

# RAJSHREE SUGARS & CHEMICALS LTD

Environment, Social and Governance Report  
2021 - 22



# BUSINESS OVERVIEW

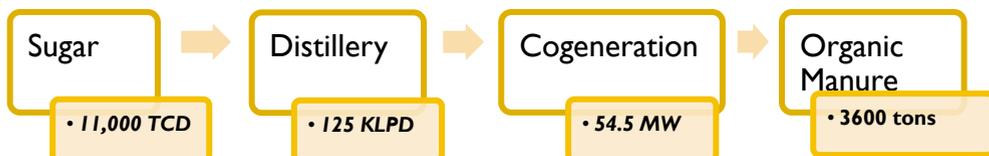


Registered Office : Coimbatore, Tamil Nadu



FY22 Revenue: INR 468 Crore

## Lines of Business



## Key Management



Ms. Rajshree Pathy  
Chairperson



Mr. R. Varadarajan  
Whole Time Director

- Rajshree Sugars & Chemicals Limited (RSCL) is an integrated sugar company with manufacturing facilities in Tamil Nadu
- The company manufactures sugar (S30), industrial alcohol and generates power (part of which is for captive consumption and rest is exported to the grid)
- All the manufacturing locations are in close proximity of Tuticorin and Chennai ports

## CAPACITY TO DELIVER

	Sugar*	Distillery**	Power#
Theni	2500	45	12
Mundiampakkam	5000		22
Gingee	3500	80	20.5

*Sugar division accounts for more than **70%** of total revenues and Distillery division and Co-generation division account for **~15%** of revenues respectively*

\* Tons crushed per day \*\* Kilotres per day # Mega watts per hour

# OUR VALUE CHAIN



## **Sugar**

Crush capacity: 3 million tons per year  
Production capacity: 3,00,000 tons per year

## **Ethanol**

Production capacity: 36 million litres per year

## **Power**

Exports capacity: 200 million units per year

## **Organic Manure**

Production capacity: 3600 tons per year  
(based on Plant crushing)

# ESG JOURNEY - HIGHLIGHTS

Clean  
Development  
Management

ZERO  
DISCHARGE -  
Distillery

ISO 9001:2015  
Certified

Hiring of Local  
Talent

Renewable &  
Sustainable Energy

Development of  
Entrepreneurs

Cane Development  
through R&D and  
Extension activities

Corporate  
Responsibility

# ESG - CONTENTS

## ENVIRONMENT

- Goals and Setup
- Plastic Waste Management
- Water Management
- Energy Management
- Waste to Health
- Green Belt Development
- Rain Water Harvesting

## SOCIAL

- Quality Education
- Community Wellness
- Learning Culture
- Committed to Health, Safety & Hygiene
- Beyond the Campus

## GOVERNANCE

- Board Tenure
- Agriculture Committee
- Tax Strategy
- Advocacy
- Code of Conduct & Ethics
- Policy against Sexual Harassment of Employees
- Whistle Blower Policy
- Internal Audit

# ENVIRONMENT

## Goal and Establishment Setup

Rajshree Sugars & Chemicals Limited (RSCL) is aware of our Economic, Socio and Environmental responsibilities and have implemented using innovative technology and infrastructure to not only meet the effluent norms set by the Tamil Nadu Pollution Control Board but also support with development of Green Belt areas and reaching out to the community by supporting in Rain Water Harvesting initiatives.



We continue to create environment awareness for all the employees and public by celebrating World Environmental Day on 5<sup>th</sup> June every year. Tree Planting is carried out and free saplings are issued to employees and public.



**SUGAR** – We have established state of art infrastructure to treat the effluent water.

The treated water from the ETP is 100% used for irrigation in own cane farm and for green belt development inside the campus.



**DISTILLERY** - We are the first distillery company to have set up zero discharge plant in Tamil Nadu. The effluent generated (spent wash) from the plant is incinerated in the Boiler and flu gas generated from the spent wash used for firing Boiler, is cleaned through the bag filter system.



**COGENERATION** - RSCL is the first Sugar factory in India to register a Co-generation power plant as a Clean Development Mechanism (CDM) under the Kyoto Protocol in 2005 earning Carbon Credits. The emissions are monitored through Online Monitoring System connected to Care Air Centre of Tamil Nadu Pollution Control Board as well as Central Pollution Control Board.

# ENVIRONMENT

## Plastic Waste Management



RSCL campuses are 100% plastic free zone and have established end to end EPR services (Extended Producer Responsibility) – collection, reprocessing & disposal of different post - consumer plastic waste.

As per The Plastic Waste Management Rules, 2016, RSCL has EPR Registration (Registration No. BO-24-000-05-AABCR4179D-22) with Central Pollution Control Board.

## Water Management

**Sugar Cane contains 70% water.** Excess condensate water generated in the process is cooled and reused in the sugar process instead of raw water.

In **Cogeneration** plant, an Air Cooled Condenser is installed in place of conventional surface condenser which is highly water intensive.

Around 600 m<sup>3</sup> per day of raw water is saved in the process.



Establishment of efficient **Water Treatment System** in distillery plant.



At Gingee, we have established a Water Treatment System in distillery plant, to treat the highly acidic condensate produced during processing of concentrated spent wash. This is treated through Anaerobic Digester and Extended Aeration Tank followed by Clarifier and is used for molasses dilution in Fermentation process.

# ENVIRONMENT

## Energy Management

RSCL is equipped with latest steam and power saving devices which results in low steam percentage and power per ton of cane. Further, introduced LED lamps in quarters which also resulted in saving in power consumption.



The Energy saving per annum is as follows:

Location	Kwh
Unit-1	46800
Unit-2	120920
Unit-3	123920
LED - quarters	80570
<b>Total</b>	<b>372210</b>



# ENVIRONMENT

## Waste to Wealth

Solid and Liquid wastes generated from Sugar Complex are converted into nutrient rich organic manure and is marketed under the brand - Green PLUS.

The bio compost is used as agri input which reduces the usage of inorganic fertilizer.



## Green Belt Development



Targetted About 48 acres of green belt was undertaken and successfully implemented at Unit 1. A total of 12,091 trees including various fruit bearing trees and plants, flowering and non-flowering trees.

110 acres of factory land has been cleared of Prosopis Juliflora which would improve the water retention in soil.

An in-house nursery has been developed to collect the local seedlings and saplings are grown here before planting. The saplings are acclimatized to the micro climate and can thrive with minimum care.

## Rain water Harvesting

Rajshree Sugars & Chemicals Limited is committed to conserve water by 3R strategy (Reduce, Recycle and Reuse) and also recharge ground water by Rain water harvesting.

At Unit 1, bunds have been formed to collect the rain water from 55 acres of land.

Two ponds have also been formed to accumulate the surface run off water.

It helps in water retention in soil and recharge of nearby wells during monsoon.



During 2009 at Unit 3, a massive pond covering an area of 7 acres was constructed to hold the rain water. The total volume of water that this pond can hold in each filling is about 56500 m<sup>3</sup>. Entire factory roof top rain water is being collected & channelized to this Harvesting Pond.

# SOCIAL

**Social Vision**: Building a self reliant rural Tamil Nadu by providing education and a chain of employment opportunities across our Operations.

Topics	Progress in Fiscal of 2022
Quality Education	2100 Children study in a safe and nurturing environment
Benefiting Agricultural Communities	Bringing a wide diversity of Farmers, Harvest Labourers and Transporters together
Community Wellness	Organizing Medical camps for the community around the units
Learning Culture	Inculcating the habit of continuous learning
Committed to Health, Safety & Hygiene	In-house Clinics, Safety committees, PPEs and Workshops to build a strong Culture
Beyond the Campus	Providing Scholarship to Children of employees

## Quality Education

To cater to the local community and to provide quality education, the below mentioned 2 schools were founded



**Srivalli Varadaraj  
Matriculation School**  
Andipatti, Theni District, TN  
Managed by GV Memorial Trust

**Rajshree Sugar Ramakrishna  
Vidyalaya Matriculation Higher  
Secondary School**  
Munidiyambakkam, Villupuram District,  
TN  
Managed through Rajshree Sugars Sri  
Ramakrishna Educational Society



Our vision is to impart quality education, to instil lasting values and to provide opportunities for an overall development to under-privileged students across diverse cultures and backgrounds.

The schools place particular emphasis on the development of a deep abiding respect for the people, culture and tradition of our country - wholly responsible and respectable citizens tomorrow

## A Culture of Learning



## A Culture of Learning

- A total of 113 village level meetings covering 2174 farmers have been conducted during 2021 – 2022.
- 99 Farmer group discussions involving 898 farmers completed
- Harvest Gang Leader workshops to discuss ‘Clean’ cane and optimizing labour charges



- 521 Training Mandays provided to the employees during 2021 - 22
- Usage of Print and Radio Medias for a larger reach to farmers
- Knowledge Transfer to farmers through our Research & Development and Cane Extension activities to improve cane yield and recovery.

## Health, Safety & Hygiene



- ✓ Periodic Health and Safety Workshop to inculcate the Safety culture.
- ✓ PPEs are provided to employees.
- ✓ Conducted a 3rd Party Safety Audit at Unit 2 – recommendations are being implemented across all 3 Units
- ✓ Safety Committee – Periodic Safety Committee Meetings are held at Unit level.
- ✓ Regular Covid briefing and providing special paid leave for employees affected by Covid.
- ✓ Provided Medical Insurance for Employees family members for critical illness – 71 beneficiaries, Rs. 68 lacs paid through Insurance

## **Beyond the Campus**

Scholarships to Employee's children to encourage them to pursue Higher education

Course	Scholarship (per year)
ITI, Diploma	Rs.2000/-
Any Degree	Rs.3000/-
Professional Courses	Rs.5000/-

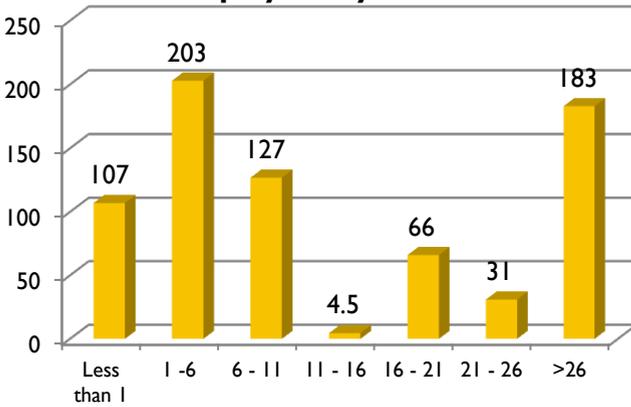
Employees Children provided with 50% Tuition fee concession at our Schools

## **Community Health Check up at our Units**



# PEOPLE

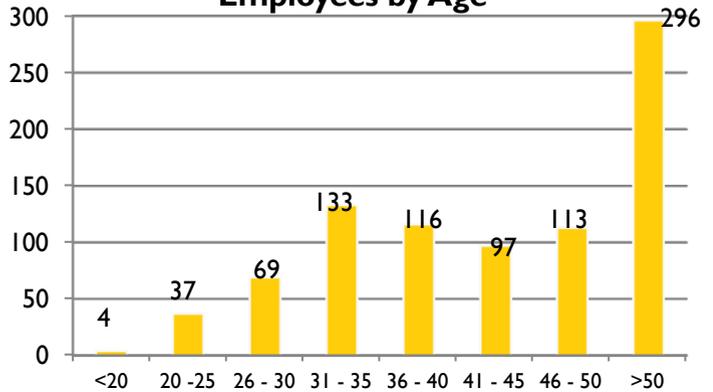
**Employees by Tenure**



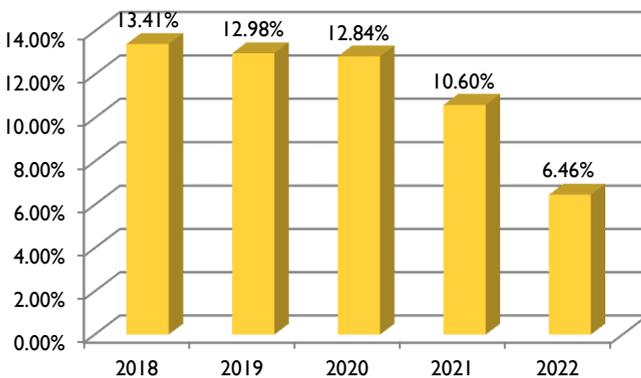
Tenured Workforce

Blend of Experienced and youth

**Employees by Age**



**Attrition Data**



Retention of Talent

# GOVERNANCE

<p><b>Board Tenure</b></p>	<ul style="list-style-type: none"> <li>•The average tenure of the board members is 21 years (based on 12 years data). The tenure of Independent Directors is restricted to 5 years for a term and based on the performance evaluation, such Directors may be proposed and elected for a second term.</li> </ul>
<p><b>Agriculture Committee</b></p>	<ul style="list-style-type: none"> <li>•An ‘Agriculture Committee’ was constituted by the Board on 14th August 2020, to review sugarcane varietal development, improve crop yield and increase sugar recovery and report to the Board periodically.</li> </ul>
<p><b>Tax Strategy</b></p>	<ul style="list-style-type: none"> <li>•The Company is tax compliant and utilizes the provisions of the Income Tax Act, as applicable, for tax saving purposes.</li> </ul>
<p><b>Advocacy</b></p>	<ul style="list-style-type: none"> <li>•The Company focuses on developing and maintaining a cordial relationship with relevant policy makers in the State and Central Government, business organizations, industry associations, educational institutions, and community organizations etc., for smooth running of the business.</li> </ul>
<p><b>Code of Conduct &amp; Ethics</b></p>	<ul style="list-style-type: none"> <li>•Our Code of Conduct &amp; Ethics helps us to maintain the better relationship with the internal and external Stakeholders including employees. It complies with the legal requirements of applicable laws and regulations and ethical handling of conflicts of interest.</li> </ul>
<p><b>Policy against Sexual Harassment of Employees</b></p>	<ul style="list-style-type: none"> <li>•The Company is an equal opportunity employer and is committed to creating a healthy working environment that enables employees to work without fear of prejudice, gender bias and sexual harassment. The Company believes in treating it’s employees with dignity.</li> </ul>
<p><b>Whistle Blower Policy (Vigil Mechanism)</b></p>	<ul style="list-style-type: none"> <li>•The Whistle Blower Policy has been formulated with a view to provide a mechanism for Directors and employees of the Company to approach the Chairman of the Audit Committee. The policy is available in our website <a href="http://www.rajshreesugars.com">www.rajshreesugars.com</a>.</li> </ul>
<p><b>Internal Audit</b></p>	<ul style="list-style-type: none"> <li>•The Internal Audit is assigned to external independent Chartered Accountants and submit their reports to the Board. The remedial actions are being carried out based on the findings by the Internal Auditors and reported to the Board.</li> </ul>