



बामर लॉरी एण्ड कं. लिमिटेड
(भारत सरकार का एक उद्यम)
Balmer Lawrie & Co. Ltd.
(A Government of India Enterprise)



At the Forefront of Sustainability



Vision

To be a leading diversified corporate entity having market leadership in chosen business segments, consistently delivering value to all stakeholders, with environmental and social responsibility.

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Report Profile





This is Balmer Lawrie's 6th Sustainability Report for the period FY 2021-22. Our reporting cycle is annual. Our commitment to sustainability is reflected by our holistic approach to corporate reporting that focuses on financial as well as non-financial value creation. The report discusses how we engage with our stakeholders, approach leadership and governance, build strong communities, deliver reliable services and manage risks in all our businesses.

Reporting Parameters

The report is based on the material issues identified through a streamlined stakeholder engagement process. The report has been developed as per Global Reporting Initiative (GRI) Standards 2016, "In Accordance - Core" criteria.

Scope & Boundary

The report highlights the Environment, Social & Governance performance of eight Strategic Business Units – Industrial Packaging, Greases & Lubricants, Chemicals, Logistics Infrastructure, Logistics Services, Cold Chain, Travel & Vacations and Refinery & Oil Field Services. Data from Joint Ventures and subsidiaries are not reported unless otherwise stated.

Data Assurance

Balmer Lawrie has a strong internal assurance system in place that ensures the reliability of the data and information disclosed in this report. Therefore, external third-party assurance has not been conducted. However, the financial data included in the economic performance section of the report is excerpted from the Company's Report & Accounts 2022, audited, and verified by independent External Auditors.

Feedback

For your suggestions and feedback, kindly write to Balmer Lawrie at adika.rs@balmerlawrie.com



ESG Performance Highlights

Renewable Energy

The cumulative generation of Solar Energy was

5,33,341.60

units in FY 2021-22.

Emission Reduction

Preventing 421.33 tons of Carbon Dioxide emissions from the manufacturing and cold chain operations.

Zero Effluent Discharge facilities

C-Chennai, G&L-Chennai, G&L-Kolkata, IP-Vadodara, IP-Chittoor, IP-Chennai, IP-Silvassa, IP-Asaoti, IP-Navi Mumbai, CC-Hyderabad, CC-Rai, CC-Patalganga, CC-Bhubaneswar and CFS-Navi Mumbai

Community Impact

₹ 1048.16 Lakhs

was spent during
FY 2021-22 towards
various CSR activities

Zero lost time injury for the FY 2021-22





Message from Chairman & Managing Director

Adika Ratna Sekhar

Chairman & Managing Director



“

We have aligned our priorities with the national priorities and have contributed towards various Government of India's social initiatives such as the '**Swachh Bharat Abhiyan**'. We work for the underprivileged sections of society and all our programs are designed to provide them with the necessary skills and sustainable livelihood opportunities.

”

Dear Stakeholders,

It is a great pleasure for me to present Balmer Lawrie's sustainability report that encompasses the Company's performance on Environment, Social and Governance parameters in FY 2021-22.

Balmer Lawrie is one of the leading Miniratna-I Public Sector Enterprises that comes under the aegis of the Ministry of Petroleum & Natural Gas of India. We have eight Strategic Business Units - Industrial Packaging, Greases & Lubricants, Chemicals, Logistics Infrastructure, Logistics Services, Cold Chain, Travel & Vacations and Refinery & Oil Field Services. We have a global footprint with offices spread across the country and abroad. We have grown from strength to strength while being ever vigilant and responsive towards the development of all the stakeholders in a sustainable manner. We are proud to be one of the top companies in Steel Barrels, Industrial Greases & Lubricants, and Corporate Travel and Logistics Services. Continual adaptation and improvement are a part of our DNA and we have been successfully responding to the ever-changing demands of the business environment.

The world economy is still recovering from the adverse impact of the COVID-19 pandemic and the impact that it had on businesses and the livelihoods of people engaged in those businesses. India is also recovering from the same, but we are confident that given the robust systems in place and the tireless working government machinery, we will be able to overcome this challenge too. We were caught unprepared to handle the COVID-19 crisis. However, we have emerged stronger from this once-in-a-lifetime event with the most evident takeaway - that focuses on sustainability and that it should be one of the main decision-making pointers going forward. We, as a Company are committed to sustainability in every manner, keeping in mind the interests of all stakeholders when making any kind of decision.

During FY 2021-22, we recorded a turnover of 2104.85 Crores, which is a significant growth of 32% compared to the last financial year. This is the result of the continuous, untiring efforts of our employees. The Profit Before Tax of Rs. 170.14 Crores was registered in FY 2021-22.

To be successful in today's business scenario and the competition, continual innovation & improvement and adoption of the latest technologies have become more important than ever. We have integrated state-of-the-art

technologies into our systems and processes. Even the new plants that are coming up are technologically advanced. This has further helped us in reducing our energy consumption and thereby reducing carbon emissions. We have a long-term strategy to utilize alternative sources of energy including solar energy to reduce our emissions and simultaneously the impact it has on the climate.

Value creation for all stakeholders is one of the prime driving factors for us at Balmer Lawrie. In today's integrated business world, we believe that for a business to be successful, value creation for all stakeholders and the upliftment of society at large are imperative. We believe our employees to be one of our most important stakeholders. As an organisation, we are focused on employee welfare and development. They are encouraged to acquire new skills through various training programs. Their health & safety is a prime focus area for the organisation. There is no compromise when it comes to ensuring a healthy & safe workplace for our employees.

As part of our customer-centric business strategy, we strive towards delivering high-quality superior products and services. This has resulted in retaining our customers among all the verticals and the same is increasing on a year-to-year basis. Our focus on continuous improvement, quality assurance, innovation and sustainability has given us a competitive advantage. With everchanging business landscapes, where customers are now focused on more environment-friendly products, we are constantly working to provide them with these solutions.

We at Balmer Lawrie strongly advocate creating value for the marginalized sections of society. To this effect, we use our CSR initiatives to accelerate the holistic development of the society in which we live and do business. We have aligned our priorities with the national priorities and have contributed towards various Government of India's social initiatives such as the 'Swachh Bharat Abhiyan'. We work for the underprivileged sections of society. All our programs are designed to provide them with the necessary skills and sustainable livelihood opportunities.

I thank our stakeholders for supporting us in our journey towards sustainability. We seek your continued support to enable us to achieve our goals and look forward to your feedback to improve our performance.



Balmer Lawrie & Co. Ltd.



Balmer Lawrie & Co. Ltd is a Miniratna-I Public Sector Enterprise under the Ministry of Petroleum and Natural Gas, Govt. of India. We are headquartered in Kolkata, India. We operate eight diversified businesses maintaining a robust bottom line and a healthy top line with pan-India presence. We are the one of the premier PSEs among the top 500 companies in India which has had the unique distinction of making profits every year for the last 155 years.

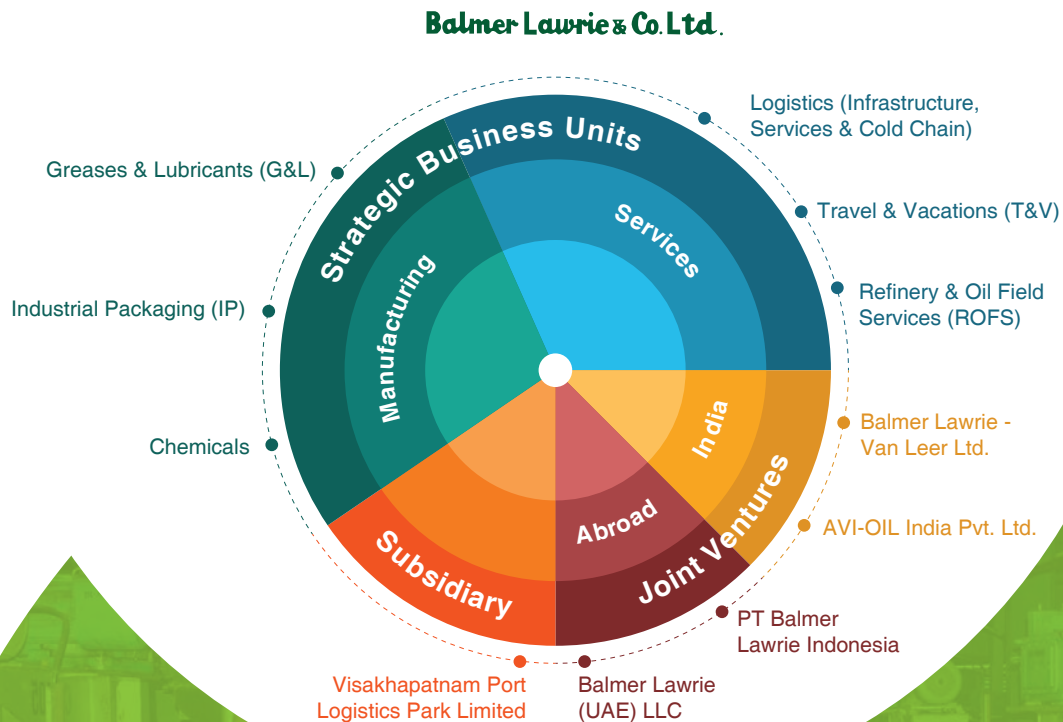
This is testimony to our consistent business performance & adaptability to the changing business dynamics and industry requirements.

Balmer Lawrie has a strong presence in both the manufacturing and services sectors, with market leadership in Industrial Packaging (Steel Drums), Greases & Speciality Lubricants, and Logistics Infrastructure & Services, Corporate Travel etc.

The products and services offered by Balmer Lawrie have a national presence and some of the products are exported to countries including China, Kenya, Nepal, Sri Lanka, New Zealand, Qatar, Kuwait etc

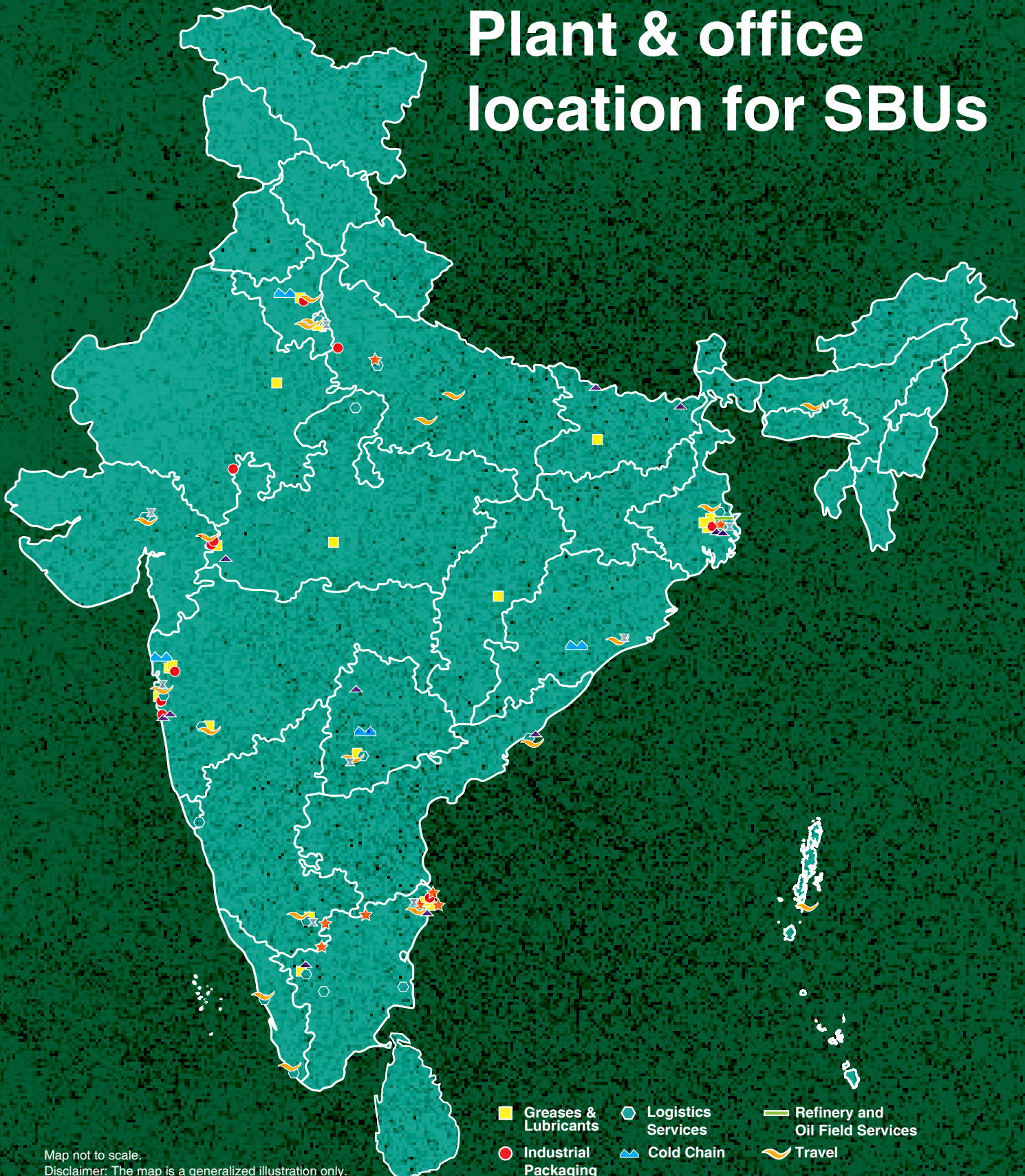
In addition, we have the following four joint ventures:

- a) Balmer Lawrie (UAE) LLC (BLUAE)
- b) AVI-OIL India Private Limited (AVI-OIL)
- c) Balmer Lawrie- Van Leer Limited (BLVL)
- d) PT Balmer Lawrie Indonesia (PTBLI).










Plant & office location for SBUs



Map not to scale.
Disclaimer: The map is a generalized illustration only,
and is not intended to be used for reference purposes.

Name of the business	Location	Location
 Greases & Lubricants	Manufacturing units	Marketing Offices
	Chennai	Bengaluru
	Kolkata	Chennai
	Silvassa	Coimbatore
	Applications Research Laboratory	Hyderabad
	Kolkata	Jaipur
		Kolkata
		Mumbai
		New Delhi
		Pune
	Raipur	
	Vadodara	
 Industrial Packaging	Manufacturing units	SBU Office
	Asaoti	Mumbai
	Chennai	Sales Office
	Chittoor	New Delhi
	Navi Mumbai	Vadodara
	Silvassa	Stock Point
	Vadodara	Kolkata
 Chemicals	Manufacturing units	SBU Office
	Chennai	Chennai
	Technical service Centers	Product Development Centre
	Ambur & Vaniyambadi	Chennai
	Kanpur	Marketing office
	Kolkata	Chennai
	Ranipet	
	Chennai	
 Logistics Services	Regional Head Office	Branch Office
	Mumbai	Visakhapatnam
	New Delhi	Ahmedabad
	Bengaluru	Pune
	Branch & SBU Office	Kanpur
	Kolkata	Gwalior
	Port Office	Thiruvananthapuram
	Navi Mumbai	Tuticorin
	Home Office	Kochi
	Goa	Chennai
		Hyderabad
		Coimbatore
		Air Office
		Kolkata
	New Delhi	
	Bengaluru	
	Hyderabad	

 Cold Chain	Temperature Controlled Warehouse	SBU Office
	Navi Mumbai	Mumbai
	Rai- Haryana	
	Medchal-Village - Telangana	
	Odisha-Khurda	
 Logistics Infrastructure	Container Freight Station	Warehousing & Distribution
	Chennai	Coimbatore
	Kolkata	Kolkata – Hide Road Complex
	Navi Mumbai	Kolkata – Sonapur
	Integrated Check Post	Multimodal Logistics Hub
	Jogbani-Bihar	Visakhapatnam
		Central Warehousing
	Andra Pradesh Medtech Zone (AMTZ)	
	Visakhapatnam	
 Refinery and Oil Field Services		
	Kolkata	
 Travel		
	Ahmedabad	Kolkata
	Bengaluru	Lucknow
	Bhubaneswar	Mumbai
	Chennai	Port Blair
	New Delhi	Thiruvananthapuram
	Hyderabad	Vadodara
	Kanpur	Visakhapatnam
 Vacations		
	Kolkata	Delhi
	Mumbai	Hyderabad
	Chennai	



Balmerol[®]
LUBRICANTS

Balmerol is a highly trusted and experienced brand in the domain of industrial and automotive lubricants. It is manufactured by Balmer Lawrie & Co. Ltd. at its modern manufacturing plants, strategically spread across India (Kolkata, Chennai and Silvassa). Balmerol is synonymous with superior technology, high quality and efficient performance.

All our products are made in the state-of-the-art plants that are ISO 9001 (Quality Management System), ISO 14001 (Environment Management System) and ISO 45001 (Occupational Health and Safety Management Systems) certified. With about eight decades of manufacturing experience, Balmer Lawrie's Balmerol Greases are leaders in their category.

We are the pioneers of grease manufacturing in India since 1934. Our first Grease manufacturing plants were set up at Sewri (Mumbai) and Kolkata in 1934 and 1937 respectively.



Balmer Lawrie

INDUSTRIAL PACKAGING

Balmer Lawrie is the largest manufacturer of MS Drums in India and is the market leader in the industry with a formidable market share. The leadership position is further strengthened owing to the service orientation of our team and the geographical spread of our manufacturing facilities.

Our Technology & Product Development Centre plays a vital role in enabling quality upgradation, product innovation & diversification to keep pace with changing technology. Our technology tie-ups, advanced manufacturing set ups, stringent quality control and distribution network make us an attractive and convenient sourcing destination for a wide variety of packaging solutions.

We offer UN-certified products and can also deliver drums conforming to BIS or specific customer specifications.

We also undertake value chain services such as the supply of drums, filling and transportation. We operate in the Semi-Bulk packaging industry and offer products such as the 156 / 200 / 210 litres capacity MS drums.

We have National as well as International presence. Our customer segments include PSU Oil, MNC Oil, Local Oil, Transformer Oil, Chemicals, Additives, Agrochemicals, Bitumen and Bitumen emulsion, Food & Fruit Pulp companies and Exports.



Balmer Lawrie entered into the Leather Chemicals business segment in 1983 by taking up the manufacture of synthetic fat liquors in Chennai. We have achieved many milestones since then; the foremost amongst which is becoming the market leader in the fatliquor segment. We have a state-of-the-art Product Development Centre in Chennai, which is fully equipped with all modern facilities to develop and evaluate leather chemicals. It has Technical Service Centres spread all over India in cities such as Kolkata, Kanpur, Ranipet, Ambur and Chennai. BL businesses are built on indigenous technology which is steadily upgraded with modern advancements.

Our SBU-Chemicals is a member of the Leather Working Group (LWG). The manufacturing plant is with a state-of-the-art Zero Liquid Discharge facility (ZLD), certified with ISO 9001:2015, ISO 14001:2015 and ISO 45001: 2018.

Balmer Lawrie manufactures end-to-end leather chemicals under the brand "Balmol", "Balsyn", "Balchem" and "Balfin". Apart from the leather chemicals business, the SBU is also entering into other synergy chemicals such as textile chemicals and intermediates for the agrochemicals business.



Balmer Lawrie
TRAVEL & VACATIONS



We are one of the largest travel & tour operators in the country and provide end-to-end domestic and international travel services including – ticketing, tourism, and MICE-related (meeting, incentive, conference & exhibition) services to our clients. We provide end-to-end tailor-made travelling solutions under the brand "Vacations Exotica". Our major customer base includes Government Ministries and Public Sector Undertakings / Enterprises. We also serve the private sector.

We provide travel services to the retail segment through our online travel portal, www.vacationsexotica.com. We have a dedicated travel portal for the Government of India employees - www.govemp.balmerlawrietravelapp.com which has negotiated fares. We have also developed a Self-Booking Tool for corporates which is being marketed extensively and used by major Public Sector Undertakings / Enterprises.



We have a strong presence in the logistics and cold chain segment through our SBU: Logistics Infrastructure (LI), SBU: Logistics Services (LS) and SBU: Cold Chain (LOGICOLD).

We have three state-of-the-art Container Freight Stations (CFS) at Kolkata, Navi Mumbai and Chennai that form part of SBU: Logistics Infrastructure (LI). The warehousing and distribution facilities at Kolkata and Coimbatore are testimony to Balmer Lawrie's ability to successfully handle a whole range of cargo promptly and safely. All our CFSs are accredited with ISO 9001:2015, ISO 14001:2015, ISO 28001:2007 and ISO 45001:2018 accreditation.

We are proud to boast of a national as well as a global network run by an able team of professionals and aided by the latest communication facilities. LS offers total logistic solutions for all types of cargo. On the Global front, we have made our presence felt in aircraft chartering and airlifting of sensitive defence equipment such as helicopters, missiles and satellite parts to a wide array of destinations around the world. We are also among India's leading ocean cargo operators.

SBU: Cold Chain (LOGICOLD) comprising of Cold Chain Units (Chilled, Frozen & Ambient) and Temperature Control Vehicles (TCV) spread across Hyderabad, Rai, Patalganga and Bhubaneswar is a niche business unit providing end-to-end cold chain solutions and services to the customers.



Balmer Lawrie

REFINERY & OIL FIELD SERVICES

We specialize in providing value-added technical services focusing on the Oil & Gas Industry. In this domain, the emphasis is on providing services, centred on pollution prevention & recovery of hydrocarbon from wastes. We take pride in being the pioneers of Mechanized Oily Sludge processing in India, possessing state-of-the-art technology & thorough expertise in the field. We have successfully executed projects with most of the major refineries & oil installations in the country. We are making continuous efforts to enhance our business portfolio & emerge as the forerunners in the field of providing value added services to our chosen sectors of business activity.

For more details on products from each strategic business unit, please refer to the website www.balmerlawrie.com

Membership in Associations and External Initiatives

Balmer Lawrie is a part of various industrial and trade associations some of which are listed below:

- Confederation of Indian Industry
- The Bengal Chamber of Commerce and Industry
- Standing Conference of Public Enterprises
- Founder member of the United Nations Global Compact
- Employees Federation of India
- Indian Chemical Council-WRO
- Petroleum Sports Promotion Board



Awards & Recognitions



Balmer Lawrie was honoured and awarded with the Corporate Heritage Recognition 2022 given by The Bengal Chamber of Commerce and Industry and the Indian National Trust for Art and Cultural Heritage (INTACH).

Silvassa plant of SBU: Greases & Lubricants (G&L) and the Chennai plant of SBU:



Chemicals, Chennai won the Gold medal as part of National Award for Manufacturing Competitiveness (NAMC) instituted by the International Research Institute for Manufacturing (IRIM).



Balmer Lawrie was awarded as one of the 'Topmost Manufacturing Companies' as part of World Leadership Congress Awards in Mumbai.



Mr. Adika Ratna Sekhar, C&MD was conferred with the 'Topmost Innovation Leaders (Global)' award at the 14th Edition of the World Innovation Congress.



The Warehouse & Supply Chain Leadership Awards 2022 was presented by M/s Krypton Business Media Private Limited in a function held on 10th June 2022 at Mumbai. Balmer Lawrie was declared winner in two categories viz. "Logistics Visionary Team of the Year" and "Best Warehouse of the Year".



Mr. Adika Ratna Sekhar, Chairman & Managing Director was conferred "Top Rankers Excellence Award for CEO of the Year" as part of the Top Rankers Excellence Award for Outstanding Leadership. This award was presented by the Top Rankers Management Club at the 22nd National Management Summit. The Top Rankers Management Club is promoted by a panel of intellectuals and researchers who work towards identifying highly talented leaders and deserving young professionals in various management disciplines, who are duly recognised and awarded.



Leveraging Technology





Given the rapidly evolving markets that we serve and the demands of customers as well as competitive pressures, technology is a key enabler of competitive advantage. Balmer Lawrie is committed to market-leading product innovations, integrating sustainability and deploying automation and other technologies to improve its processes as a core component of its business strategy. This helps us in delivering superior value to our customers across the customer product lifecycle.

Over the years we have adopted various IT solutions and technologies for automation, improved speed as well as efficiency of systems & processes, energy conservation, emission reduction, enhanced safety, fast analysis and decision making etc. We continue to invest in strengthening our IT backbone while innovating to enhance customer service and offerings. Various initiatives have been implemented and the IT team is constantly assessing various tools to help the business stay ahead of the competition.

SBU: Logistics Services is implementing some new IT initiatives like online customer survey feedback and customized IT solutions for faster, dedicated and focused time-bound service and delivery. This is enabling the SBU to mitigate industry challenges through its established and growing global associate network and offering clients single window logistics solutions. The SBU has revamped its existing technology and has plans to further upgrade it shortly to meet future business challenges.



SBU: Travel and Vacations has strengthened its travel technologies, digital payment system, optimised process, backend operation and business development, bringing multiple products to cater various customers' needs by offering holistic, cost-effective and customised services to corporate clients. We have enhanced our digital engagement for corporate and retail customers to communicate safe travel policies, destination information etc. Additionally, we have enhanced our visibility on digital platforms for internal and external users with all services available on the same platform. Cutting-edge travel booking technology has improved productivity and customer satisfaction and integration with SAP (our ERP) has delivered a quantum jump in terms of digitization of operational records building strong internal controls along with transactional logs.

We have also been leveraging technology for e-procurement, e-disposals and online posting of job applications, which have been implemented keeping in view to bring in more transparency and strengthening our Governance systems.

Besides IT, we continue to invest in R&D and innovation to deliver new products and solutions for our customers. This allows us to anticipate and respond to the rapidly changing market dynamics and changing needs of our customers. This underscores our belief that technology absorption and innovation are at the core of the sustainable growth of our organisation.

For example, in SBU: ROFS, the market prefers technologies requiring minimal manual intervention such as closed-loop systems, robotic cleaning technologies and online tank cleaning through chemical methods. Maintaining market leadership in the Sludge Processing space has led to our focus on technological upgradation and incorporation of new technologies for reducing processing time and manual intervention in sludge processing. Alternative processes such as chemical cleaning technology are also being explored for enhancing our service offerings.

SBU: Chemicals has similarly focused its efforts on developing "Finishing Chemical Ranges" to increase its product basket in leather chemicals leading to a series of Acrylic binders and Lacquers being developed. We have also entered agro, textiles and cleaning chemicals having successfully commercialized a pigment binder and a toilet cleaner. We have also developed a technology to utilize vent-off sulphur dioxide in the sulphochlorination reaction to make Basic Chromium Sulphate (BCS) cost-effectively while matching the tanning and other related parameters.

Additionally, the Research & Development centres of Balmer Lawrie are constantly monitoring the changing trends in technology and the needs of customers and are developing cost-effective products which can meet the growth aspirations of the Company. For example, SBU: G&L's R&D efforts are directed towards the development of import substitutes i.e. indigenous speciality greases for Defense Equipment under the 'Make in India' initiative. Other key development works include cost-effective High-Performance Greases in Electric Locos of Indian Railways, High-Performance Fire-Resistant Greases & Oils catering to Steel Industries & Mines, Superior performance grades of Rust Preventive Oils and High Performance of Greases and oils for Electric Vehicles.



Leveraging Technology to Minimize Environmental Impact

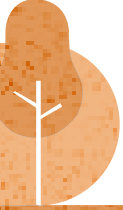
Our R&D team continuously works to identify raw materials, processes and technologies, which will have minimum impact on the environment. The Application Research Laboratory (ARL) of SBU: Greases & Lubricants has made significant progress in developing several biodegradable lubricants and environment-friendly tribological solutions.

We continuously invest in technological up-gradations in our manufacturing processes to ensure minimal impact on the environment. Some of these initiatives include:

- At Chemicals – Manali, residual water is collected after washing the reactor after the completion of a batch and then it is reused in the same process in the next batches. Also, process cycle time monitoring and reduction have been implemented where in-process quality checking is done to reduce idle time.
- At Cold Chain – Rai, automation of OHSD Dock Doors has been done to control cooling effects thus, reducing electricity usage.
- At IP – Taloja, we have replaced the PLC control panel with high-efficiency drives (VFD) at Curling M/c and Conveyor panel. Additionally, we have started using an environment-friendly HMF paint process for the shell area, which also results in a reduction in electricity consumption.
- IP - Asaoti has installed a solvent extraction system to extract used thinner from paint waste.
- G&L - Kolkata has installed RTD Sensors in Ester Plant and OGP cooling Towers to monitor cooling water temperatures. This will enable to switch off cooling fan motors Automatically and save energy. Fan motor will restart when temperature increases beyond 30° C.



Corporate Governance





The Company is committed to maintaining sound Corporate Governance practices aimed at increasing value for its stakeholders. The Corporate Governance philosophy of the Company is based on the following five pillars:

- High accountability to the stakeholders on the affairs of the Company.
- Absolute transparency in the reporting system and adherence to disclosure and compliances.
- High ethical standards in the conduct of the business with due compliance of laws and regulations.
- Enhancement of stakeholders' value on a consistent basis.
- Contributing to the enrichment of quality of life of the community through discharge of Corporate Social Responsibility and promotion of Sustainable Development.

Our Board of Directors

We are spearheaded by a competent, knowledgeable and committed Board of Directors. The Board provides strategic guidance and independent views to the Company's senior management. The Board of Directors (the Board) is primarily responsible for reviewing and guiding corporate strategy, major plans of action, risk policy, annual budgets and business plans, setting performance objectives, monitoring implementation and corporate performance and overseeing major capital expenditures,

acquisitions and divestments and monitoring the effectiveness of the Company's governance practices and making changes as needed. The Board ensures that appropriate governance mechanisms are in place to monitor the Company's performance, including progress and continuous improvement efforts concerning its economic, environmental and social performance.

The responsibility of the Board of Directors also includes monitoring and managing potential conflicts of interest of management, members of the Board and shareholders, including misuse of corporate assets and abuse in related party transactions and also ensuring the integrity of the Company's accounting and financial reporting systems, including the independent audit, and that appropriate systems of control are in place, in particular, systems for risk management, financial and operational control, and compliance with the law and relevant standards.

Being a Central Public Sector Enterprise, The President of India holds the right to nominate one or more Directors to the Board of the organisation.

As on 31st March 2022, the Board of the Company comprised of 10 Directors, out of which 3 were Executive Directors, 2 were Government Nominee Directors and 5 were Independent Directors. The intervening period between any two Board meetings was within the period recommended under the Companies Act, 2013, SEBI (LODR) Regulations, 2015 and DPE Guidelines on Corporate Governance. The number of Board meetings held during the said period were 8.



Board of Directors

As on 31st March 2022



Shri Adika Ratna Sekhar

Chairman & Managing Director
Director (Human Resource
& Corporate Affairs)
(Additional Charge) and
Director (Manufacturing Businesses)
(Additional Charge)
CSR Committee - Member
Stakeholders Relationship
Committee – Member



Shri Adhip Nath Palchaudhuri

Director [Service Businesses]
CSR Committee - Member
Risk Management Committee – Member



Shri Sandip Das

Director (Finance) &
Chief Financial Officer
Audit Committee- Member
CSR Committee - Member
Stakeholders Relationship
Committee – Member



Smt. Perin Devi

Government Nominee Director
Stakeholders Relationship
Committee - Member
Nomination and Remuneration
Committee – Member



Shri Kushagra Mittal

Government Nominee Director
Stakeholders Relationship
Committee – Member
Nomination and Remuneration
Committee – Member



Shri Arun Kumar

Independent Director
CSR Committee – Chairperson
Risk Management
Committee - Chairperson
Nomination and Remuneration
Committee - Member



Shri Anil Kumar Upadhyay

Independent Director
Stakeholders Relationship
Committee – Chairperson
Nomination and Remuneration
Committee - Chairperson
Audit Committee - Member
CSR Committee - Member



Shri Bhagawan Das Shivhare

Independent Director
Audit Committee - Chairperson
CSR Committee - Member
Risk Management Committee – Member



Dr. Vandana Minda Heda

Independent Director
Audit Committee - Member
Nomination and Remuneration
Committee – Member

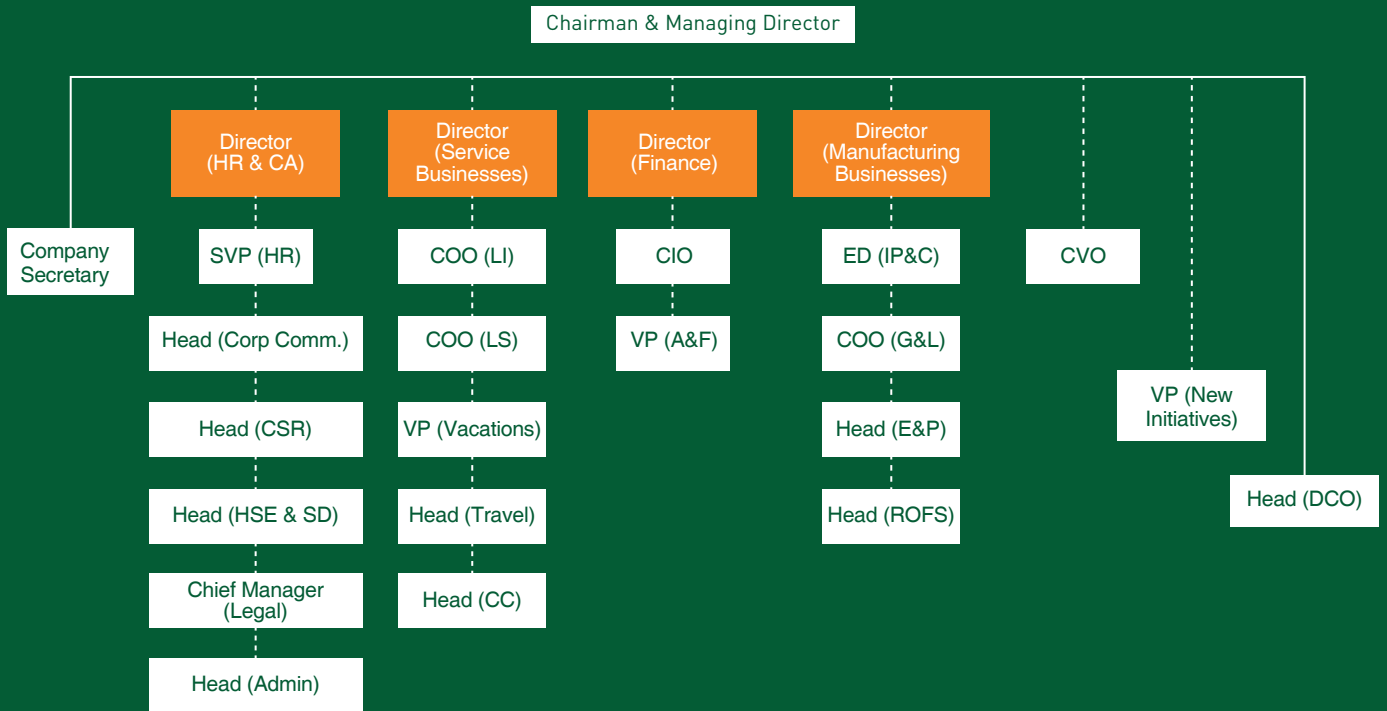


Shri Rajeev Kumar

Independent Director
Nomination and Remuneration
Committee -Member



Organogram



Board-Level Committees and Functions

The Board Committees play a vital role in ensuring sound Corporate Governance practices. The Committees are constituted to handle specific activities and ensure the speedy resolution of diverse matters. The Board Committees are set up under the formal approval of the Board to carry out clearly defined roles that are performed

by members of the Board. All the decisions and recommendations of the Committee are placed before the Board for their approval as and when needed. For better governance and accountability, the Board has constituted the following Committees:





Ethics & Integrity

Compliance, disclosure and responsible and ethical business conduct is of paramount importance. Our sustainability approach is based on the principles of transparency and accountability. Our Policies and Code of Conduct provide clear guidance on how we conduct business and this applies to everyone who works with us. “Conduct, Discipline and Review Rules for Executive & Non- Unionised Supervisors” define the ethical and disciplined approach of the Company to maintain an ethical and disciplined environment. This applies to Executives and Non-Unionized Supervisors. The Enterprise Risk Management policy, HSE and Sustainability policy, CSR policy, Whistle-blower Policy and Prevention of Sexual Harassment at workplace policy regulate our activities and help us to achieve our sustainability goals.

Code of Conduct

Our Code of conduct is an expression of our collective duty of caring for our planet in the way we respect environmental laws and take action to preserve and enhance our global environmental stewardship. It lays the foundation for building the future together with our stakeholders and value-chain partners through ethical behaviour and fair operating practices. We strive to maintain the highest ethical stand encompassed by our Business Principles, Code of Conduct and other internal policies. We have implemented employee training, protocols and reporting mechanisms to help prevent behaviour that is not in line with our Business Principles, Code of Conduct and other internal standards.

We have institutionalized our “Fraud Prevention Policy”. The policy provides for the detection, reporting and prevention of fraud, whether committed or suspected. This has been done in pursuance of the Company’s motto to nurture a culture of zero tolerance for fraud or fraudulent conduct.

Vigil Mechanism & Whistle Blower Policy

We have a Whistle Blower Policy as a vigil mechanism for the Directors and the employees including outsourced, direct contract, fixed term contract, trainees, retainers, etc. to report unethical behaviour, fraud, or violation of the code of conduct.

Issues relating to corruption, dishonesty or unethical behaviour are looked upon and any instance of such nature

is dealt with expeditiously for corrective and preventive action, including disciplinary action against erring employees. We have a robust vigil mechanism that empowers employees to report management instances of unethical behaviour, actual or suspected fraud or violation of the Company’s Code of Conduct. We provide channels for all our stakeholders to report unethical behaviour or any violation of the Code. The Vigilance Department proactively works along with the Businesses / Functions to enhance transparency and good governance in the organisation. We also protect the identity of the individual who reports a concern or assists with an inquiry or investigation. This responsibility lies with the Chief Vigilance Officer (CVO).

Through our vigilance mechanism, we endeavour to eradicate corrupt practices and encourage a culture of transparency and probity in the Company. The main thrust of the vigilance function is in the area of proactive and predictive vigilance. This helps in maintaining the highest level of integrity, ensuring good governance which ultimately leads to the maximization of shareholder value.

Grievance Redressal

Balmer Lawrie believes that corporate governance and sustainability are inextricably linked, and that accountability, business ethics, transparency and integrity are critical components of the sustainability journey. A healthy workplace and an accountable and responsible organisation require effective modes of registering concerns and grievances freely, as grievances impact relationships among multiple internal and external stakeholders. As a result, Balmer Lawrie has established dedicated channels that allow all its stakeholders to voice their concerns directly to the Company.



Human Rights

We are committed to upholding and striving to further the cause of human rights in all aspects of our business and ensure that neither the Company nor any of its business partners indulge in any human rights violation or are complicit in any human rights abuse in any manner. The various actions taken and the status are as under:

- We have constituted Internal Committees (as per the Sexual Harassment of Women at Work Place (Prevention, Prohibitions and Redressal Act, 2013) at the Corporate Office and the Regional offices, which can be approached by women employees in case of any harassment. The Internal Committees hold quarterly review meetings.
- We have constituted committees to ensure that the employees can work in a positive atmosphere free from physical or psychological threats, abuse or sexual harassment. The committees meet periodically to identify and address issues, if any, that are of concern.
- As a matter of principle, we do not deal with any party with a history of human rights abuse.
- We work towards the development of society at large and provide financial support for community development projects. These include programs aimed at ameliorating the problems of the socially and economically downtrodden and the weaker sections of society and improving their social and economic status.
- All legal and statutory obligations towards employees, shareholders, clients, customers, associates and the society at large are complied with. Periodic audits are undertaken and compliance reports are submitted to the Board of the Company. Action Taken Reports (ATRs) against Non-Compliance Reports (NCRs) are also reported to and reviewed by the Board.

Risk Management

We recognize that risk is inherent to our business and that effective risk management is critical for the protection and creation of value for stakeholders. We believe that effective risk management is fundamental to good corporate governance. Being a diversified conglomerate Balmer Lawrie is exposed to various kinds of risks including strategic, operational, HR, financial, technological changes, climate change and compliance.

Risk Management Framework

The Company has a comprehensive Enterprise Risk Management Policy. We have a robust Risk Management framework to identify and evaluate and mitigate business risks. The framework of the Risk Management consists of levels including the Board of Directors, Audit Committee, Risk Management Committee, Chief Risk Officer, Risk Owners, SBU/Function Nodal Officer, Mitigation Plan Owners/Functional Champions.

One of the key functions of the Board is to ensure integrity of the systems of control, in particular risk management including framing, implementing and monitoring the risk management plan for the Company. A risk management plan has been developed for the Company. The Company has a risk management Committee in place with defined role and responsibility. The Risk Management Committee has, inter-alia, power to seek information from any employee or obtain outside legal or other professional advice.



The Board of Directors has constituted a Risk Management Committee which is responsible for oversight of risks to the business operations. The Risk Management Committee ensures the adequacy and effectiveness of internal control systems including those related to the strengthening of our risk management policies and systems. The Audit Committee provides direction and evaluates the operation of the risk management program and reviews risk assessments.



Engaging with Stakeholders





Stakeholders are those individuals, groups of individuals or organisations that affect and/or could be affected by our activities, operations, and associated performance. Engagement with our stakeholders helps us understand their explicit and tacit needs to guide our strategy and operational decisions. Inputs from our stakeholders also give us a better insight into the future risks, opportunities and business outlook for the Company. The success of our sustainability strategy relies on the collaboration with and input from the key stakeholder category - including employees, suppliers & vendors, customers, local communities and regulatory bodies.

Stakeholder Engagement Process

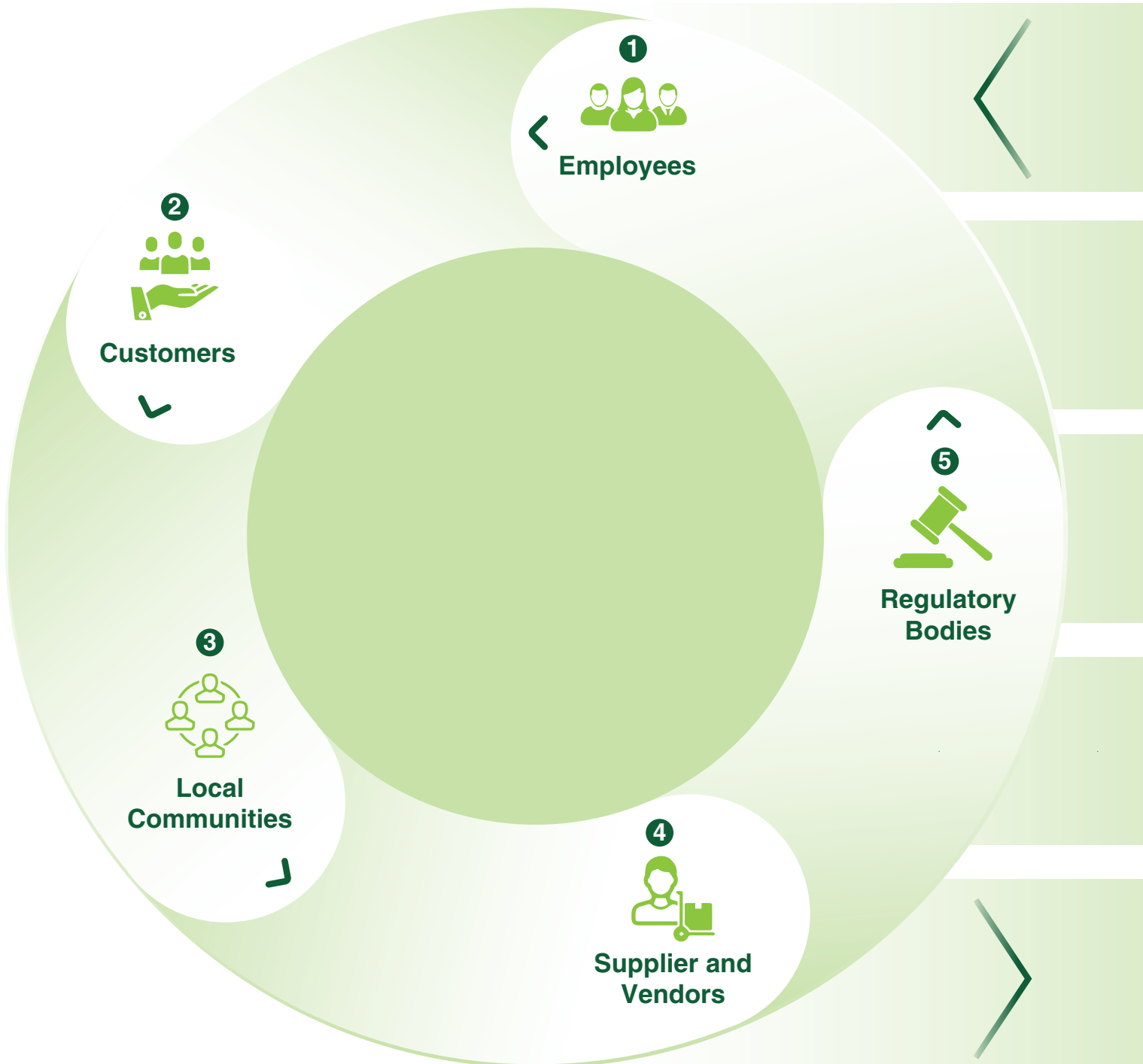
We have identified and mapped our stakeholders through a structured process. We gather valuable insights for improving our business and sustainability strategy through a range of engagement activities. These include employee engagement activities, supplier/vendor meetings, investor meetings and informal dialogues with the community. Stakeholder engagement provides the Company with an opportunity to realign its business approaches with the latest industry trends and best practices keeping in centerstage the expectations of the stakeholders.





During the reporting period, we engaged with a specific group of stakeholders to map their concerns for prioritizing the material aspects to be included in the Sustainability Report. The stakeholder engagement exercise played a critical role in identifying and prioritizing material issues about the environmental, social and governance aspects to better understand their expectations and identify improvement areas.

An overview of our stakeholder engagement process is described below.



1 Engagement Channel
Individual Performance Appraisal,
Town Hall Meetings and Online survey

Identified Issues
Health and Safety, Work Satisfaction,
Human Rights, Training & Development

2 Engagement Channel
Customer / Dealer Meet
In-person Meets with Key Customer

Identified Issues
Product Safety & Quality, Customer Relationship

3 Engagement Channel
Public Hearing

Identified Issues
Community Development and Relationship

4 Engagement Channel
Product Development Meetings
Pre-bid and post-bid meetings

Identified Issues
Health & Safety

5 Engagement Channel
Balmer Lawrie signs an MOU with MoPNG
Review Meetings

Identified Issues
Environment Issues, Climate Change
Business Performance

Customized online questionnaires were circulated amongst the key stakeholders to identify their issues related to sustainability. The employee engagement questionnaire was launched across Balmer Lawrie's business verticals and corporate and regional offices. The team also circulated the online survey amongst the customers and suppliers. The responses received were analyzed and then discussed with the corporate sustainability team.



Materiality Assessment





Material Topics are topics that reflect a reporting organisation's significant economic, environmental, and social impacts; or that substantively influence the assessments and decisions of stakeholders. We follow a structured process to identify our material sustainability priorities which are reviewed from the perspective of whether they present a risk or an opportunity.

Materiality assessment allows us to better understand the perspectives of stakeholders' groups on important materiality issues. We conduct a comprehensive materiality assessment exercise to evaluate and prioritize our material issues. The material issues of the industry peers are also referred during the materiality assessment.

Materiality Assessment Process





Material Topics

The material topics are categorized under the three pillars viz. Environmental, Social and Governance.



Environmental

- Energy
- Emissions
- Waste
- Water
- Spills & Leakages



Social

- Impact on Local Communities
- Customer Satisfaction
- Training & Education
- Community Relations
- Occupational Health & Safety
- Labour Management & Relations
- Non-Discrimination



Governance

- Ethics & Integrity
- Legal Compliance
- Human Rights
- Grievance Redressal Mechanism
- Economic Performance

Materiality Matrix



Environmental



Social



Governance

The Boundary of Impacts is broken down across the service lines.

Boundary of Impacts

	Industrial Packaging	Greases & Lubricants	Chemicals	Travel & Vacations	Logistics Services	Logistics Infrastructure	Cold Chain	Refinery & Oil Field Services
Energy								
Emissions								
Waste								
Water								
Spills & Leakages								
Impact on Local Communities								
Customer Satisfaction								
Training & Education								
Community Relations								
Occupational Health & Safety								
Labour Management & Relations								
Non-Discrimination								
Ethics & Integrity								
Legal Compliance								
Human Rights								
Grievance Redressal Mechanism								
Economic Performance								



Economic Performance





Financial Performance Highlights

The Company recorded a net turnover of Rs.2104.85 crores during Financial Year 2021-22 as against Rs.1592.77 crores in Financial Year 2020-21, this is an increase of approximately 32.15% over last year. The Profit Before Tax was Rs.170.14 crores in Financial Year 2021-22 as against Rs.156.65 crores in Financial Year 2020-21. This increase is attributed to the easing out effect of the COVID-19 pandemic on the performance of SBU: Travel & Vacations which was severely affected in FY 2020-21. The Reserves and Surplus of the Company increased to Rs.1148.86 crore as at 31st March 2022 as compared to Rs.1136.72 crore as at 31st March 2021.

SBU: Industrial Packaging (IP)

Balmer Lawrie & Co. Ltd. ("Balmer Lawrie") is the market leader in the packaging industry with a robust market share and we are maintaining this with technological upgradation and a very effective procurement policy. SBU: IP operates through six manufacturing plants on a pan India basis which includes the state-of-the-art facility at Navi Mumbai. SBU: IP has been showing steady growth in volumes, turnover, profitability and profits. Overall, we expect continued industry growth and market demand in FY 2022-23. The GDP is expected to grow around 7% in FY 2022-23 riding on the strong comeback of 8.7% GDP growth in FY 2021-22 and SBU: IP expects to continue its growth in FY 2022-23. It anticipates significant growth in the coming years with the biggest drivers being the Chemicals, Transformer Oils and Lubes segment. SBU: IP also plans to expand aggressively in the export segment. The other big draws are accessing new markets through exports and tapping a new customer base in Gujarat through the new plant at Vadodara.

SBU: Greases & Lubricants (G&L)

The lubes market in India is estimated to grow at a CAGR of 3-4% by volume through 2030. During the reporting year, SBU: G&L improved its profitability by working on margin retention and its overall efficiency through operational excellence across various manufacturing units. The focus areas of SBU: G&L are the DEO & MCO segments, the launch of greases other than the lithium-based, the tractor segment, increasing the distribution network, and the launch of new products in various segments.

SBU: Chemicals (C)

SBU: Chemicals is a market leader in the Fat liquors segment with a significant market share in the Syntan segment. SBU: Chemicals was able to reach a 10% higher volume compared to the previous year and a 33% higher turnover by capturing the market of imported Fat liquors.

SBU: Chemicals has introduced new chemicals in the Beamhouse segment like Wetting agents, Basic Chrome sulphate (BCS) etc. With a formidable brand image, an expert technical services team and an increased product basket, SBU: Chemicals is well-positioned to improve the business in the coming years. SBU: Chemicals has also forayed into other synergistic chemicals such as textile chemicals and intermediate for agrochemicals business. With a varied product basket in hand, SBU: Chemicals has been focusing on the Southern Region where the market potential is higher.



SBU: Logistics Services (LS)

The Indian logistics market is expected to expand at an annual compounded growth rate of 8% over the next five years reaching USD 330 billion by 2025. During the year SBU: LS achieved a record turnover of Rs.458 Crores and registered a top-line growth of around 24% and moderate growth in the bottom line of Rs.8 Crores respectively as compared to the previous year. The growth can be attributed to the incremental business in nearly all activities of our Freight Forwarding notably in Ocean Freight, Air Export and Project Logistics.

SBU: Logistics Infrastructure (LI)

The logistics sector is considered one of the most important sectors contributing to the Indian economy. SBU: LI comprises three main segments viz. Container Freight Stations (CFS) typically set up in the vicinity of ports, Warehousing & Distribution (W&D) and Integrated Check Post (ICP). CFSs are an extended arm of the port set up primarily with a view to decongesting ports.

During FY 2021-22, SBU: LI was able to achieve 6% growth in terms of imports, and 35% growth in terms of exports. However, due to cutthroat pricing and competition from the industry and a reduction in the dwell time of containers at CFS, the turnover reduced by 20% and profit reduced by 26% in comparison to last year.

SBU: Travel & Vacations (T&V)

The increase in air traffic in FY 2022 came as a much-needed relief for aviation players who incurred massive losses in FY 2020-21 due to poor demand amid travel restrictions. The industry expects this momentum to continue due to a huge pent-up demand, for which most players are ramping up their operations.

The Travel vertical is broadly catering to three customer segments: Government (including Defence), Public Sector Enterprises (and Autonomous bodies) and Private Sector Organisations. The first two consist of over 90% of the business for the vertical. Balmer Lawrie offers Air Ticketing and related services such as Hotel Booking, Forex, Insurance, Transportation etc. Ticketing Services contribute over 90% of the business for the vertical.

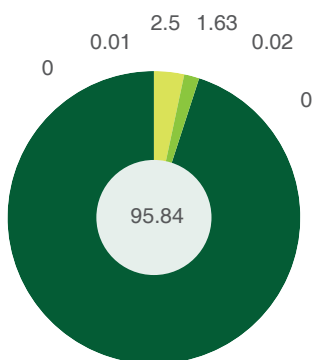
SBU: Refinery & Oil Field Services (ROFS)

ROFS is engaged in processing Mechanized Oily Sludge and Hydrocarbon Recovery from Crude Oil Storage Tanks and Lagoons. This activity which pertains to the prevention of pollution and oil waste recycling through the recovery of hydrocarbons is a niche segment in the oil & gas industry.

Despite the loss of substantial production time due to the pandemic, SBU: ROFS was able to achieve the targeted equipment utilisation for the year. The operational performance was more or less at par with our budgeted estimates mainly due to advance order booking for the SBU. The new order booking was sluggish due to high competition in the market and the expected profitability of newly booked orders is expected to be lower than previous year trends.



Share Holding Pattern



- Promoters & Promoters Group 0%
- Mutual Funds 0.01 %
- Insurance Companies 0%
- Central Government/State Government/President of India 0.02%
- Financial Institutions/Banks 2.5%
- Foreign Portfolio Investors 1.63%
- Others 95.84%

Particulars	FY 2020-21 (In Rupees Crore)	FY 2021-22 (In Rupees Crore)
Economic Value Generated (A)		
Revenue from Operations	1,522.10	2,042.45
Other Income	70.67	62.40
Total	1,592.77	2,104.85
Economic Value Distributed (B)		
Operating Expenses (excluding employee Wages & Benefits and Finance Costs)	1,213.23	1701.95
Employee Wages and Benefits	217.60	226.95
Payment to Providers of Capital (Finance Costs)	5.29	5.80
Payment to Government (Taxes, not Incl. deferred taxes)	33.53	45.69
Payment to Providers of Capital (Dividend which is paid in subsequent year)	128.25	102.60
CSR Expenditure (Investment in Communities)	5.14	10.48
Economic Value Retained (C)		
Economic Value Retained		
Profit Before Tax	156.65	170.14
Profit After Tax	116.45	122.81
Earnings Per Share (In Rupees)	6.81	7.18



Environment





Balmer Lawrie endeavours to operate the business in a manner that has minimal negative impact on the environment and regularly measures & monitors environmental performance to review and revise environmental goals.

All plants of Balmer Lawrie are certified with the ISO 14001 Environment Management system that through the “plan-do-check-act” approach helps the Company in proactively reducing the risk of non-compliance and in holistically improving the operations, thus leading to continual business improvement. The Company has implemented environmental initiatives to achieve sustainable environmental goals across all business operations. The Company stringently complies with all applicable environmental laws and regulations across all areas of operations.

In all the plants of Balmer Lawrie, effluent treatment and disposal conform to statutory requirements and air emissions norms laid down in the Environment Protection Act, 1986 and the Air (Prevention and Control of Pollution) Act, 1981 are being adhered to. Wastewater management is by the Environment Protection Act, 1986 and the Water (Prevention and Control of Pollution) Act, 1974. The storage and disposal of hazardous waste are done as per

Hazardous & other wastes (management and transboundary movement) Rules, 2016. In the reporting year, there were no non-compliances with environmental regulations.

Environment Management Pillars

Adhering to all applicable legal requirements and preserving ecological balance.

Improving energy efficiency, reducing air emissions, water footprint and waste management by technology advancement and thereby addressing the cause of climate change.

Work with stakeholders to mitigate the environmental impacts of the product life cycle and supply chain.



Energy Management

Energy is the primary resource in operating our business processes. We use energy resources very responsibly considering sustainable development. Technological advancement has been done in business processes to use energy resources efficiently. Additional efforts have been taken to increase the use of renewable energy sources like the installation of solar panels and thereby reducing carbon emissions.

Business	Electricity (GJ)	HSD (GJ)	FO (GJ)	LDO (GJ)	PNG (GJ)	Solar (GJ)
Greases & Lubricants	7356.7	1378.6	-	14996.0	-	184.2
Chemicals	7364.9	520.2	14574.4	4862.7	-	398.5
Industrial Packaging	19166.3	6341364.0	-	10539.5	4553.5	944.0
Logistics	9815.1	9011.9	-	50.2	-	243.3
Total	43702.9	6352274.6	14574.4	30448.3	4553.5	1770.1

Energy Conservation

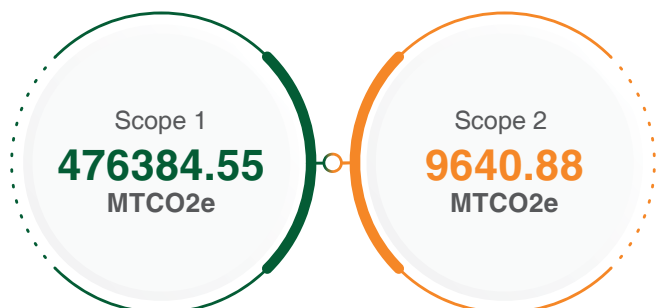
The following initiatives were taken across Balmer Lawrie to conserve energy and use it efficiently:

- Greases & Lubricants (G&L) has taken several energy conservation initiatives such as the installation of LED lights, occupancy sensors and automatic lighting controls to save energy. At G&L - Silvassa, 50 KWp on grid roof top solar power plant were installed.
- The Industrial Packaging (IP) business is majorly dependent upon electricity and fuel sources for its process operations. At IP - Silvassa, 50 KWp on grid roof top solar power plant were installed. IP - Asaoti installed 3-phase auto welding machines replacing the old 2-phase welding machine which has helped in reducing power consumption from 400A to 72A. Conventional-type light fittings at the units had been replaced by LED-type lights.
- Chemicals has adopted various energy efficiency measures to reduce energy consumption. The R&D team of the unit after due study improved the reaction efficiency from 55% to 85% by modifying the kettle-type reaction system to a series reaction system.
- CFS - Kolkata replaced conventional HPSV floodlights of all seven High Mast Lighting Towers with LED lights and installed energy-efficient air conditioners.
- Most of the Cold Chain units have taken the initiative to convert fuel powered forklifts to electric powered ones.

Emissions

Balmer Lawrie is committed towards sustainable development and continuously works on reducing, and controlling carbon emissions by adopting energy-efficient processes, technological advancement, using renewable energy source, tree plantation etc. The Company has to date installed solar plants with a total capacity of 626 KWp in seven different sites at Asaoti, Navi Mumbai, Chennai, Patalganga, Rai and Silvassa (two locations). The Company also maintains a carbon emission inventory to measure and monitor its scope 1 and scope 2 emissions.

Greenhouse Gas Emissions



*The standards, methodologies and assumptions (based on operational control used to calculate are obtained from 2006 IPCC Guidelines for National GHG Inventories, Vol. 2, Chapter 2, 2006 IPCC Guidelines for National GHG Inventories, Vol. 2, Chapter 3, and CEA database version 17 (weighted Average margin)



Water

Water is one of the most valuable natural resources available on the earth. Water is the basic essential resource for 3 business units of Balmer Lawrie i.e., Industrial Packaging, Greases & Lubricants and Chemicals. The Company is continuously working towards reducing its water footprint. Various water resources conservation initiatives have been initiated by the Company. Water conservation goals have been achieved through the recycling and reuse of water in addition to continual improvements in manufacturing processes. The water conservation programs include but are not limited to the installation of ETPs (Effluent Treatment Plant), STPs (Sewage Treatment Plant), RO systems, Atomizer tap controllers and rainwater harvesting etc.

Water Conservation initiatives

SBU: IP

At the Chittoor unit rainwater harvesting is done, and R.O. wastewater is used for gardening purposes. At Manali 500 ltr / day RO plant is installed for its degreasing unit, thus reducing the usage of freshwater

SBU: IP

At CFS – Chennai Rainwater harvesting is done.

SBU: IP

At the Silvassa unit oil, water separator unit (6Kl /Hr) is installed, thereby making it a zero-waste water discharge plant.

The source-wise water consumed across our sites has been listed below:

Business	Location	Source	Water Consumption
Container Freight Station (CFS)	Chennai	Municipal Water	4218
	Kolkata	Municipal Water	1122
	Navi Mumbai	Municipal Water	693.77
Greases & Lubricants (G&L)	Kolkata	Municipal Water	20429
	Manali	Municipal Water	469.1
	Silvassa	Groundwater	2060.1
Industrial Packaging (IP)	Asaoti	Groundwater	1588.48
	Chittoor	Groundwater	340.3
	Manali	Municipal Water	3713
	Silvassa	Groundwater	6595.1
	Taloja	MIDC Water	3694.1
	Vadodara	GIDC Water	2575
Chemicals (C)	Chennai	Municipal Water	25902
Cold Chain (CC)	Hyderabad	Municipal Water Supplies	841
	Patalganga	MIDC Water	4185
	Rai	HSIIDC water	6140



Tree Plantation on World Environment Day



Health check-up at CC -Hyderabad



A surprise Mock Drill at CFS - Navi Mumbai during the HSE Annual Audit



Fire drill carried out at CC - Hyderabad



IP - Taloja organised a training program on "Safe Vehicle Movements"



Fire Fighting Training and Demonstration given to Security Guards at IP -Vadodara

Waste

At Balmer Lawrie generated waste is managed effectively through systematic handling, treatment and disposal. Sound waste management practices are followed to minimize waste generation. The Company has effective mechanisms in place for waste collection, storage and disposal at all operational sites. It proactively monitors and measures waste generation.

Various types of hazardous waste and non-hazardous waste including biodegradable and non-biodegradable and bio-medical waste are generated from sites which are managed as per statutory norms.

Business	Category	Type of Waste	Quantity in MT
Greases & Lubricants	Hazardous	Spent solvent, ETP Sludge, Sludge & Filter contaminated with Oil, Jute / Cotton containing Oil, Lithium / Caustic Contaminated bag, Oil Contaminated Flexi Poly bag etc.	96.38
	Non-Hazardous	Cardboard/waste paper, Plastic waste, Used HDPE Bags	69.38
Chemicals	Hazardous	Mixed Salts	7.49
	Non-Hazardous	Steel Castings, MS scrap, HDPE bags and carboys	0
Industrial Packaging	Hazardous	Wastes and residues - Paint sludge, Chemical sludge from wastewater treatment (ETP Sludge)	39.08
	Non-Hazardous	Cotton waste, Others (food waste/garden waste), Waste sand, Wood Waste, Plastic Waste / Used HDPE bags, Cardboard / Waste paper, Steel castings, MS scrap, 20/ 25/ 30/ 35 Ltr Drums, Normal steel scrap, MS Scrap – the corner cuttings, MS Scrap of Finished goods-Rejected barrels, Damaged Drop tested, MS Scrap of semi-Finished Goods-Lids & Shells, Paint, lacquer, other cans, MS Scrap – Process rejection-Off Cut & Side Trimming, MS Scrap - others-GI, MS, sundry, Miscellaneous scrap	69
Logistics	Hazardous	Compressor Oil	0.882
	Non-Hazardous	Cardboard/waste paper, Plastic waste, Used HDPE Bags, Wood Waste, and Others (food waste/garden waste)	70.04



Human Capital





For any organisation, its workforce is often one of the key factors that contributes to its overall growth. Balmer Lawrie has always striven to have a diverse workforce with unique skill sets that assist the Company in achieving and maintaining its growth trajectory. FY 2021-22 has been the year of recovery for the world after two tough years due to COVID-19. The Company has been rock-solid all these years with continual performance thanks to unrelenting determination, dedication, and hard work of its employees.

The Company gives utmost importance to its workforce, takes pride in its workforce and is constantly working towards their development. The workforce has diverse skill sets, experience along with diversity in age, culture, religion and gender. The Company is an equal opportunity employer without discrimination based on religion, caste, creed or sex. It also provides its employees with opportunities for continual professional and personal development. The Company has well established human resource practices applicable to all employees with objective to enhance human capital of the Company. In FY 2021-22, the locus foci of human resource department of the Company are as follows:

To ensure the organisation has the right people, in the right job, at the right time.

Enhancing employee productivity to reach the best in class levels and improve profitability by striving for competitive wage cost.

Renewed focus on enhancing employee engagement and employee experience.



Continue to build employee capability, upgrading leadership and manage talent & employee performance across all levels of the workforce.



Balmer Lawrie had 936 employees on permanent rolls for FY 2021-22. These included 835 male employees and 101 female employees including 17 employees with special abilities. 536 employees are associated with the Company on outsourced / direct contract / fixed term contract basis with 429 male and 107 female employees. During FY 2021-22, 28 Executives and 24 Officers (Non-Unionized Supervisors) have been inducted in the Company and 40 employees left the Company bid adieu. The breakup of employee strength is as follows:

Employee Strength as on March 31st 2022

Employee Category

	Senior Management (E6 to E8)	Middle Management (E3 to E5)	Junior Management (E0 to E2)	Non-unionised Supervisors (01 to 02)	Unionised Workers	Outsourced/ direct contract/ fixed term contract	Differently abled Employees
	49	162	213	185	223	429	15
	1	26	40	22	12	107	2

Employee Strength: SBU Wise as on 31st March 2022

SBU	Employee Count
Chemicals	64
Cold Chain	32
Greases & Lubricants	171
Industrial Packaging	138
Logistics Infrastructure	107
Logistics Services	116
ROFS	20
Travel & Vacations	82



New Employee turnover as on 31st March 2022

Category

New Hire	Gender	Joined	Left
<30	Female	34	5
	Male	4	2
30-50	Female	14	30
	Male	0	0
>50	Female	0	3
	Male	0	0

Balmer Lawrie has 101 of female employees at various level. Many women employees are at decision making positions in the Company. The Company has an internal committee for all four regions namely Eastern, Western, Northern and Southern Region in compliance to Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. In FY 2021-22, zero complaints were filed for sexual harassment.

Employee Welfare

Balmer Lawrie gives importance to employee welfare and it has implemented various policies which promote employee welfare. One such policy promoting the work life balance is maternity leave policy. During the year, 5 (Five) women employees availed parental leave. The details are as follows:

Employees availing Parental Leave

Category	Number of Employees
Employees entitled to parental (maternity) leave entitled to maternity leaves.	All women employees are
Employees that took parental (maternity) leave	5 (Five)
Employees who returned to work in the reporting period after parental (maternity) leave ended	5 (Five)
Employees who returned to work after parental (maternity) leave ended that were still employed 12 months after their return to work	5 (Five)



Health Supports

A. Group Personal Accident Insurance Policy

1. Applicability: Regulars (Including Unionised & Probationers), FTCs/FTEs/FTOs/FTTs, DCs
2. Insurance only for employee; Dependents not included
3. 24/7 coverage for personnel within India
4. Sum Insured of Rs. 18 Lacs will be provided in the event of Accidental Death/ Permanent Total Disablement (PTD)

B. Officers Mediciam Policy

1. Applicability: Officer (NUS) cadre only (O1 & O2)
2. Insurance covers Employee and his/her spouse and up to 2 children (up to 25 years)
3. Insurance on family floater basis for Rs. 4 Lacs
4. Both Cashless & Reimbursement Facility available

C. Group Term Life Insurance Policy

1. Applicability: Regulars (Including Unionised & Probationers) & FTC/FTEs/FTTs/FTOs
2. Insurance only for personnel ; Dependents not included
3. An amount equivalent to 48 times of the last drawn basic salary of the personnel to be paid on his/her death

D. Corona Kavach Insurance Policy



1. Applicability: Regulars (Including Unionised & Probationers), FTCs/FTEs/FTOs/FTTs, DCs
2. Insurance only for employee ; Dependents not included
3. Maximum Reimbursement: Rs. 5 Lacs for Executives & FTTs/FTEs ; Rs. 3 Lacs for the rest
4. Home care treatment/Home isolation also covered
5. Last Policy period: 9th July, 2021 to 20th April, 2022



Training & Development

Balmer Lawrie is firm believer in continual improvement and learning. The Company believes in continuous upgradation of skills and knowledge of its workforce. Various training programmes were conducted during the year with a focus on enhancing both the technical and soft skills of employees.

During the reporting period average hours of training provided per employee is as follows:

Gender	Category	No. of Employees	Avg. Training hours/Employee
	Permanent	835	11.5
		101	15.0
	Contractual	429	0.9
		107	1.5



Health & Safety





At Balmer Lawrie ensuring the health, safety and well-being of employees is a key priority across all business segments. The Company maintains and operates its plants, equipment and facilities in compliance with all required statutory occupational health & safety protocols with various checks and balances in place.

The Company regards the health and safety of its employees as paramount and vital for business continuity and constantly strives to have continual improvement in occupational health and safety performance.

The Company endeavours to strengthen its culture by enforcing safe behaviour and working conditions through periodical training and ensures compliance with the occupational health & safety protocols and course correction required by onsite visits and HSE audits. Balmer Lawrie is committed to the best standards of the HSE management system in its entire operations. The Company has a seven-pronged approach to achieve this as listed below:



Safety initiatives by SBUs in FY 2021-22

HSE Audits were carried out in manufacturing and services units /establishments

HSE awareness training was conducted for permanent employees and contract workers

Safety Training

Balmer Lawrie has a robust training and skill upgradation system in place. In addition to technical training and skill upgradation sessions, various health and safety training sessions were conducted in the reporting period. This was done to enhance the employees' knowledge on occupational health and safety. The training topics included but were not limited to fire safety, material handling, work at height, emergency preparedness, electrical safety, defensive driving etc.

During the reporting period percentage of employees that were given safety training is as follows:

Employee Category	% Of Employees that were given safety training
Permanent Employees	63.24%
Contractual Employees	69.90%
Permanent Women Employees	20.00%
Employees with Disabilities	17.64%

Safety Week Celebrations



Inauguration of 51st National Safety Week at Corporate Office, Kolkata



Safety Week closing ceremony at Corporate Office, Kolkata



Manali Complex



IP - Vadodara

Tree Plantation Program

Training



Safety Training on ‘Ergonomics in Workplace’ at G&L - Kolkata on 25th June 2021



The ‘Azadi Ka Amrit Mahotsav’ (Language- Bengali) programme for the workers conducted on 1st July 2021 by Central Labour Institute, Mumbai, Ministry of Labour and Employment. In this program BL - HO, CFS - Kolkata & Kolkata-based employees participated



In the month of November 2021 shop floor safety training on ‘Safe Material Handling in the industry’ was conducted at CFS - Navi Mumbai and CC - Patalganga by the HSE dept



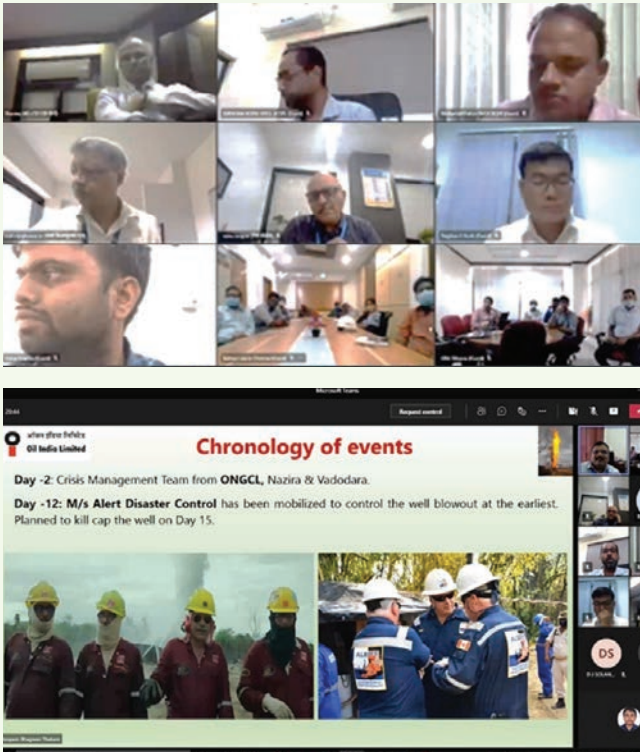
COVID Awareness Program held at G&L - Silvassa for maintaining the continuous health-related protocol as per the directives issued by the Government of India



Safety training on ‘Industrial Hygiene & Personal Hygiene’ was conducted at BL, Ballard Estate office (Mumbai) by the HSE dept



Workshop



BPCL organised an Industry Workshop on behalf of MoPNG on 19th July 2021 in which all Oil & Gas Companies participated. The theme of the workshop was “Realising, Recognising, Regrowing – A Step towards Transformation”. Balmer Lawrie employees of different units also participated in the workshop

Mock Drill



Mock drill on ‘Basic Safety Awareness’ at IP-Silvassa



Fire Mock drill carried out at WD- Sonapur, Kolkata



Fire Mock Drill (by using Automatic Modular Type Fire Extinguisher) and training for employees conducted at IP-Silvassa

Health Checkup



CFS-Chennai conducted a Medical Health check-up camp with the help of Tagore Medical College and Hospital for CHA representatives



Customer Relations





Customer Centric Solutions

We are a customer-centric organisation and the customer is the centre of all our decisions. Our customer-centric approach has helped us earn the trust of customers across the globe. Our success relies on the success of our customers. Therefore, we keep the customer's interest at the core of everything we do. We don't just serve them; we engage with them. We offer cutting-edge solutions to our customers to stay ahead of the game. We offer the best-in-class service and reliable high-quality environment-friendly products and ensure that customer requirements are met.

The focus of each SBU is on customer satisfaction and strengthening customer relations. Customers are engaged through various platforms such as one-on-one meetings, online surveys etc.

The Travel vertical has strengthened its operations by offering a customer-specific booking website to large corporates and a dedicated website for Government of India employees for their official travel. These digital offerings will allow us to offer hybrid brick & click solutions to our customers. This has led to a significant increase in our client base. Going forward the travel vertical is fully geared up to meet the future demand. We are planning to have centralized ticketing to increase our efficiency and ensure a consistent service experience for our customers.

Customer Complains/ Feedback

Continuous and ongoing feedback from the customers is aligned with their requirements on an ongoing basis. We address all customer complaints / issues on priority and resolve them promptly. We take into consideration the

customer's perspective and provide solutions accordingly. Constructive feedback is always appreciated and facilitates improving the quality of the product. We have in place an effective internal control mechanism and conducted a good number of internal audits involving customer feedback. Customer grievances are taken seriously and each grievance is resolved within a stipulated time.

Customer Health & Safety

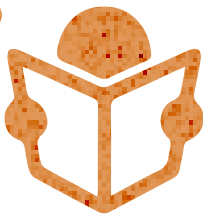
Customer health & safety is a top priority for Balmer Lawrie. We are transparent with the contents of the product and follow all mandatory laws & regulations related to product information and labelling. We provide information about the product, usage instructions and precautions on product packaging.

Safety information regarding the products is also communicated through guidelines on product-handling methods, including Material Safety Data Sheets. Our products also comply with the Legal Metrology Act, 2009. It provides information on product characteristics, properties, application, storage, safety, etc. along with technical data sheets for the customers. During the reporting year, there have been no incidents of non-compliance with regulations or voluntary codes concerning product and service information and labelling during their life cycle.

We take utmost care and precaution regarding data privacy and security. During the reporting period, there were no cases of breach of customer data.



Corporate Social Responsibility





Growth of all stakeholders and equitable development of the society has always been underlying philosophy of Balmer Lawrie. The Company believes that all its stakeholders are tirelessly contributing to the growth trajectory of the Company. The Company in return is assisting in development of the society, specially marginalised and disadvantaged strata of the society through various projects taken up on continual basis under its CSR activities.

A well-defined and time-tested CSR policy and robust implementation system has enabled Balmer Lawrie to successfully undertake many CSR programmes and projects around the year. Community engagement has been one of the key pillars of all CSR activities undertaken by the Company. All CSR activities are undertaken in consultation and with active involvement of the community. After suffering the once in a century pandemic in the last two years, world is now limping back to its feet. The Company true to its commitment towards the upliftment and well-being of disadvantaged, vulnerable and marginalized stakeholders has undertaken many projects in FY2021-22.

Corporate Social Responsibility (CSR) is a transformational practice by the business corporations in India, mandated by the Government. CSR programs aim at transforming the lives of the underprivileged and enhancing collective community well-being, besides the broader goal of driving sustainable development and growth of all stakeholders. In line with this, the Company has been driving various CSR projects independently around its units and establishments across the country and has also been supporting various programs initiated by the Government of India like the COVID-19 response, Clean India Mission and Skill Development Institutes. The Company is responsive to the needs of society at large and its socioeconomic goals are well aligned with the business objectives.



Balmer Lawrie's CSR initiatives are driven by two Flagship Programs – Balmer Lawrie Initiative for Self-Sustenance [BLISS] and Samaj Mein Balmer Lawrie [SAMBAL]. While the first Program is directed at providing and improving the long-term economic sustenance of the underprivileged, the second Program aims at improving the living standards and quality of life of the population in and around the Company work centres. The Company implements its CSR activities in partnership with a local authorities / NGOs. The major projects and partners of the Company in these initiatives are:

- Installation of PSA Oxygen Plants in 5 Govt. Hospitals (Karnataka)
- Procurement of Oxygen Cylinders and Concentrators for underprivileged communities
- Indian Institute of Cerebral Palsy (IICP)-Kolkata, West Bengal
- Ekal Vidyalayas, One Teacher Schools (OTS) by Friends of Tribal society- Kolkata, West Bengal
- Calcutta Rescue- Kolkata, West Bengal
- Saksham Foundation- Navi Mumbai, Maharashtra
- SDI- Bhubaneswar, Vishakhapatnam, Raebareli, Ahmedabad, Kochi and Guwahati
- HelpAge India - Chennai, Tamil Nadu
- Swadeep Shikshan Vikash Sanstha - Silvassa, Dadra & Nagar Haveli
- Manolayam Senior Citizens Home- Chennai, Tamil Nadu
- Fund Contribution to the CM Relief Fund, Assam

Balmer Lawrie knows that for inclusive growth of all sections of the society, healthcare & sanitation, education, and skill development are the key focus areas where awareness, sensitization and on field execution is paramount. The Company is working on pan-India basis along with various organisations / NGOs for upliftment of the society and has contributed ` 1048.16 Lakhs during FY 2021-22 under various CSR activities.

Balmer Lawrie through its Street Medicine Program-Calcutta Rescue (Taratala, Kolkata) has extended its support for running a street medicine program in Paharpur slum area, Kolkata. Doctors and healthcare providers regularly visited the slum area even during the pandemic so that the community was not deprived of health care services. The mobile clinics under this initiative ensured services to the community in dire times of 2nd wave of COVID-19.

Balmer Lawrie has been one of the first corporate responders to the threat of second wave of COVID-19.

The Company has financed installation of five PSA oxygen plants in government hospitals in Karnataka. Also, the Company has funded procurement of oxygen cylinders and concentrators during the second wave of COVID-19. The Company has also partnered with HelpAge India, Manolayam Senior Citizen Home among many others to assist the elderly and often neglected section of the society.

Balmer Lawrie in partnership with Friends of Tribal Society has been running an educational project called EKAL Vidyalayas or One Teacher School for the betterment of the tribal children. The project imparts tribal children informal education. The Company has also been funding education of meritorious students of Indian Institute of Cerebral Palsy.


For women empowerment, Balmer Lawrie has partnered with Saksham Foundation and is providing livelihood trainings to marginalized women which helps them to get employment in various sectors.

Sensitization and Capacity building on Health, Hygiene and Education is one of the impactful activities that can be a gamechanger in overall upliftment of the society. Balmer Lawrie has taken up a project with Swadeep Shikshan Vikas Sanstha to sensitize school children about awareness of personal health and hygiene practices. The activities of the project have enabled students and the community to adopt healthy lifestyle. The Company is also regularly funding Swachh Bharat Abhiyan in line with its mandate for cleaner communities.

Fund Contribution to the Skill Development Institutes: Skill Development Institutes (SDI) are being set up at various places in the country by the member companies of the Ministry of Petroleum and Natural Gas (MOPNG), Govt. of India. As a member Company, this year Balmer Lawrie contributed Rs 210 Lakhs for the institutes at Ahmedabad, Raebareli, Guwahati, Visakhapatnam, Kochi and Bhubaneswar as per the funding module set by the MOPNG.

Fund Contribution to the CM Relief Fund, Assam: In 2021-22 BL has donated Rs. 10 Lakhs to the CM relief fund, Government of Assam for the rehabilitation program undertaken for the flood affected families.

In pursuance of these programs, the Company has undertaken several community development projects, partnering with various agencies. The focus areas for the schemes under the programs, amongst others, have been education, healthcare, sanitation, integrated village development and environmental protection. CSR efforts are channelized on the above-mentioned thematic focus areas and target groups like children, women, youth, the elderly, and people with disabilities.



Through the various CSR programs, the Company has constantly endeavoured to integrate the interest of the business with that of the communities that form part of the areas it operates in. With the advent of the various National flagship programs launched by the Government, we as an organisation take pride in furthering the initiatives, which come under the purview of CSR by engaging specialized agencies and in line with the DPE Guidelines, The Companies Act 2013 and Schedule VII of the Companies Act.

The following activities/initiatives were undertaken by the Company in FY 2021-22 to achieve its Sustainable Development Goals.



Installation of 5 PSA Oxygen Plants: Balmer Lawrie & Co. Ltd has always responded to community needs through its CSR projects. Health emergencies such as COVID-19 pose a global crisis and have shown the critical need for preparedness for better health care. This year BL has given more emphasis on health-related projects. During the 2nd wave of the COVID-19 pandemic in India healthcare system of our country was struggling to provide oxygen supply to the patients. In the initial days of 2nd wave patients collapsed due to the shortage of medical oxygen supply. In response, the Government of India directed PSUs to install PSA Oxygen plants in Government Hospitals so that lives could be saved. As part of the PSA Oxygen Plant Installation initiative, BL immediately sanctioned INR 7 crores to install 5 PSA Oxygen Plants in Government Hospitals in Karnataka.



BL Executives during the installation of PSA Oxygen Plants in Govt. Hospitals, Karnataka.



Procurement of Oxygen Cylinders and Concentrators for underprivileged communities: During the COVID-19 pandemic, our hospitals were overburdened with COVID-19 patients and a shortage of Oxygen supply. Balmer Lawrie procured 200 Nos. Oxygen Cylinders and 100 Nos. Oxygen Concentrators for the Govt. hospitals and patients having respiratory problems (referred for home care treatment).

BL has taken initiatives to ensure the availability of Oxygen concentrators and Cylinder facilities for patients coming from poor families in its operational areas. The Company has given responsibilities to the regional CSR committees to take care of the Oxygen Cylinders and Concentrators so that optimum use of the resources was done.



Street Medicine Program- Calcutta Rescue (Taratala, Kolkata): Balmer Lawrie allocated Rs. 5.47 Lakhs to Calcutta Rescue for running a street medicine program for the slum community of Paharpur, Kolkata. Doctors and healthcare providers were committed to visiting the slum community regularly during the pandemic so that the community did not deprive of healthcare services. The mobile clinics are run from the back of mobile vans, which had basic medical equipment and a stock of drugs for common ailments.



Doctors from Calcutta Rescue examining infants during the pandemic



Street medicine program-Project Location visit by the CSR Team

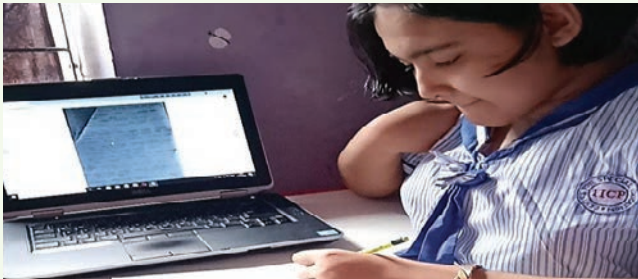
Mobile Health Van for Elderly: (HelpAge India, Chennai): Balmer Lawrie extended its support for the Mobile Health Van to provide medical services to the elderly in Manali, Chennai. HelpAge India is working as a partner organisation to carry out the project. Through this project, 12000 elderly are getting benefited. Medical check-ups, medicines, consultations, and referral services are the primary services made available to the beneficiaries.



Mobile Health Van at Manali, Chennai



Sponsored two classes of children with cerebral palsy (Indian Institute of Cerebral Palsy, Kolkata): Two classrooms are being sponsored under the “Corporate Leverage and Support Scheme” (CLASS) of the Indian Institute of Cerebral Palsy (IICP) for supporting the differently abled, particularly children with cerebral palsy. Due to the COVID-19 pandemic, IICP managed to conduct classes online for their children. The organisation also established good communication with the parents and family members to overcome the pandemic and achieved its goal of quality education for children with cerebral palsy.



Creative writing session carried out by IICP, Kolkata

One-Teacher School (Friends of Tribal Society): BL has extended its support for the betterment of the tribal children by allocating Rs. 10 lakhs for the educational project called EKAL Vidyalayas. The project helps tribal children to get informal education and behavioural change activities which helps the students to perform well in Government Schools. Through this project, ‘Yoga’ and other physical exercises are taught by an instructor.



Educational sessions for tribal children, South 24 Parganas, West Bengal

Fund Contribution to the Skill Development Institute: Skill Development Institutes (SDI) are being set up at various places in the country by the member companies of the Ministry of Petroleum and Natural Gas (MOPNG), Govt. of India. As a member Company, this year Balmer Lawrie contributed Rs 210 Lakhs for the institutes at Ahmedabad, Raebareli, Guwahati, Visakhapatnam, Kochi and Bhubaneswar as per the funding module set by the MoPNG.



Women Empowerment through livelihood project (Saksham Foundation, Navi Mumbai): BL has spent Rs. 11 Lakhs to support marginalised women to get livelihood training and get employment in various sectors in collaboration with Saksham Foundation, a local NGO and implementing partner of the project.



Educational and Awareness sessions carried out by Swadweep Sikshan Vikas Sanstha, Silvassa, D&NH.

Swachhta Related Activities: Balmer Lawrie had been undertaking various Swachhta-related activities throughout the year in its operational area. During the COVID-19 pandemic, BL distributed masks, sanitisers, PPE Kits etc. so that communities could protect themselves from the infection.



Distribution of nose masks and sanitiser by C&MD at Kolkata



Capacity Building on Health, Hygiene & Education at Saily & Khadoli-DNH: Swadweep Shikshan Vikas Sanstha: Capacity building on Health, Hygiene, and Education has been adopted by the Company in partnership with Swadweep Shikshan Vikas Sanstha in Saily and Khadoli Village of Silvassa. The primary objective of the project is to make school children aware of personal health and hygiene. The design of the project has enabled the student to learn from various activities so that the behaviour of the children can change towards the project goal. Parents, teachers, and the workers associated with these centres to be involved in the community connect initiatives so that they play an important role in ensuring better and improved hygiene standards.





Mask and Sanitizer Distribution in South 24 Parganas, West Bengal in collaboration with Pragati Sangha of Dara.

Awareness campaign on Swachhta organized by women on health and hygiene in Cuddalore, Tamil Nadu, in collaboration with SERI.



Distribution of Sanitation Kits to the women living in the slum area in Paharpur, Kolkata.





United Nations Global Compact

Balmer Lawrie subscribes to the 10 principles of the United Nations Global Compact and has committed to communicating its sustainability performance on those principles.

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Principle 2: Human Rights Businesses should make sure they are not complicit in human rights abuses	Disclosure 414-1 New supplier that was screened using social criteria	Not reported
Principle 3: Labour Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	102-41 Collective bargaining Agreements	
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Principle 6: Labour Businesses should uphold the elimination of discrimination in respect of employment and occupation	102-7 Scale of the organization	9
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Principle 8: Environment Businesses should undertake initiatives to promote greater environmental responsibility	GRI 307: Environmental Compliance 2016	41
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Principle 9: Environment Businesses should encourage the development and diffusion of environmentally friendly technologies	Environmental Protection Expenditure	Not reported
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Glossary

AMTZ	Andhra Pradesh MedTech Zone
BL	Balmer Lawrie
BLISS	Balmer Lawrie Initiative for Self-Sustenance
C	Chemicals
CC	Cold Chain
CEA	Central Electricity Authority
CFS	Container Freight Stations
CII	Confederation of Indian Industry
CVO	Central Vigilance Officer
CSR	Corporate Social Responsibility
ETP	Effluent Treatment Plant
FY	Financial Year
GJ	Gigajoules
GRI	Global Reporting Initiative
G&L	Greases and Lubricants
HSE	Health, Safety and Environment
IATA	International Air Transport Association
IICP	Indian Institute of Cerebral Palsy
IP	Industrial Packaging
IPCC	Inter-governmental Panel on Climate Change
ITDA	Integrated Tribal Development Agency
KL	Kilolitres

KLD	Kilolitres per day
KW	Kilowatt
KWh	Kilowatt Hour
KWp	Kilowatt peak
LI	Logistics Infrastructure
LODR	Listing Obligations and Disclosure Requirements
LS	Logistics Infrastructure
LTI	Lost Time Injury
MICE	Meetings, Incentives, Conferences and Exhibitions
MOU	Memorandum of Understanding
MoPNG	Ministry of Petroleum and Natural Gas
MS	Mild Steel
MT	Metric Tonnes
OHS	Occupational Health and Safety
PSU	Public Sector Undertaking
ROFS	Refinery and Oil Field Services
SAMBAL	Samaj Mein Balmer Lawrie
SBU	Strategic Business Unit
SDG	Sustainable Development Goals
SEBI	Securities Exchange Board of India
T&V	Travel and Vacations
ZLD	Zero Liquid Discharge

Balmer Lawrie & Co. Ltd.
(A Government of India Enterprise)