

General Standard Disclosure

GRI 102: General Disclosures		
Organizational profile		
102-1	Name of the organization	Kansai Nerolac Paints Limited
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"> -Manufacturers and Sellers of Coating Products - Primary brands : Nerolac Paints, Soldier Paints - Products: Basic and industrial chemicals, decorative paints, industrial (re)finishing products, coatings
102-3	Location of headquarters	Mumbai, India
102-4	Location of operations	<p>(a) Number of International Locations: Nil. The Company has two subsidiaries abroad, namely KNP Japan Private Limited in Nepal and Kansai Paints Lanka Private Limited in Srilanka.</p> <p>(b) Number of National Locations: –</p> <ul style="list-style-type: none"> – Manufacturing Facilities: 4 – R&D Centre: 1 – Depot/Sales Locations: 104 – Distribution Centres: 2 – Offices: 6
102-5	Ownership and legal form	Private Listed Company
102-6	Markets served	National and International
102-7	Scale of the organization	<ul style="list-style-type: none"> - Total no. of Employees: 2861 employees as on 31st March, 2018 - Total Turnover (Gross): Rs. 5,197.77 crores
102-8	Information on employees and other workers	Employment and Social aspects
102-9	Supply chain	Sustainability Report - Supply Chain
102-10	Significant changes to the organization and its supply chain	Sustainability Report - Supply Chain
102-11	Precautionary Principle or approach	Sustainability Report - Precautionary Approach
102-12	External initiatives	Commitments to external standards/principles+ BRR Principle 7
102-13	Membership of associations	Sustainability Report - KNPL Memberships

Strategy		
102-14	Statement from senior decision-maker	Sustainability Report - Message from the Vice Chairman and Managing Director
102-15	Key impacts, risks, and opportunities	- Impacts: Annual Report 2018 pg 42 - Risks: Annual Report 2018 pg 20 - Opportunities: Annual Report 2018 pg 19

Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Principle 1(BRR):Code of conduct
102-17	Mechanisms for advice and concerns about ethics	Vigil mechanism and Whistle Blower Policy

Governance		
102-18	Governance structure	Economic, environmental structure
102-19	Delegating authority	Economic, environmental structure
102-20	Executive-level responsibility for economic, environmental, and social topics	Economic, environmental aspects
102-21	Consulting stakeholders on economic, environmental, and social topics	Economic, environmental aspects
102-22	Composition of the highest governance body and its committees	Management committee forms the highest governance body of organization under the aegis of Managing Director.
102-23	Chair of the highest governance body	Managing Director, KNPL
102-24	Nominating and selecting the highest governance body	Nomination & Remuneration Committee
102-25	Conflicts of interest	Code of Conduct for Board of Directors & Senior Management
102-26	Role of highest governance body in setting purpose, values, and strategy	Economic, environmental structure, CSR board Committee
102-27	Collective knowledge of highest governance body	Access to Information
102-28	Evaluating the highest governance body's performance	Remuneration of Directors
102-29	Identifying and managing economic, environmental, and social impacts	Economic, environmental aspects
102-30	Effectiveness of risk management processes	Risk Management Policy, Economic, environmental aspects
102-31	Review of economic, environmental, and social topics	Economic, environmental, social aspects

102-32	Highest governance body's role in sustainability reporting	Management committee members are responsible for economic decisions with respect to areas under their purview. These are approved by Managing Director and Board of Directors as per laid down policy.
102-33	Communicating critical concerns	Precautionary Approach
102-34	Nature and total number of critical concerns	Risk Management Policy
102-35	Remuneration policies	Employee Benefits (Note 35, 29)
102-36	Process for determining remuneration	Employee Benefits (Note 35, 29)
102-37	Stakeholders' involvement in remuneration	Remuneration of Directors, Employee Benefits (Note 35, 29)
102-38	Annual total compensation ratio	Employee Benefits (Note 35, 29)
102-39	Percentage increase in annual total compensation ratio	Employee Benefits (Note 35, 29)

Stakeholder engagement

102-40	List of stakeholder groups	BRR Principle 4
102-41	Collective bargaining agreements	Human rights
102-42	Identifying and selecting stakeholders	BRR Principle 4
102-43	Approach to stakeholder engagement	Management Discussion and Analysis, Stakeholder Management
102-44	Key topics and concerns raised	Management Discussion and Analysis, Stakeholder Management

Reporting practice

102-45	Entities included in the consolidated financial statements	KNPL, India KNP Japan Private Limited, Nepal Kansai Paints Lanka Pvt Ltd, Sri Lanka
102-46	Defining report content and topic Boundaries	Report Profile, Scope and Boundary
102-47	List of material topics	<u>Material aspects & scope</u>
102-48	Restatements of information	Report Profile, Scope and Boundary
102-49	Changes in reporting	Report Profile, Scope and Boundary
102-50	Reporting period	Report Profile, Scope and Boundary

102-51	Date of most recent report	Report Profile, Scope and Boundary
102-52	Reporting cycle	Report Profile, Scope and Boundary
102-53	Contact point for questions regarding the report	EHS, KNPL
102-54	Claims of reporting in accordance with the GRI Standards	Report Profile, Scope and Boundary
102-55	GRI content index	GRI Index
102-56	External assurance	Our report is not externally assured.

GRI 202: Market Presence 2016

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	As a policy, the Company keeps wages of its employees above the standard entry-level minimum wages fixed by the State Government. There is no gender differentiation in the Company's wages.
202-2	Proportion of senior management hired from the local community	KNPL is an equal opportunity employer. All recruitment for senior positions is based on talent and suitability of candidate with respect to a job vacancy. Local candidates are preferred in case their portfolio matches with job requirement.

GRI 203: Indirect Economic Impacts 2016

203-1	Infrastructure investments and services supported	Program wise CSR details
203-2	Significant indirect economic impacts	Program wise CSR details

GRI 204: Procurement Practices 2016

204-1	Proportion of spending on local suppliers	55% Indigenous raw materials; 45% are imported raw materials. <u>Raw material due diligence</u>
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GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	Business Responsibility Report
205-2	Communication and training about anti-corruption policies and procedures	Business Responsibility Report
205-3	Confirmed incidents of corruption and actions taken	<u>Nil</u>

GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<u>Business Responsibility Report</u>

GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity
304-3	Habitats protected or restored	Biodiversity
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity

GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	Nil

GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Supplier Due Diligence
308-2	Negative environmental impacts in the supply chain and actions taken	Not reported

GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Human rights

GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	New Element - Not covered in current report
403-2	Hazard identification, risk assessment, and incident investigation	New Element - Not covered in current report
403-3	Occupational health services	New Element - Not covered in current report
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
403-5	Worker training on occupational health and safety	Occupational Health and Safety
403-6	Promotion of worker health	New Element - Not covered in current report
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	BRR Principle 3
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety

403-9	Work-related injuries	Occupational Health and Safety
403-10	Work-related ill health	Occupational Health and Safety

GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Employee Training
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Training
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Training

GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	BRR Principle 3
405-2	Ratio of basic salary and remuneration of women to men	No discrimination

GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Nil

GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human rights

GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Human rights

GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human rights

GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Not Reported

GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Human rights

GRI 412: Human Rights Assessment 2016		
412-1	Operations that have been subject to human rights reviews or impact assessments	Human rights
412-2	Employee training on human rights policies or procedures	Human rights
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not reported

GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Supplier Due Diligence
414-2	Negative social impacts in the supply chain and actions taken	Not reported

415	GRI 415: Public Policy 2016	
415-1	Political contributions	Nil
415	GRI 415: Public Policy 2016	
415-1	Political contributions	Nil
416	GRI 416: Customer Health and Safety 2016	
416-1	Assessment of the health and safety impacts of product and service categories	Product Responsibility
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Responsibility
417	GRI 417: Marketing and Labeling 2016	
417-1	Requirements for product and service information and labeling	Product Responsibility
417-2	Incidents of non-compliance concerning product and service information and labeling	Nil
417-3	Incidents of non-compliance concerning marketing communications	Product Responsibility
418	GRI 418: Customer Privacy 2016	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Product Responsibility
419	GRI 419: Socioeconomic Compliance 2016	
419-1	Non-compliance with laws and regulations in the social and economic area	BRR Principle 7