcare	
<p><i>Project Vatsalya and Chiranjeevi</i></p> <p>To tackle the challenge of reducing infant and maternal mortality rates within the community, Kiran actively supports government efforts in raising awareness about Antenatal Care (ANC) and Postnatal Care (PNC). Through health camps, local women are mobilized to participate in antenatal check-ups, ensuring early detection and intervention for maternal health issues.</p>	<p><i>Project Shubhangi</i></p> <p>This project aims to improve the health of women in our communities for which we organise a Gynecological screening camp along with counselling and awareness meeting with girls and women on menstrual hygiene practices.</p>

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<i>Project Helping Hand and Divya Drishti</i>	<i>Project Sanjeevani</i>
People with specific needs are identified through camps and awareness activities. With Inali Foundation, we provide prosthetics to the beneficiaries as needed. In partnership with Gandhi Eye Hospital, tertiary eye care is extended to people with cataracts.	We provide curative healthcare through a community health care as well as Mobile Health Camps. Doctors provide primary care and counselling support along with medication as needed by the patients.

Interventions	Impact
Project Vatsalya - Reduce infant and maternal mortality rates among the community	
Training & awareness of women and adolescent girls on menstrual health and hygiene	21 sessions organizes
Home visits conducted	4878 visits
No. of vaccination camps	294 camps
Women & Children Vaccinated	13154 women and children
Antenatal Care (ANC) check-ups (includes Government interventions)	6180 (814 by Kiran)
ANC vaccination (includes Government interventions)	2841 (440 by Kiran)
Child Vaccination (includes Government interventions)	10638 (1199 by Kiran)
Institutional Delivery	87% (1139 out of 1308)
Admission of Severely Acute Malnourished (SAM) children to Nutrition Resource Centre, Chandausi	02 children
Gynae camps	699 patients treated
Project Shubhangi-The project caters the need for menstrual health of women and adolescent girls	
275 sessions on awareness of menstrual health & Hygiene and product promotion	3833 pads sold. Income generation of Rs. 34497.00 by SHGs and village level volunteers.
Project Sanjeevani-Curative health care services through OPD and mobile health clinics	
Health checkup through OPD	4739 patients treated in 102 OPDs
Village based mobile health camps	6100 patients treated in 224 camps
Special health checkup camps in primary and upper-primary schools	1241 students covered in 16 camps

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Project Helping Hand and Divya Dristhi – Cataract surgery, Prosthetic Limbs and Social Security

Cataract patients operated in Eye camps	264 operations
No. of Amputees provided with Prosthetic Limbs	150 beneficiaries
No. of People linked with social security schemes	303 beneficiaries
Health Awareness sessions in SHG	97 sessions

Animal Husbandry

The objective of this thematic area is to enhance productivity of milk yielding animals of the area through breed improvement, balance nutrition and reducing mortality of animals through animal health care and vaccination. The impact that has been created so far by our team through various interventions are:

Interventions	Impact
Animal Health Care through OPD and Camp	
Outpatient Department (OPD)	2541 animals treated in 101 OPDs
Vaccination-Haemorrhagic septicemia (HS) and Foot-and-mouth disease (FMD)	44380 animals vaccinated
Deworming	3321 milch and calves
Breed Improvement	
Training of individuals to become PPM	6 individual trained
Artificial Insemination (AI)	19375 Als established
Livelihood Enterprise Development Program (LEDP) on Livestock Management	130 women from SHG
Cattle Shed Management	
Awareness on Livestock and Cow Shed management	09 village level meeting organised
Construction of floor in cow shed	350 cattle of 80 Households benefited

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Women Empowerment and Skill Development

The aim of such programs is to ensure financial and social inclusion of economically homogeneous affinity groups through participative and collaborative approach by promoting savings and credit among the SHG members and engaging the women in income generation activities and to impart vocational skill set among youths for gainful employment.

Interventions	Impact
Women Empowerment	
Formation and strengthening of SHGs	03 Blocks – Gunnaur, Rajpura and Junawai Total SHG – 379, 4974 members in 58 villages
Enterprise Development	
SHG Enterprise	Individual Enterprises – 54, Group Enterprises – 02
Project Rural Mart	Achieved sales of Rs. 7,44,463.00
Project Aakriti	601 products manufactured; 11 new designs developed. The Aakriti production centre stitched and provided 140 customized safety cloths (Blue and Grey Dangri) for workmen and employees involved in the annual turnaround.
Project Karzobi	298 products manufactured; 10 new designs developed
Annual General meeting of SHGs	4754 members of 379 SHGs from 58 villages participated
Externally Funded projects (NABARD)	
Micro Enterprise Development Program (LEDP) on Advanced Sewing and Cutting	30 women from women SHG got trained for 15 days
Skill Development	
Vocational Training centres, Babrala	Sewing - 97, Beautician - 100, Fashion Designing - 40, Computer - 212 students, Computer Hardware repair course - 56 students
Vocational Training centres, Gunnaur	Sewing – 59 students, Beautician – 45 students

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Affirmative Action: Bridging Disparities for Inclusive Development

Affirmative action initiatives are targeted interventions designed to rectify persistent discrimination faced by marginalized groups within society. Our Affirmative Action programs, led by Kiran, focus on addressing disparities across four key pillars: Education, Employment, Employability, and Entrepreneurship. Through these initiatives, we aim to empower vulnerable communities by providing access to education, skill training, and employment opportunities, enhancing their livelihood prospects. Additionally, our Affirmative Action program endeavors to nurture life skills, fostering holistic development among beneficiaries.

Interventions	Impact
Employable skill development program	
External Institutions	GMR Varalakshmi Foundation (GMRVF), Delhi – 194 students
	Central Institute of Petrochemicals Engineering & Technology, Lucknow – 13 students
Employability	
Individual enterprise	05 Enterprises
Quality education support program	
Scholarship to Scheduled Castes (SC) students (in Government Institutions)	50 meritorious students
Engagements in Kasturba Gandhi School	Supported admission of 47 girls
Life Skill training for students at Kasturba School Gunnour	66 students
Women education program	
Quality of life training by Circle Office-Bareilly, Central Board for Workers Education, Labour Department	165 women benefited

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Infrastructure Development

The aim of the programs is to reduce alienation and exclusion for inclusive and sustained economic growth by developing essential public infrastructure.

Interventions	Impact
Toilet Construction	60 nos., 14 beneficiaries from SC community
Providing safe drinking water through RO plant	01 RO plant established, 150 beneficiaries

The collaborative efforts at Yara India for our community are paving the way for a brighter and more equitable future. Through a combination of health initiatives, educational programs, sustainable practices, and infrastructure upgrades, we are building a foundation of hope and prosperity for generations to come. By continuing to work together with determination and unity, we can achieve even greater success and create a thriving community that benefits all its member.

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Way Forward: Growing Together, Charting a Purposeful Path

Yara India, guided by the five core themes of sustainability growth framework: 5C's; Commit, Channelise, Care, Concern, and Contribute. We are a prominent player in the crop nutrition sector, we maintain close interactions with the farming community. Our operations within the urea manufacturing industry segment come with a profound sense of responsibility. We recognize the need to enhance the sustainability and resilience of our processes, value chain, and agricultural systems.

Throughout the reporting period, we successfully engaged with a diverse range of stakeholders, expanding our presence across multiple markets through the implementation of new initiatives. In response to the dynamic challenges of the contemporary landscape, we are reshaping our business narrative within the country. Moving forward, our focus will center on enhancing the involvement of women in agriculture, both within Yara India and throughout the broader ecosystem. We are dedicated to fortifying our Regenerative Agriculture solutions, providing a systematic and results-driven approach to address the challenges, while simultaneously advocating the prosperity, resource efficiency, and sustainability of farmers. Efforts to mitigate our carbon footprint will persist through the minimization of GHG emissions and the integration of renewable and environmentally friendly energy sources, such as green ammonia. Furthermore, we aspire to expand our social impact by making significant contributions to national development and community advancement.

This report delineates our objectives for 2025, encompassing both India and global targets. It will serve as the guiding blueprint for our endeavors and initiatives as we decisively navigate the path forward into the future.



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Annexure

Workforce turnover					
S.No.	Category	2023		2022	
		Male	Female	Male	Female
1	Senior management	1	0	2	0
2	Middle management	30	8	31	4
3	Junior management	66	13	70	5

New Employee Hires (Employee category - wise)					
S.No.	Category	2023		2022	
		Male	Female	Male	Female
1	Senior management	0	1	1	1
2	Middle management	35	10	22	12
3	Junior management	58	28	63	19

New Employee Hires (Age - wise distribution)							
S.No.	Category	2023			2022		
		<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
1	Senior management	0	1	0	0	2	0
2	Middle management	9	41	0	10	26	1
3	Junior management	70	11	0	58	21	0



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GRI Index

Statement of use	Yara India has reported with reference to the GRI Standards for the period January 1, 2023, to December 31, 2023.			
GRI 1 used	GRI 1: Foundation 2021			
General Disclosures		Location	Explanation	Page no.
GRI 2 : General Disclosures 2021	2-1 Organizational details	About Report		10
	2-2 Entities included in the organization’s sustainability reporting	About Report		06
	2-3 Reporting period, frequency and contact point	About Report		06
	2-4 Restatements of information	-		-
	2-5 External assurance	Not obtained		06
	2-6 Activities, value chain and other business relationships	About Yara India		10
	2-7 Employees	Employment		64
	2-8 Workers who are not employees	Employment		63
	2-9 Governance structure and composition	Business Ethics and Governance		19
	2-10 Nomination and selection of the highest governance body	Business Ethics and Governance		20
	2-11 Chair of the highest governance body	Business Ethics and Governance		19
	2-12 Role of the highest governance body in overseeing the management of impacts	Business Ethics and Governance		19
	2-13 Delegation of responsibility for managing impacts	Business Ethics and Governance		19
	2-14 Role of the highest governance body in sustainability reporting	Business Ethics and Governance		19

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GRI 2 : General Disclosures 2021	2-15 Conflicts of interest	Business Ethics and Governance		20
	2-17 Collective knowledge of the highest governance body	Business Ethics and Governance		19
	2-18 Evaluation of the performance of the highest governance body	Business Ethics and Governance		19
	2-19 Remuneration policies	Our Policies		20
	2-20 Process to determine remuneration	Our Policies		20
	2-21 Annual total compensation ratio		Confidentiality Constraints	
	2-22 Statement on sustainable development strategy	Our Sustainability Growth Framework		17
	2-23 Policy commitments	Our Policies		20
	2-24 Embedding policy commitments	Our Policies		20
	2-26 Mechanisms for seeking advice and raising concerns	Our Policies		22
	2-27 Compliance with laws and regulations	Our Policies		20
	2-28 Membership associations	Membership of Association		
	2-29 Approach to stakeholder engagement	Stakeholder Engagement		
	2-30 Collective bargaining agreements	Our Policies	Not applicable	
Material topics				
GRI 3 : Material Topics 2021	3-1 Process to determine material topics	Materiality		26
	3-2 List of material topics	Materiality		27
Procurement practices				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain		43
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Materiality		43

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Energy				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Energy Management		54
GRI 302 : Energy 2016	302-1 Energy consumption within the organization	Energy Management		54
	302-2 Energy consumption outside the organization	Energy Management		54
	302-3 Energy intensity	Energy Management		54
	302-4 Reduction of energy consumption	Energy Management		55
Water and effluents				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Water Management		58
GRI 302 : Energy 2016	303-1 Interactions with water as a shared resource	Water Management		58
	303-2 Management of water discharge-related impacts	Water Management		58
	303-3 Water withdrawal	Water Management		58
	303-5 Water consumption	Water Management		58
Emissions				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Emission and Climate Change		56
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emission and Climate Change		56
	305-2 Energy indirect (Scope 2) GHG emissions	Emission and Climate Change		56
	305-3 Other indirect (Scope 3) GHG emissions	Not disclosed		
	305-4 GHG emissions intensity	Emission and Climate Change		56
	305-5 Reduction of GHG emissions	Emission and Climate Change		57

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Waste				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Waste Management		59
GRI 306 : Waste 2016	306-1 Waste generation and significant waste-related impacts	Waste Management		60
	306-2 Management of significant waste-related impacts	Waste Management		60
Supplier environmental assessment				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain		43
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain		43
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain		43
Employment				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Employment		64
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment		64
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment		64
Occupational health and safety				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Occupational Health & Safety		62
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety		62
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety		63
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety		63
	403-5 Worker training on occupational health and safety	Occupational Health & Safety		62
	403-6 Promotion of worker health	Occupational Health & Safety		62

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	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety		63
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety		63
	403-9 Work-related injuries	Occupational Health & Safety		63
Training and education				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Employee Training		68
GRI 404: Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training		69
Diversity and equal opportunity				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Diversity & Inclusion		65
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity & Inclusion		66
Non-discrimination				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Diversity & Inclusion		66
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity & Inclusion		66
Child labor				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Human Rights		61
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights		61
Forced or compulsory labor				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Human Rights		61
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights		61

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Local communities				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Community Engagement		75
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement		76
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement		76
Customer Privacy				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Customer Data Privacy		69
GRI 418: Customer Privacy 2016	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Data Privacy		69



A close-up photograph of a person's hand adjusting a black drip irrigation pipe. The hand is wearing a colorful woven wristband and a black smartwatch. The pipe is laid on dark, rich soil, and a small amount of water is dripping from a hole in the pipe. The background is a blurred field of young plants under bright, natural light.

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