



Knowledge grows

Yara India Sustainability Report 2024

Greener Pathways: Fostering a Nature-Positive Food Future

Content



Introduction

About the Report 05



Message from our Leaders

Managing Director 06
Plant Manager 08



Sustainability Highlights

Key Milestones 09



Company Overview

Yara International 10
Yara India 10
Our Products and Services 11
Agronomy Services 12
Agronomy Support 12
Digital Farming Solutions 12
Farmers' Toolbox 13

Content



Sustainability Framework

5Cs framework 14



Commit

Introduction 16
Committees 17
Policies 18
Stakeholder Engagement 20
Member of Associations 22
Materiality 23
Risk Management 24
Economic Performance 29



Care

Energy Management 31
Emission & Climate Change 33
Water Management 37
Water Risk Assessment 38
Water-Related Impact 39
Water-Related Goals 41
Case Studies 42
Waste Management 44
Waste Management Strategy 45
Waste Management Assurance 45
Biodiversity 47
Human Rights 48
Health & Safety 50
Diversity & Inclusion 61
Employee Well-being 65
Talent Management 73
Learning & Development 76
Data Privacy 78



Concern

Crop Nutrition 80

Content



Connect

Product Stewardship & Innovation	90
Sustainable Supply Chain	96
Sustainable Farm Management	99



Contribute

CSR Policy and Governance	106
Thematic Areas & CSR Activities	107



Way Forward

Advancing Regenerative Agriculture for a Sustainable Future	119
---	-----



External Assurance

External Assurance	122
--------------------	-----

Content



GRI Content Index

GRI Index

125

Introduction

About the report

For years, Yara Fertilisers India Private Limited (referred to as 'Yara India' or 'the company') has embraced sustainability as a cornerstone of its operations. We initiated our journey into sustainability reporting in 2022, striving to create a network of health and welfare that benefits the entirety of India. Our goal is to cultivate a sustainable cycle where the elements of sustainability interconnect to forge a brighter future for all. This report presents data, statistics, and metrics that highlight the environmental and social impacts of our business activities, as well as the progress Yara India has made in sustainability throughout 2024.

Reporting Framework

We are pleased to present our third sustainability report for the year 2024, crafted in accordance with the Global Reporting Initiative Universal Standards 2021. This report underscores our ongoing dedication to Environmental, Social, and Governance (ESG) principles. To guide and structure our impact, we have adopted the 5Cs framework—Commit, Connect, Care, Concern, and Contribute—as Yara India's own sustainability approach, tailored to the local context and challenges of Indian agriculture. While Yara's global sustainability vision anchors our values, the 5Cs framework reflects our country-specific priorities and actions.

External Assurance

Yara India is presently unlisted on the Indian stock exchanges and remains exempt from any non-financial reporting obligations. Notwithstanding, we take ownership of the accuracy of the data presented herein and have undergone third-party assurance from TUV SUD South Asia Private Limited based on the ISAE 3000 methodology. The assurance statement can be found on pages 122 - 123 of this report.

Your Feedback

We value your feedback and suggestions, which are crucial for our continuous improvement. Please share your insights by contacting us at:

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

Reporting Boundary

This report covers the Yara India facility in Babrala, Uttar Pradesh, the Kiran-A Yara India Community Initiative, the corporate office in Gurugram, Haryana, and the registered office in Pune, Maharashtra. Environmental performance data are drawn from all locations, including the plant, while social performance is reported for the Babrala plant, the Kiran initiative, and the Gurugram office. All information in this report pertains to the period from January 1, 2024, to December 31, 2024, unless otherwise noted.

Message from The Managing Director

Dear Stakeholders,

It is with great pride that we present Yara India's 2024 Sustainability Report, "*Greener Pathways: Fostering a Nature-Positive Food Future*." The theme reflects our heartfelt commitment to nurturing and expanding our green legacy while paving the way for a resilient, sustainable future where agriculture is both productive and restorative.

In a year marked by climate challenges and increasing disruptions across the value chain, we have demonstrated our ability to adapt and thrive. From managing production and delivery constraints to enabling farmers to respond to extreme weather, our collective efforts have been guided by resilience, innovation, and a shared sense of purpose.

Farmers remain at the heart of our mission. Their stories of courage and adaptability inspire us daily. Through regular farmer meetings—even in adverse weather—they embraced practices like aligning cropping patterns with water availability and mitigating heat stress. These ground-level shifts have reinforced the relevance of our efforts to promote regenerative agriculture, with a focus on enhancing soil health, preserving biodiversity, and improving nitrogen use efficiency.

Part of our commitment involves expanding internal knowledge and implementing regenerative practices in the field—addressing challenges like soil degradation and helping revitalize the land for improved yields and healthier ecosystems. Our ultimate goal is to equip farmers to become stewards of their land, promoting long-term productivity, climate resilience, and food security.

At the core of this transformation is a suite of innovative digital tools and our Yara Crop Nutrition Centers (YCNCs), which have empowered over 650,000 farmers through insights, demonstrations, and agronomic guidance. The YCNCs continue to offer hands-on support and tailored crop solutions, helping farmers improve productivity and build resilience through sustainable practices. In several cases, farmers transformed their outcomes by applying Yara's guidance on soil health and crop nutrition.

Our commitment to inclusivity also remains strong. We recognize the vital role women play in agriculture and are working to bridge the gender gap by increasing participation of women farmers across our programs. In South Asia, where smallholder farmers are the backbone of agriculture, we are directing efforts toward four key areas: soil health, crop health, technology adoption, and farmer education. These pillars support our nature-positive vision and ensure responsible, sustainable food production across diverse farming landscapes.



**Greener Pathways:
Fostering a Nature-Positive Food
Future - Leading the Way**

—
Sanjiv Kanwar
Managing Director, Yara South Asia

Sustainability also extends to our operations. The transition from road to rail for transporting goods not only reduced warehouse costs but also cut carbon emissions by 27%, with eight rakes currently in operation. We remain focused on reducing emissions across fertilizer production and use—embedding sustainability across our upstream and downstream processes.

Throughout this journey, our commitment to transparency, strong governance, and international standards ensures accountability in all we do. We continue to invest in the health, safety, and well-being of our teams, fostering a workplace rooted in care and responsibility.

As champions of sustainability, we believe transformation hinges on collaboration. By working closely with stakeholders, communities, and partners, we are implementing a cohesive strategy that delivers tangible benefits—from carbon footprint reduction and biodiversity preservation to enhanced community resilience.

The determination of our teams has helped us achieve 40% growth over the previous year, and we are committed to maintaining this momentum. We extend our heartfelt thanks to all our employees, partners, and stakeholders for your unwavering support. Together, we will continue to nurture innovation, embrace sustainability, and pave the way for a greener, more resilient world.

Message from the Plant Manager, Babrala

Dear Stakeholders,

At Babrala, sustainability is not a peripheral initiative—it is embedded in the way we operate, produce, and engage. Situated in the heart of a rural farming belt, our site exemplifies how industrial excellence and environmental stewardship can thrive together.

Over the years, we've taken a proactive stance toward environmental sustainability. Through initiatives such as rainwater harvesting, reuse of treated sewage and stormwater in industrial processes, and robust water conservation strategies, we've been able to reduce our groundwater dependency by approximately 17-18%. The development of Miyawaki forests, refurbishment of our green belt, and biodiversity drives are testament to our long-term vision of ecological balance.

Our operational focus remains rooted in energy efficiency, emission control, and waste minimization. From turbine upgrades and LED installations to stringent compliance with Plastic Waste Management Rules and optimized chemical usage, every step we take is designed to reduce our environmental footprint while improving process efficiency.

Beyond our plant gates, we are deeply committed to the communities around us. Our efforts in water conservation, rural healthcare and education, and partnerships with leading institutions for skill development are empowering livelihoods and strengthening local ecosystems. We are proud to support youth employment and long-term capacity building in the region.

Looking ahead, we are excited about several impactful projects—Zero Effluent Discharge systems, advanced turbine and compressor upgrades, and rejuvenation of community ponds, among others. With these, we aim to achieve water neutrality by 2028.

Babrala's sustainability journey is both purposeful and practical. By aligning industrial ambition with environmental care and community empowerment, we continue to pave greener pathways for the future.



Sustainability is embedded in the way we operate, produce, and engage

—
Maya Shanker Prasad
Plant Manager - Yara Babrala

Key Sustainability Highlights



Zero confirmed incidents of corruption in CY24



100% of the operations are assessed for corruption risks



6723 GJ minimized through energy reduction initiatives



Organized over 32,600 agronomy sessions engaging more than 650,000 farmers



Approximately, 7.4 acres have been afforested



BIS 14489:1998 and ISO 14001:2015 certified



12% total female workforce in CY 24



Engaged with 120,000 farmers, 197 FPOs across 12 states including 15 women-led groups in CY 24

Company Overview

About Yara International

Yara's mission is to responsibly feed the world and protect the planet. We pursue a strategy of sustainable value growth through reducing emissions from crop nutrition production and developing low-emission energy solutions. Yara's ambition is focused on growing a nature-positive food future that creates value for our customers, shareholders and society at large and delivers a more sustainable food value chain.

To drive the green shift in fertilizer production, shipping, and other energy intensive industries, Yara will produce ammonia with significantly lower emissions. We provide digital tools for precision farming and work closely with partners at all levels of the food value chain to share knowledge and promote more efficient and sustainable solutions.

Founded in 1905 to solve the emerging famine in Europe, Yara has established a unique position as the industry's only global crop nutrition company. With 17,000 employees and operations in more than 60 countries, sustainability is an integral part of our business model. In 2024, Yara reported revenues of USD 13.9 billion.

About Yara India

Yara Fertilisers India Private Limited (Yara India) stands as the leading fertiliser company in India, wholly owned by Yara International ASA. In just over two decades, Yara India has emerged as a key player in India's agricultural sector, particularly in the premium crop nutrients segment, holding more than 36% market share. This journey reflects a steadfast commitment to excellence and innovation in addressing the needs of Indian farmers.

Yara India's inception dates back to 1993 with the establishment of a registered office, followed by product trials for Fertilizers Control Order (FCO) registration in 1997 and subsequent third-party marketing. In 2011, Yara India strengthened its footprint in Maharashtra with its own operations, including an in-house sales team and distribution network. A significant milestone was reached in January 2018 with the acquisition of Tata Chemicals for USD 421 million, marking India's first and largest stand-alone foreign direct investment in the fertiliser sector.

The state-of-the-art manufacturing facility in Babrala, Uttar Pradesh, exemplifies efficiency and innovation, while the headquarters are located in Gurugram, Haryana.



Our Mission and Vision

Our Mission

Responsibly feed the world and protect the planet.

Our Vision

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

Our Values



Our Product and Services

Yara India's primary aim is to offer Indian farmers world-class products that adhere to global standards of excellence. The company's product portfolio features six distinguished master brands - YaraMila, YaraLiva, YaraTera, YaraRega, YaraVita, and Bharat Urea (previously YaraVera) - comprising a total of 30 product variants. This range of nutritional solutions ensures industry-leading quality and innovation. Yara India offers a diverse selection of primary, secondary, and micro-nutrients, along with crop care solutions, ensuring crops receive essential elements in precisely balanced compositions for optimal nutrition and robust growth. Notably, Neem coated Urea (Nitrogen content - 46%) is produced at Yara's energy-efficient manufacturing plant in Babrala, Uttar Pradesh.

YaraMila



YaraLiva



YaraTera



YaraRega



YaraVita



Agronomy Services

Yara extends its offerings beyond mere product sales, focusing on building lasting relationships with customers and delivering sustained value to them and their communities. Through a suite of services, including agronomy support, digital farming solutions, and the farmer's toolbox, Yara customizes its offerings to address the specific needs and challenges faced by Indian farmers. By providing comprehensive support and innovative solutions, Yara aims to empower farmers and enhance their long-term success and prosperity.

Agronomy Support

Yara India utilizes a variety of methods to share its wealth of knowledge and experience, promoting the adoption of sustainable and modern farming practices. In India, an in-house team of over 40 agronomists, each with an average of 14 years of relevant experience, offers tailored guidance throughout the cultivation process. This support covers everything from pre-cropping to harvesting and addresses concerns such as pest management and crop protection during adverse weather conditions.

Digital Farming Solutions

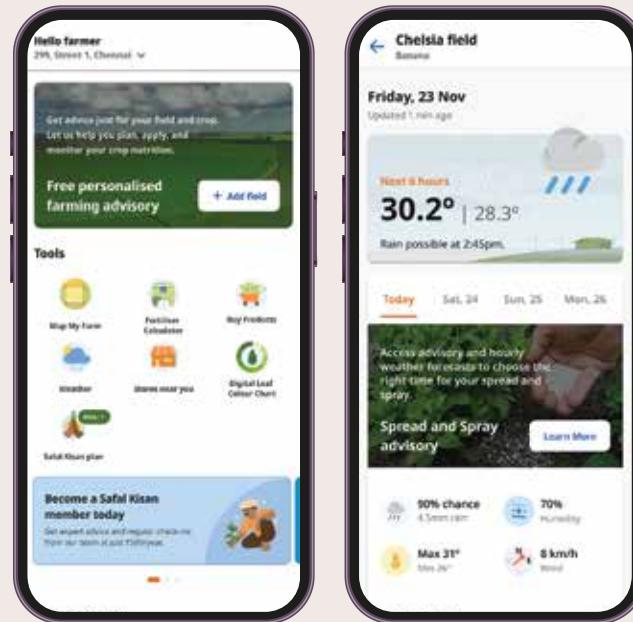
Yara's digital platforms continue to strengthen access to timely insights, enabling farmers to optimize inputs and improve profitability. Yara India currently offers two digital solutions. The FarmCare app, developed for farmers, recorded over 900,000 installs across the country in 2024, taking the total cumulative downloads to 5.5 million. The YaraConnect app, tailored for retailers and dealers, saw 1,660 new installs in 2024, with the number of registered retailers crossing 16,000 by year-end.

16,000

registered retailers in YaraConnect app till 2024.

5.5 million

cumulative downloads of FarmCare app till 2024.



Farmers' Toolbox

Our suite of tools is designed to empower farmers by providing them with the information needed to make informed decisions about nutrient management. These tools assist in selecting the right fertiliser and ensure it is applied in the correct quantity, at the optimal time, and in the precise location. By doing so, farmers can maximize their crop yield and quality while keeping costs in check. Moreover, these tools help prevent over-fertilization, thereby safeguarding the environment.



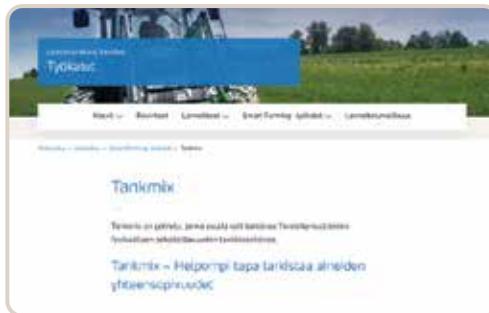
N-Tester - to measure leaf Nitrogen



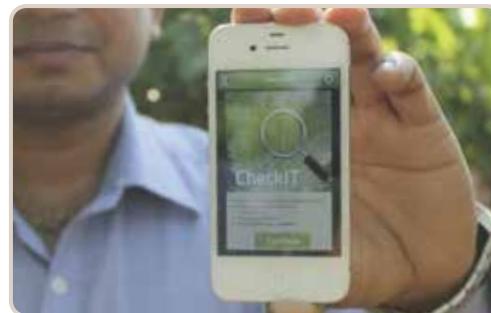
Soil Analysis - to identify limiting factor



Leaf Analysis - to identify nutrient deficiencies



Tankmix IT - to check physical compatibilities



CheckIT - to identify nutrient deficiencies



Weather tool

Sustainability Framework

Greener Pathways: Yara India's 5Cs Framework for a Nature-Positive Food Future in Agriculture

At Yara India, we imagine a world where fields flourish and communities thrive. We are on a journey to make this vision a reality through "Greener Pathways." Our mission is to transform agriculture into a force for good, nurturing the land and uplifting the people who depend on it.

In the heart of India's farming communities, we work closely with farmers, ensuring they have access to the best crop nutrients. By efficiently using resources, we help them achieve higher yields and a more sustainable way of farming. Our commitment goes beyond business; it's about fostering an environment where nature and community well-being are at the forefront.

With a presence that spans the globe, Yara is uniquely positioned to understand the challenges faced by farmers and communities. We listen, learn, and lead by example, creating an ecosystem that supports growth and resilience. This approach not only advances agriculture but also contributes to societal progress, paving the way for a brighter, sustainable future.

Yara India's journey is guided by the 5Cs framework:

Commit

We pledge to build strong governance for sustainable growth.

Connect

We ensure resources are used wisely in production and distribution.

Care

We promote stewardship of the environment and the welfare of our employees.

Concern

We tackle agricultural and societal challenges with empathy and understanding.

Contribute

We aim to create an ecosystem that enriches both agriculture and society.



These guiding principles are the foundation of our efforts to enhance the prosperity of India's agri-food system. Our sustainability report reflects our ongoing commitment to these values and our dedication to leading agriculture towards a nature-positive food future.

Commit

Ethical Leadership for Sustainable Growth



Introduction

At Yara India, we prioritize ethical and lawful business practices which is embraced by Yara's Board of Directors, senior management, and staff. We adhere to the highest governance standards in our operations. Our established structures and processes foster transparency and trust with stakeholders as we strive for sustainable market leadership. Ethical governance is a crucial part of our sustainability and growth framework, serving as a guiding principle in our efforts to commit, channel resources, show care, express concern, and contribute to stakeholders. The company's governance structure is overseen by the Board of Directors, which includes members from diverse professional backgrounds and experience to guide the organization toward its strategic goals.

Yara India has established a three-tier organizational structure to effectively oversee its sustainability initiatives. The Board of Directors, consisting of three members, provides governance and strategic direction. The Management Team, led by Sanjiv Kanwar and including heads from key departments such as Commercial, HR, Public Affairs Communications, Finance, and Business Excellence, is responsible for implementing these directives across the organization. The Operational Team, comprising Workstream Heads and Extended Team Members at the Corporate Office, field, and plant sites, executes day-to-day operations, ensuring integration of sustainability practices throughout Yara India's activities. This structured approach fosters accountability and innovation at every level of the company.

1. Board of Directors



Sanjiv Kanwar
Managing Director



Soon Hee
Director



Ola Helge Gjerde
Director

2. Management Team

3. Operating Team and External Audit

Committees

Yara India implements its governance vision through a network of committees and policies that uphold ethical and lawful business practices. These committees, with specific mandates, align strategic objectives with our values of transparency, trust, and integrity. Clear guidelines ensure consistent decision-making and accountability throughout the organization. This structured approach reinforces our commitment to sustainable market leadership and stakeholder well-being, reflecting our dedication to governance excellence in every action.

Sustainability Committee	<p>The primary function of the Sustainability Committee is to enact our sustainability agenda, ensuring it is relevant to both our business and stakeholders. It enables risk assessment and identify strategic opportunities.</p> <p>The committee liaisons with representatives from various departments, including Health, Environment, Safety and Quality (HESQ), Plant Operations, Human Resources, Governance, Corporate Social Responsibility (CSR), and Finance. This diverse engagement guarantees that all key stakeholders have a voice within the committee.</p> <p>To identify topics important for sustainable business practices and beneficial to our stakeholders, we rely on stakeholder engagement and materiality assessments.</p>
Prevention of Sexual Harassment (POSH) Committee	<p>The primary function of Yara India's specialized POSH (Prevention of Sexual Harassment) committee is to address and resolve issues related to workplace sexual harassment in compliance with POSH guidelines. The committee comprises trained members who are equipped to manage complaints with sensitivity and confidentiality. Additionally, Yara India conducts annual POSH training sessions for all employees to raise awareness about preventing sexual harassment, understand reporting procedures, and underscore the importance of maintaining a respectful and inclusive work environment. These initiatives demonstrate our commitment to fostering a safe workplace for all employees.</p>

100% employees trained on POSH in CY 24

Committee level age & gender distribution

Particulars	January - December 2024				
	<30 years	30-50 years	>50 years	Male	Female
Sustainability Committee	0	1	2	3	0
POSH Committee	0	5	1	1	5

Policies

Code of Conduct

Yara's Code of Conduct underscores its commitment to ethical business practices, including adherence to human rights standards. It applies to all employees, regardless of their employment status, and extends to the Group Executive Board and the Board of Directors. The Code provides the foundation for integrating Yara's core values into daily operations. It is reviewed, updated, and published annually, with accessibility in 17 languages. Consultants and contractors are considered business partners under the Code. They are expected to adhere to similar principles. Business partners must also comply with Yara's Business Partners Code of Conduct.

Remuneration Policy

Yara India enforces a flexible remuneration policy that aligns with global standards to ensure fairness and competitiveness. New employees receive salary packages reflective of current industry standards for their grade. This approach helps to attract and retain top talent. The strategy promotes a culture of equity and fairness. It emphasizes the importance of recognizing and rewarding employees for their skills and contributions.

Whistleblower Policy and Vigil Mechanism

Yara India is committed to cultivating a transparent and secure work environment. Central to this commitment is the implementation of a comprehensive whistleblower protection policy, which guarantees complete confidentiality for individuals who report unethical or illegal activities. This policy is designed to allow employees to voice their concerns without fear of retaliation. Yara prioritizes transparency and anonymity, thereby ensuring a workplace that is both trustworthy and safe for all stakeholders.

Health, Environment, Safety and Quality (HESQ) Policy

Yara India is committed to sustainable practices to protect both people and the planet. As a signatory of the UN Global Compact, we aim for Zero Harm by focusing on areas like health and safety, environmental protection, and quality management. We set goals to reduce risks and support sustainable food production. Our efforts include working towards climate neutrality, promoting climate-smart agriculture, adopting circular economy practices, and protecting air and water quality, ecosystems, and biodiversity. We strive to manage environmental risks responsibly across our operations and products.

Human Resource Policy

This policy emphasizes employee well-being and career advancement by ensuring equal access to job opportunities and implementing fair travel practices that prioritize safety and health. It extends health insurance coverage to employees and their families, including annual health check-ups. Specific support measures for female field staff address safety and hygiene needs. The Family Benefit Policy offers financial assistance in the event of permanent disability or an employee's death, while the Long Service Award Policy acknowledges and rewards long-term dedication.

ABAC Policy

The Anti-Bribery and Anti-Corruption Policy underscores a strict zero-tolerance stance towards corruption, reflecting Yara India's dedication to integrity and ethical behavior across all business activities. This policy enforces rigorous standards that forbid any form of corruption or bribery, whether direct or indirect, in dealings with stakeholders, partners, and employees. Stakeholders actively engage in awareness sessions that cover essential topics, including gifts and hospitality, interactions with public officials, conflicts of interest, fraud, and harassment. These sessions are designed to ensure high ethical standards throughout the organization.

In CY 24, four corruption-related concerns were reported through our Ethics & Compliance channels. All were thoroughly investigated in line with Yara's Internal Investigation Procedure, and none were substantiated. This reflects both the effectiveness of our reporting systems and our strong internal controls, with no confirmed incidents of corruption during the year.

100% of the operations are assessed for corruption risks

The nomination and selection process for the highest governance body at Yara India is aligned with the global framework established by Yara Global. This process flows through the CFO of Yara Asia – Ola Helge Gjerde, ensuring consistency with the organization's strategic and governance objectives. This structured approach ensures governance comprises individuals who uphold Yara's commitment to transparency, accountability, and strategic excellence.

Yara India, as a wholly owned subsidiary of Yara International ASA, maintains independence in its operations, ensuring that conflicts of interest are effectively managed. The ownership structure supports transparency and accountability across all governance levels.



Stakeholder Engagement

Collaborating for a Shared Vision

Yara India's commitment to driving sustainable practices within the agri-food system hinges on effective stakeholder engagement. By fostering open communication and collaboration, we build valuable relationships that support our shared goals. Through active dialogue and feedback, we ensure our initiatives meet business objectives and positively contribute to the communities and ecosystems we serve.

Approach

Engage a Diverse Range of Stakeholders

Ensure the inclusion of a broad spectrum of stakeholders to contribute to the refinement and shaping of business strategies.

Apply Prioritization Criteria

Prioritize stakeholders based on factors such as direct collaboration, impact and influence, mutual interest, and potential for value creation.

Incorporate Vulnerable Groups

Make a concerted effort to include the perspectives of vulnerable or under-represented groups in the engagement process.

Enrich Strategic Decisions

Utilize the insights gained from diverse stakeholder engagement to enhance strategic decision-making.

Address Stakeholder Concerns Effectively

Strengthen the ability to respond to and address the concerns and needs of stakeholders through this inclusive approach.

Categories of Stakeholders

Partners	Value Chain	Other Interest Groups	Internal Stakeholders
Govt. affiliated organizations	Farmers, FPO	Media & General Public	Team Yara India
Regulatory & statutory bodies	Yara distributors, retailers	Civil society organisation	Yara India Board
Research institutions, academia	Yara suppliers		
Local communities			
Industry chambers, think-tanks			

Strategic Partnerships : Advancing Fertiliser and Agriculture Policy in India

Yara India actively engages with the Department for Promotion of Industry and Internal Trade (DPIIT) which is a part of the Ministry of Commerce and Industry, Ministry of Agriculture and Department of Fertilizers, and the Ministry of Environment, Forest and Climate Change, to foster a supportive policy environment for the fertiliser and agriculture sector, and promote innovation and sustainability.

Member of Associations

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

 Confederation of Indian Industry	 Yara India is an active member of both the Confederation of Indian Industry (CII) and the Federation of Indian Chamber of Commerce and Industry (FICCI). Within these organizations, we participate in numerous high-powered councils, committees, and task forces focusing on critical subjects such as crop nutrition and agriculture, sustainability, and farmer welfare.
 Fertiliser Association of India	Yara India is a proud member of Fertiliser Association of India (FAI), collaborating to advance the fertiliser industry's interests and advocate for sustainable agricultural practices in India.
 Public Affairs Forum of India	Through our association with PAFI, Yara India is at the forefront of shaping public policies and corporate affairs strategies, enhancing our societal impact.
Micronutrient advisory core committee	Yara India is the member of the Micronutrient advisory core committee. It plays a significant role in the FAI's Micronutrient Advisory Core Group, focusing on the critical importance of micronutrients in agriculture to improve crop yield and quality.
 Norwegian Business Association India	Yara India's association with NBAI, along with NICCI, the Norwegian Embassy in New Delhi, and Innovation Norway, forms "Team Norway" to strengthen business ties between India and Norway. NBAI leads in promoting professional matters and safeguarding member interests.
 NICCI	Yara India is an active member of NICCI (Norwegian-Indian Chamber of Commerce & Industry), working to strengthen business ties between India and Norway. This association plays a key role in fostering cross-border collaborations, promoting knowledge exchange, and supporting Norwegian Indian trade relations.

Materiality

At Yara, we recognize the vital importance of stakeholder feedback in guiding our strategic business decisions. Our robust materiality assessment process is central to prioritizing stakeholder input, ensuring it effectively drives positive outcomes for both our business and those we serve. This year, Yara India refined its materiality review in accordance with the GRI Universal Standards, aligning our priorities with industry trends and stakeholder expectations.

Materiality Review

Building on last year's materiality exercise, our current review involved comprehensive analysis of industry trends through peer comparisons and ESG sector standards. This was complemented by management discussions and inclusive deliberations that integrated diverse stakeholder perspectives. As a result, we identified 17 key material topics that capture economic, social, environmental, and governance issues of significance to our organization and stakeholders. This strategic focus allows Yara to adapt and lead in addressing the most critical issues, driving sustainable growth and fostering meaningful change.

Environment	Social	Governance
Energy Management	Occupational Health & Safety	Business Ethics & Governance
Water Management	Diversity & Inclusion	Product Stewardship and Innovation
Emission and Climate Change	Human Rights	Sustainable Farm Management
Waste Management	Customer Data Privacy	Economic Performance
	Employee Training	
	Community Engagement	
	Sustainable Supply Chain	
	Crop Nutrition	
	Employment	

Risk Management

In the dynamic landscape of global agriculture, Yara India is acutely aware of the diverse risks that can affect our stakeholders throughout the value chain. Our commitment to maintain operational resilience and deliver sustainable crop nutrition solutions is anchored in our ability to effectively manage these potential risks, minimize disruptions and safeguard our business commitments.

Strategic Risk Management Framework

At the core of our strategic framework lies a robust four-step risk management process, designed to proactively identify, evaluate, and mitigate risks across our entire value chain. This approach ensures that we remain agile and responsive to both internal and external factors, preserving the health of our operations and supporting sustainable growth.

Risk Identification	Risk Assessment	Mitigation Planning	Monitoring & Review
We systematically identify potential risks across the value chain, considering factors such as governmental, environmental, economic, and social influences.	Once identified, risks are assessed to prioritize their potential impact, enabling us to focus resources on the most critical areas.	For prioritized risks, we develop comprehensive mitigation plans that outline strategies to reduce or eliminate their impact.	Our risk management process includes ongoing monitoring and review, ensuring that mitigation plans remain effective and adaptable to changing conditions.

Management Committee Oversight

Yara India's Management Committee, consisting of seven senior members, leads our strategic risk management efforts. They convene monthly to identify and assess potential risks, collaborating with teams across the organization to ensure a holistic understanding of their impact on our business and stakeholders. This collaborative approach allows us to address risks systematically and implement timely and effective solutions.

Through this proactive and structured risk management framework, Yara India is equipped to navigate the complexities of the agricultural sector, ensuring resilience and continuity in our operations. Our strategic focus on risk management not only protects our business interests but also reinforces our commitment to delivering sustainable solutions to our stakeholders.

Risk	Description	Mitigation Plan
Environmental Risks		
Energy Consumption, Greenhouse Gases (GHGs) and other Emissions	<ul style="list-style-type: none"> Government of India is in the process of reducing the Energy Norms under the urea pricing policy. Bureau of Energy Efficiency (BEE), Ministry of Power is in the process of implementing the CCTS (Carbon Credit and Trading Scheme) BEE, Ministry of Power, is in the process of implementing the Renewable Consumption Obligation (RCO) 	Develop a comprehensive decarbonization strategy to systematically reduce energy consumption and emissions, and adhere to their implementation plan.
Stricter Waste Management Rules	The industry is experiencing heightened compliance demands, particularly concerning Extended Producer Responsibility (EPR). This requires manufacturers to manage the lifecycle impacts of their products, including post-consumer waste management.	Formulate and execute a detailed EPR strategy, focusing on sustainable waste management practices and collaboration with stakeholders to ensure compliance and minimize ecological footprints.
Transition to Low-Emission Ammonia	As the global emphasis on reducing GHG emissions intensifies, the industry faces potential regulatory challenges. Transitioning to low-emission ammonia becomes crucial for sustainability, demanding a shift toward renewable energy sources.	Create a thorough transition plan that includes identifying suitable technologies, forging partnerships with renewable energy and low-emission hydrogen suppliers, and analyzing investment and return on investment to facilitate a seamless shift to greener production methods.
Economic/Market/Regulatory Risks		
Shift to Biological Fertilisers	The demand for organic fertilisers is on the rise due to consumers' favorable perception, benefits to soil health, and cost-effectiveness. This shift poses challenges for traditional mineral-based fertiliser manufacturers.	Raise awareness about Yara's mineral-based crop nutrition products that enhance soil health. Introduce a range of biological fertilisers, leveraging Yara's research expertise and forming alliances with local quality-driven peers to cater to evolving market preferences.

Risk Low offtake of our Digital Farming Solutions	The increasing presence of third-party agri-tech developers introduces competition, potentially challenging Yara's position due to limited digital expertise.	Expand digital offerings with hyper-local solutions tailored for farmers. Establish partnerships with technology firms to enhance digital capabilities, ensuring Yara remains at the forefront of digital farming innovation.
Economically Unviable Price of Fertilisers	The government's regulation of fertiliser retail prices can impact profitability, necessitating strategies to adapt to potential pricing constraints.	Advocate for cost-indexed pricing through government sensitization and collaboration with industry associations, seeking a balanced approach that supports both farmer needs and business viability.
Over-Supply of Crop(s)	An oversupply of certain crops can lead to depressed market prices, adversely affecting farmers' incomes and fertiliser demand.	Utilize timely market intelligence from sales and agronomy teams to anticipate market changes and respond proactively to mitigate impacts on supply chain and demand.
Financial Risks		
Downturn in Farm Economy	The farm economy faces threats from harsh climatic events, international trade issues, and other factors, impacting farmers' purchasing power and business sustainability.	Ensure Yara India's financial resilience through diversified revenue streams and maintain strong relationships with distributors and retailers to support business continuity during downturns.
Currency Appreciation	Rising import costs due to currency appreciation may increase the prices of imported premium products, potentially reducing demand and affecting market competitiveness.	Implement currency hedging strategies to mitigate the impacts of currency fluctuations and optimize cost management.

Operational Risks		
Hazardous Leakage	Negligence at manufacturing facilities may lead to leaks of hazardous substances, posing significant environmental and safety hazards.	Conduct regular safety checks, prepare emergency response plans, and conduct mock drills to ensure readiness and minimize risks.
Health and Safety at the Workplace of Business Partners	Poor conditions at partners' workplaces can harm Yara's reputation, necessitating proactive measures to uphold safety standards.	Conduct due diligence, establish reporting mechanisms for health and safety issues, and implement corrective measures to safeguard reputation and ensure compliance.
Safety at the Workplace	Accidents stemming from inadequate shop floor safety measures can disrupt operations and impact employee welfare.	Communicate detailed standard operating procedures and provide regular health and safety training to promote a secure working environment.
Disruption in Supply Chain	Unforeseen events such as pandemics or geopolitical conflicts can affect raw material availability, challenging supply chain stability.	Foster strong vendor relationships and adopt multi-vendor strategies where possible to enhance resilience and adaptability in supply chain management.
Human Resource Risks		
Worker Relationship	Poor worker-management relations can lead to operational disruptions, impacting productivity and workplace harmony.	Ensure regular interactions Engage with workers and representatives regularly to address concerns proactively and foster a collaborative and positive work environment.
Loss of Intellectual Capital	The agri-related industry struggles to attract talent due to perceived lack of appeal, leading to a potential brain drain and loss of critical skills and expertise.	Pitch Yara India as a purpose-driven employer, promote employee-centric policies, and recruit young talent through campus initiatives to build a robust intellectual capital base.
Inappropriately Skilled Personnel	Technological transitions require new skill sets among personnel, necessitating ongoing skill development and capacity building.	Identify skill gaps and implement training programs to enhance capacity and ensure personnel are equipped to handle technological advancements.

Lack of Diversity in Workforce	Lack of diversity limits innovation and market perception.	Hire diverse talents, offer training for female employees to advance, and monitor diversity targets.
Adverse Impact on Local Community	Yara India's operations may be perceived as detrimental to local communities.	Assess community impact and engage with stakeholders to address issues collaboratively.

Geopolitical Risk

Geopolitical Sanctions

International sanctions and geopolitical tensions can impact business operations and profitability.

Develop contingency plans to mitigate the effects of geopolitical risks, including diversifying markets and seeking strategic partnerships to ensure business continuity.



Economic Performance

In 2024, Yara India's economic performance highlighted the essential role of a robust financial base in driving sustainable value creation and innovation. Anchored in our 5C framework—Commit, Connect, Care, Concern, and Contribute—we effectively leveraged our stable foundation to implement strategic initiatives in alignment with our "Greener Pathways" vision. This growth phase was characterized by a concerted effort to expand our portfolio with biological solutions, underscoring our commitment to sustainable agriculture.

The 5C framework serves as our strategic compass, guiding us in creating value that balances both financial and non-financial aspects of growth. Through **Commit**, we uphold a resilient governance structure, ensuring robust financial oversight and ethical business practices. **Connect** focuses on directing resources efficiently to maximize returns, while **Care** emphasizes nurturing our environmental and social ecosystems, enhancing long-term sustainability.

Through **Concern**, we address broader societal and agricultural challenges, fostering innovation that drives both economic and community benefits. **Contribute** encapsulates our dedication to enriching agriculture and society, integrating sustainable practices that yield enduring value.

By embracing this holistic approach, Yara India not only achieved financial prosperity but also advanced its mission to create a nature-positive food future. Our efforts to balance financial metrics with sustainability objectives reflect our understanding that true success lies in harmonizing economic performance with meaningful environmental and social impacts. Through collaborative teamwork and strategic foresight, we are well-positioned to continue our journey of sustainable growth, ensuring resilience and prosperity for generations to come.

Direct Economic Value Generated	Amount in INR Millions
Revenues	53,913
Economic Value Distributed	Amount in INR Millions
Employee Wages and Benefits	1415
Payments to Government (Taxes)	1563
Community Investments	<ul style="list-style-type: none">CSR: 24.8Impact: 36.2 Total Community Investment: 61
Operating Costs	<ul style="list-style-type: none">Raw Material: 44,946Facilities & Services: 250.7External Labour: 321.9 Total Operating Costs – 45,518
Total Economic Value Distributed	48,557



Care

Greener Pathways: Commitment to Caring for the Planet and People



Energy Management

At Yara India, energy management is a cornerstone of our commitment to sustainability. By leveraging renewable energy sources and enhancing energy efficiency, we are dedicated to reducing our carbon footprint and fostering a cleaner, more sustainable future. Our approach not only aims to minimize environmental impact but also sets a benchmark for innovation and responsible resource use.

Looking forward, we are steadfast in our goal to decrease reliance on non-renewable energy sources and further improve energy efficiency. Through targeted initiatives and rigorous energy management practices, we aim to achieve an ambitious energy intensity reduction target of 4.85 Gcal/MT of urea by 2029, with a baseline of year 2018. We have achieved a considerable reduction of approximately 4% till 2024. The replacement of urea cooling tower pumps stands out as a key energy-saving initiative during the reporting year.

Our main energy consumption occurs in the fertilizer manufacturing process, where natural gas serves as both a raw material and a fuel source at our Babrala plant in Uttar Pradesh. We have also upgraded our ammonia cooling water pumps to high-efficiency models, resulting in energy savings.

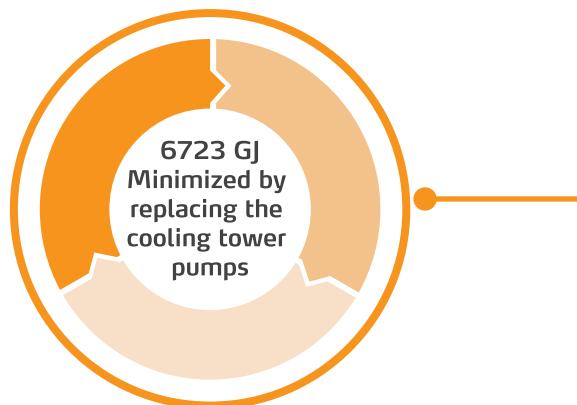
These initiatives are aligned with our commitment to optimizing operations and reducing our environmental impact, contributing to both Yara International and Yara India's sustainability targets.

Yara International Target

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

Target set for Yara India

Transition significantly to renewables by 2030



Energy Reduction Through Key Initiatives

Energy Consumed in CY 24

Non-renewable sources of Energy (Giga Joules)		
Fuels Consumed	Natural Gas	28,491,046
	LPG	476.26
	HSD	729.88
Electricity Consumed	From Grid	270.2556
Total		28,492,522
Renewable sources of Energy		
Fuels Consumed	Solar Power	995.436
Total		995.436

Energy Produced in CY 24

Renewable sources of Energy (Giga Joules)		
Fuels Produced	Solar Power	995.436
Non-renewable sources of Energy (Giga Joules)		
Electricity Produced	Natural Gas	649,818
Total		650,813

Energy Intensity in CY 24 –

44.32 GJ/MT of Nitrogen produced within fence at Babrala plant.



Emission and Climate Change

At Yara India, addressing climate change is a critical priority, especially within the agriculture and crop nutrition sectors where the impacts are profound. Climate change poses significant threats to global food security, agricultural productivity, and environmental sustainability. As a key player in the agricultural value chain, we are committed to reducing our carbon footprint and actively mitigating the impacts of climate change.

Reducing greenhouse gas emissions is essential for ensuring the long-term sustainability of food production systems. Our strategy focuses on optimizing energy efficiency, transitioning to renewable energy sources, and implementing sustainable agricultural practices. These efforts not only help in mitigating climate change but also enhance the resilience of agricultural systems, ensuring they can withstand and adapt to changing environmental conditions.

During the reporting period, Yara India has strengthened its commitment to reducing emissions by implementing additional measures aimed at curbing Scope 1 greenhouse gas emissions. These initiatives are part of our broader target to cut GHG emissions by 70,000 tCO₂e by 2029. Building on our existing energy-saving programs, we are engaging in innovative projects and adopting cutting-edge technologies to achieve these ambitious targets.

Our comprehensive approach involves optimizing processes, investing in energy-efficient technologies, and fostering collaborations that drive sustainable practices across the industry. By taking these proactive steps, Yara India aims to lead the agricultural sector towards a more sustainable and climate-resilient future, contributing significantly to both national and global climate goals.

Yara International Target

- Aim to achieve 2.7 tCO₂ e/t N GHG emissions intensity by 2025, which is 10% reduction from 2018.
- By 2030, reduce our absolute Scope 1 and 2 emissions by 30% or more from a 2019 baseline.
- Aim to be climate neutral by 2050.

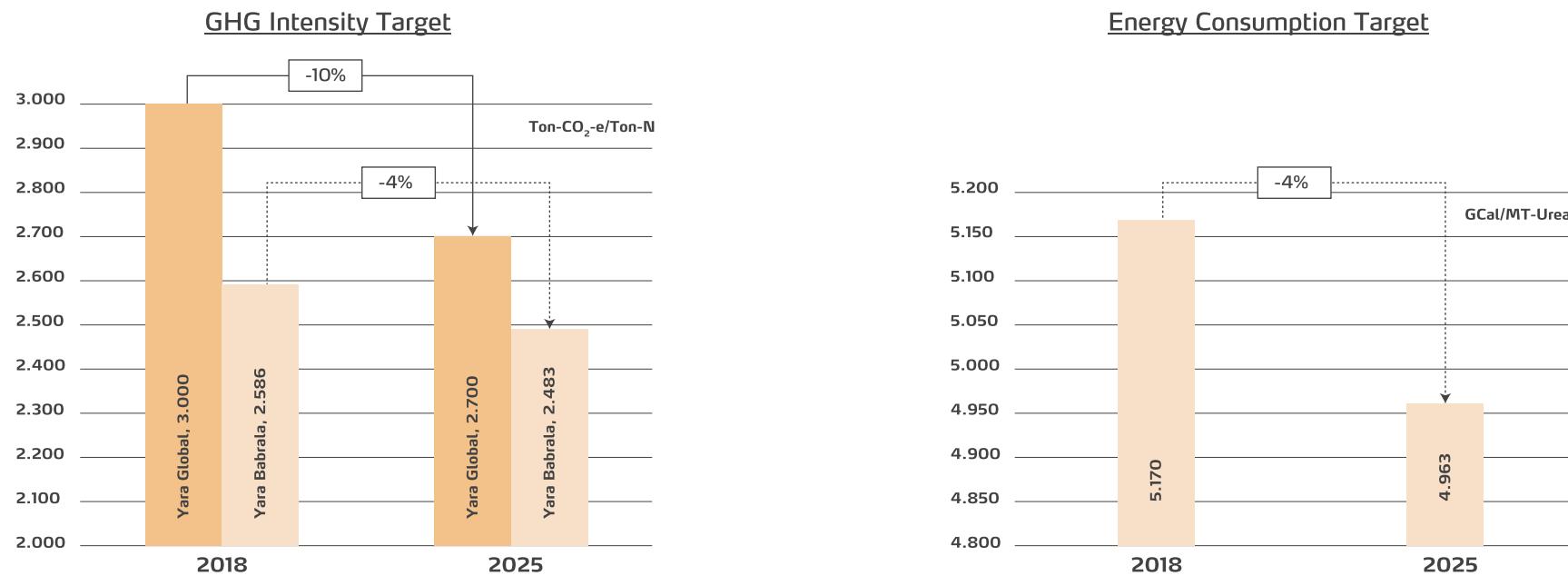
Target set for Yara India

- Reduce GHG emissions amounting to 70,000 tCO₂e by the year 2029.
- Achieve Babrala Plant Energy consumption of 4.85 GCal/MT by the year 2029.

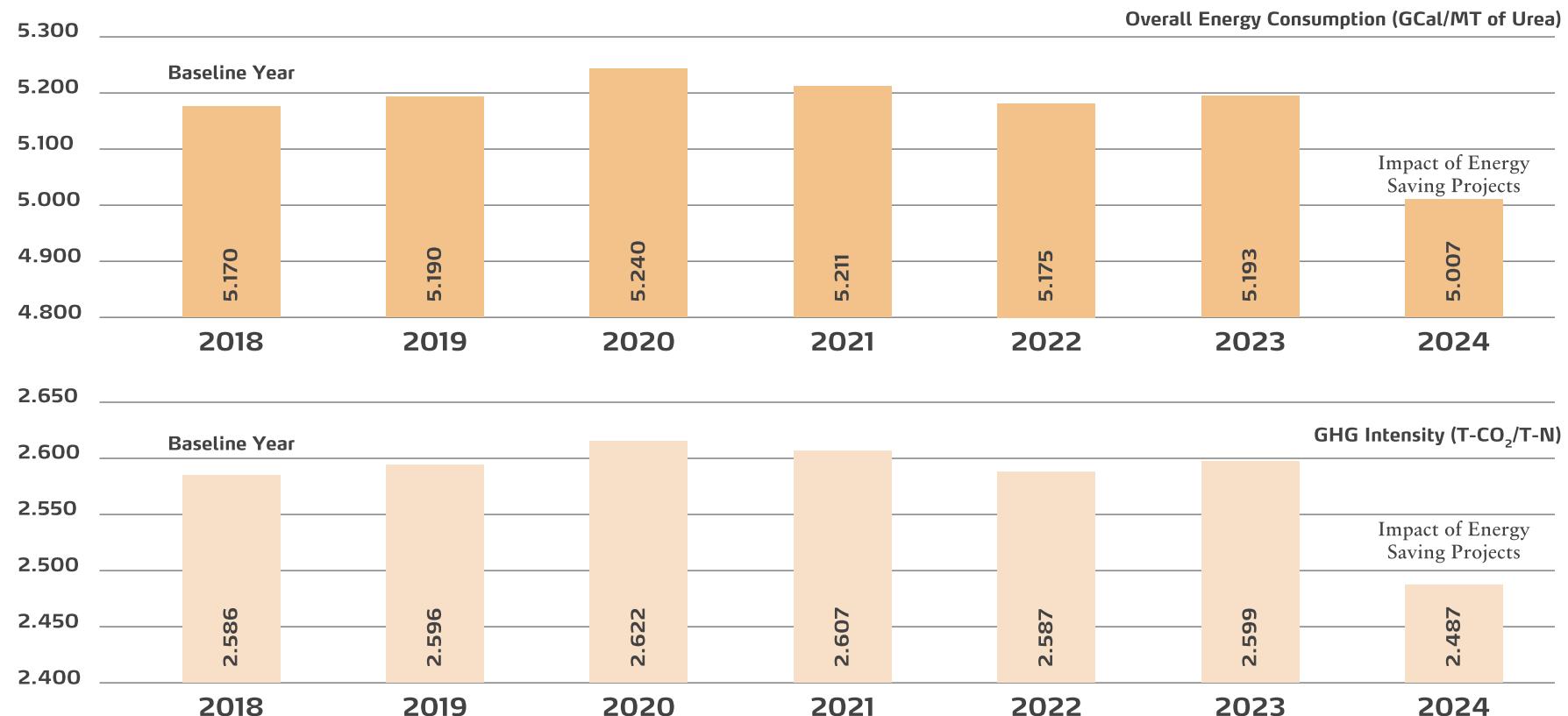


Total tonnes of fertilizer produced	1,337,283	Tonnes
Scope 1	1,598,877	tCO ₂ e
Scope 2	55	tCO ₂ e
Scope 3	4,134,695	tCO ₂ e
Total emission	5,733,627	tCO₂e
Emissions intensity (scope 1,2 and 3)	4.28	tCO₂e emissions per tonne of fertilizer produced
Scope 1 +2	1,598,931.122	tCO ₂ e
Scope 1 and 2 intensity	1.19	tCO ₂ e emissions per tonne of fertilizer produced

Yara Babrala - GHG Intensity & Energy Consumption Targets - 2025



Yara Babrala - GHG Intensity & Energy Consumption Targets - 2025



Navigating Climate Change: Risks, Opportunities, and Financial Implications for Yara India

Yara India recognizes the growing impact of climate change on agriculture and its associated financial implications. While direct actions specific to climate change mitigation are currently limited, Yara India is aware of the potential risks and opportunities that climate change presents to its operations and market environment.

Risks

In the Sambhal region, home to Yara India's Babrala site, growing water scarcity threatens production capacity. A government-mandated 20% cut in industrial water use over three years requires major investment in advanced water management to ensure compliance and efficiency. At the same time, India's tightening climate commitments may lead to stricter regulations and higher compliance costs for fertiliser production, requiring close monitoring and financial planning. Additionally, flooding risks—intensified by upstream rainfall from Uttarakhand—pose a threat to operations. Though past floods (e.g., 2010) didn't disrupt production, continued investment in safety infrastructure and protocols remains critical.

Opportunities

Despite challenges, climate change offers Yara India opportunities for innovation and leadership. Developing sustainable crop nutrition solutions, including biologicals, meets growing demand for eco-friendly products and helps farmers adapt to shifting environmental conditions. Investments in water management—like financing laser levelling and deep ploughing—improve efficiency, build farmer resilience, and strengthen community ties in water-stressed areas like Sambhal. As sustainability becomes central to market dynamics, Yara India can leverage its global expertise to lead in climate-smart agriculture, expanding its presence and aligning with environmental goals.

Air Emissions

NOX	712.5 tonnes
SOX	NIL
Particulate Matter	NIL

During the reporting period, our operations emitted 712.5 tons of nitrogen oxides, mainly from the fire heater, primary reformer, heat recovery unit, and service boiler. Emissions of sulfur oxides, persistent organic pollutants, and volatile organic compounds were negligible due to our use of natural gas. Our nitrogen oxide levels remain within regulatory limits set by the Government of India. We uphold this through regular preventive maintenance, equipment inspections, and continuous exploration of efficiency-enhancing technologies.

Additionally, we are transitioning to R-134 refrigeration systems to significantly reduce ozone-depleting emissions—underscoring our commitment to sustainability and environmental stewardship.

Integrating Solar Energy at YKGC Agra for Enhanced Sustainability

In alignment with Yara India's dedication to sustainable operations and reducing carbon emissions, a 15kW solar power system was implemented at the YKGC Agra facility. This initiative aims to optimize energy consumption and decrease dependency on conventional energy sources, reflecting Yara India's commitment to environmental responsibility.

Technical Specifications and Impact

System Capacity	The facility utilizes a 15kW grid-connected solar photovoltaic (PV) system.
Operational Load Support	The solar system powers 6 air conditioners, 1 refrigerator, a 5kW water pump, and 15 fans and lights, effectively meeting the facility's energy needs.

Energy Cost Optimization	The integration of solar energy is projected to save between ₹15,000 and ₹20,000 per month in energy costs.
Sustainability Contribution	The solar installation significantly reduces reliance on the grid and lowers CO ₂ emissions, contributing to Yara India's sustainability goals.

Water Management

At Yara India, water management is a cornerstone of our commitment to environmental stewardship and sustainability. Recognizing water as a fundamental and finite resource, we prioritize its conservation across our operations, aiming to balance operational needs with environmental responsibilities.

Amount of Water Withdrawn by Source		Consolidated Operations
Parameter	Unit (mega litres)	Jan - Dec 24
Ground water	Mega litres	5322.624
Rainwater collected directly and stored by the organization	Mega litres	101.485
Total		5424.109

Total Water Discharge by Source		
Parameter	Unit (mega litres)	Jan - Dec 24
Total water discharge by following types of destination		Consolidated operation
Effluent used in greenbelt development*	Mega litres	967.576
Total		967.576

*An Online Continuous Effluent Quality Monitoring System (OCEQMS) installed as per CPCB guidelines and has been attached to the CPCB server. Yara India uses the treated effluent for greenbelt requirements.

Effluent Management and Discharge

The major effluents generated from our operations include wastewater from ammonia and urea process plants, demineralization (DM) plant regeneration, cooling tower blowdown, and boiler blowdown. These effluents are collected in Guard Pond 1 after undergoing necessary treatment. Once treated, the effluents are used for maintaining the greenbelt within our premises, demonstrating our commitment to recycling and reducing waste.

Water-Related Impacts

Our operations have some impact on the groundwater table, but this is considered non-significant compared to the water usage in agriculture and social activities in nearby areas. Nonetheless, we are committed to minimizing any adverse effects through proactive management and conservation strategies.

Water Sustainability Measures

Yara India has undertaken several measures to promote water sustainability at the plant and in the surrounding areas:

Infrastructure Upgrades

We are enhancing our facilities to capture and utilize rainwater and have installed a 600 KLD MBR-based STP plant to recycle treated water for cooling tower makeup. These upgrades are part of our roadmap to reduce groundwater consumption by 20% over the next three years.

Community Engagement

We actively collaborate with local communities and government authorities to address water-related challenges. Initiatives include conducting community meetings to raise awareness about efficient water usage and promoting sustainable farming practices, such as laser leveling and deep ploughing, which significantly reduce agricultural water consumption.

Compliance and Recharging Efforts

We are committed to complying with government regulations, which include reducing groundwater abstraction by 20% and achieving 100% recharge of groundwater withdrawal. Our efforts to rejuvenate ponds and implement stormwater harvesting further support groundwater recharge and conservation.

Water Risk Assessment: Mitigating Water-Related Impacts

Recognizing the critical importance of water to both our facility and the surrounding community, we are committed to addressing the risks associated with groundwater depletion to ensure long-term environmental stewardship and operational sustainability.

Strategic Approach to Water Management

Our approach is grounded in the 7R principles of water sustainability: Reduce, Reuse, Recycle, Recharge, Revitalize, Restore, and Respect. These principles guide our comprehensive water management strategy, ensuring that we efficiently use and conserve this vital resource.

Reduction and Efficiency

We have set an ambitious target to reduce our groundwater consumption by 20% over the next three years. This goal is supported by strategic initiatives aimed at optimizing water use across our operations.

Recycling and Reuse

We focus on maximizing the recycling and reuse of water within our processes. This includes utilizing treated wastewater for non-potable applications, such as irrigation in our green belt areas, thereby minimizing our reliance on fresh groundwater.

Assessment and Monitoring

Regular water risk assessments are integral to our strategy. These assessments incorporate groundwater modeling and water balance reviews to identify potential risks and improvement opportunities. By continuously monitoring our water usage and its impacts, we ensure that our practices remain sustainable and responsive to changing conditions.

Collaboration and Community Engagement

Collaboration is key to our water management efforts. We actively engage with government authorities and local communities to align our conservation goals with regional water management priorities. This engagement ensures that we meet our 100% recharge obligations and address shared water-related challenges.

Through these connected and proactive measures, Yara India is dedicated to sustainable water management that benefits both our operations and the broader community. Our commitment not only supports our business objectives but also contributes positively to local ecosystems and the well-being of the communities we serve.

Addressing Water-Related Impacts at Yara India

Yara India has developed a strategic approach to water management, recognizing the significant impact it has on both our operations and surrounding communities. Our efforts are aimed at reducing water consumption, optimizing resource use, and engaging stakeholders in shared water management initiatives.

Initiatives Within the Premises

Rainwater Collection and Use

Infrastructure has been developed to collect and utilize up to 1250 KLD of rainwater, reducing reliance on groundwater.

- **Stormwater Harvesting:** Developed infrastructure with potential capacity of 1200 KLD to collect rainwater from the plant catchment area for use in cooling towers after due treatment.
- **Rooftop Rainwater Harvesting:** Developed infrastructure with potential capacity of 50KLD to collect rainwater from various site buildings for use in cooling towers after due treatment

Effluent Reuse through Advanced Treatment	We have secured CAPEX approval for installing a combination of Reverse Osmosis (RO) and Mechanical Vapor Re-compression Evaporator (MVR) plant having capacity of 2,500 KL/day to treat the Cooling Tower blowdown for high-end applications.
Water-Efficient Fixtures	Upgraded faucets and WCs have the potential to save 100 KLD, promoting efficient water use within our facilities.
Reduction in Liquid Effluent	Replacement of three borewells has resulted in decreased liquid effluent generation.



Rainwater Harvesting Ponds Treatment Plant



Rooftop Rainwater Treatment Plant

Community Engagement Beyond the Fence

Agriculture Water Conservation	Implemented laser leveling and deep ploughing across 500 acres of agricultural land, achieving 25% to 35% water savings per crop compared to conventional practices.
---------------------------------------	--

Engagement with Suppliers and Customers

Yara India collaborates with suppliers and customers to manage water as a shared resource. This involves sharing the best practices and technologies for efficient water use and promoting sustainable agricultural techniques that reduce water-related impacts.

Water-Related Goals: Aligning with Local Needs

Yara India is committed to sustainable water management and actively collaborates with local communities, government authorities, and employees to address water-related challenges, particularly in the context of water stress in our operating areas. Our initiatives are designed to align with public policy and local needs, ensuring that we contribute positively to regional water sustainability.

Regulatory Compliance and Targets

Yara India adheres to strict regulatory requirements and has adopted specific water-related goals to enhance our sustainability efforts:

Groundwater Abstraction Reduction

In accordance with the No Objection Certificate (NOC) conditions, we aim to reduce groundwater abstraction by 20% over a three-year period starting from 2022.

Groundwater Recharge

We are committed to recharging 100% of our groundwater withdrawal, supporting both regulatory compliance and local water table stability.

To track and demonstrate our progress, we regularly submit compliance reports to government authorities, detailing water withdrawal volumes, reduction initiatives, and status updates.

Local Engagement and Education

Our engagement with local communities is a cornerstone of our water management strategy. Key initiatives include:

Community Meeting	The Yara team holds periodic meetings with local villagers to raise awareness about efficient water usage and sustainable agricultural practices. These interactions aim to foster a culture of water conservation within the community.
Sustainable Farming Practices	In 2024, over 500 acres of land in nearby communities underwent laser leveling and deep plowing, achieving a 25-30% reduction in agricultural water consumption. Over the past three years, more than 1,000 acres have benefited from these practices, with a third-party validation study confirming water savings.
Educational Outreach	We conduct ongoing awareness programs on water conservation for school children, township residents, and the broader community. These efforts are designed to instill a sense of responsibility and active participation in water conservation.
Rainwater Harvesting and Groundwater Recharging	In 2022, four ponds were rejuvenated under the Amrit Sarovar Campaign, covering an area of 14,430 m ² to collect rainwater and recharge groundwater.

At Yara Babrala, we ensure all treated industrial and domestic effluents are efficiently reused within the premises, effectively eliminating any discharge into external water bodies.

Case Studies

Advanced In-Process Effluent Treatment and Recycling at Yara India

Yara India's Babrala facility has successfully implemented advanced in-process effluent treatment technologies within its urea and ammonia plants. This initiative focuses on controlling pollutants at the source, thereby reducing the environmental impact and promoting sustainable water management.

Key Technologies and Processes

Hydrolyzers and Distillation Towers

In the urea plant, hydrolyzers and distillation towers are employed to effectively manage and treat effluents. These units help remove pollutants from process condensates, which are then recycled back into the production process.

Ammonia Strippers

The ammonia plant utilizes ammonia strippers to treat condensates, ensuring that pollutants are controlled at the source. The treated condensates are subsequently recycled, contributing to an impressive 79% recycling rate of effluents generated.

Impact and Benefits

Enhanced Recycling

By treating effluents within the process, Yara India minimizes the need for additional treatment at the effluent treatment plant, optimizing resource use and enhancing sustainability.

Reduction in Freshwater Demand

The recycling of treated condensates significantly reduces the facility's reliance on fresh groundwater, aligning with Yara India's sustainability goals.



Implementation of MBR-Based STP for Sustainable Water Use

In a bid to reduce fresh groundwater abstraction, Yara India has installed a 600 KLD Membrane Bioreactor (MBR)-based Sewage Treatment Plant (STP) at its Babrala facility. This system treats sewage water for reuse as cooling tower makeup, exemplifying innovative water recycling practices.

Key Technologies and Processes	
Membrane Bioreactor Technology	MBR-based STP employs advanced filtration and biological treatment processes to purify sewage water, ensuring high-quality water treated suitable for industrial reuse.
Reuse in Cooling Towers	The water treated from the STP is used as makeup water in the cooling towers, significantly reducing the facility's dependency on fresh groundwater sources.
Impact and Benefits	
Sustainable Water Management	This initiative highlights Yara India's commitment to sustainable water use by cutting down on groundwater abstraction and promoting the reuse of treated sewage water.
Environmental Protection	By reducing the need for fresh water, the facility contributes to groundwater conservation, supporting broader environmental sustainability efforts.

Waste Management

At Yara India, we are deeply committed to responsible waste management, focusing on minimizing environmental impact while adhering to regulatory standards. Our dedication to waste reduction and environmental stewardship underscores our commitment to sustainable operations. As a registered entity with the Central Pollution Control Board (CPCB) under the Brand Owner and Importer category, we ensure that our waste management practices align with national compliance requirements.

Type of Waste – Non-hazardous Waste (Metric Tonnes)		Disposal Method	Type of Waste – Hazardous Waste (Metric Tonnes)		Disposal Method
Metallic waste	260.75362	Recycled	Used oil	8.03	Recycled
Plastic waste	71.95621	Recycled	Used cotton oil soaked	4.51	Incinerated
Rubber	9.98999	Recycled	Used containers of chemicals	9.17	Recycled
E Waste / Electrical	4.18385	Recycled	Spend Resin	35.68	Land fill
Wood waste	5318.85215	Incinerated offsite	Spent carbon	8.89	Incinerated
Alumina balls	2.2275	Landfill offsite	Asbestos waste	133.73	Land fill
Total	5667.96		Chemical sludge	1.82	Incinerated
			Bio Medical waste	0.089	Incinerated
			Total	201.9	

Comprehensive Waste Management Strategy

Yara India has implemented the Waste Management Process (YPR-IN-BAB-EHSP-GNF-04) to promote responsible waste handling across our operations. For 2024, we have set ambitious targets to bolster waste reduction and elimination initiatives:

Hazardous Waste Disposal	We prioritize the timely disposal of hazardous waste through certified recyclers, ensuring adherence to environmental regulations and implementing administrative controls.
Specialized Waste Handling	E-waste, biomedical waste, and plastic waste are disposed of in compliance with relevant norms, minimizing environmental footprint through administrative controls.
Asbestos Waste Elimination	We are committed to safely removing approximately 125 MT of asbestos waste from the compressor house, emphasizing safety and environmental responsibility through elimination controls.

All waste data is systematically recorded and managed through an SAP-enabled system, ensuring accuracy and transparency. This data, based on actual weight measurements at the site level, provides reliable insights into continuous improvement in waste management practices. Our site remains focused on maintaining regulatory compliance, fostering sustainability, and enhancing waste management processes to mitigate environmental risks and ensure workplace safety.

Third-Party Waste Management Assurance

Yara India ensures that all waste is managed responsibly in line with regulatory requirements. Hazardous waste is collected at the generation point, stored temporarily, and then transferred to a centralized facility for disposal through an approved Treatment, Storage, and Disposal Facility (TSDF).

Non-Hazardous Waste	Collected and stored at designated locations, then sold to authorized vendors.
E-Waste	Managed through approved recyclers for environmentally responsible disposal.
Bio-Medical Waste	Handled in accordance with guidelines via the Common Bio-Medical Waste Treatment Facility.
Plastic Waste	Addressed through Extended Producer Responsibility (EPR) under the Plastic Waste Rules by authorized Waste Management Agencies (WMA).

Our commitment to sustainable waste management practices ensures adherence to regulations and minimizes environmental impact.

Yara India has achieved significant milestones in waste management, setting industry benchmarks

Plastic Waste Management

We are the first among industries to clear backlog plastic waste since the rule's inception in 2016, successfully disposing of about 27,000 MT of plastic waste by 2024.

Asbestos - Free Initiative

In pursuit of an asbestos-free plant, approximately 15,000 sq.m. of asbestos sheets were replaced with metallic alternatives, showcasing our dedication to safety and sustainability.



Biodiversity

At Yara India, we recognize the critical importance of preserving and enhancing biodiversity within our operations. Our manufacturing facility and township in Babrala, located in the Sambhal district of Uttar Pradesh, spans 1,519 acres, with 30% dedicated to a green belt teeming with diverse wildlife. This area supports 46 bird species, 52 tree varieties, 15 shrub species, 48 herbs, and 15 grass varieties. We are committed to coexisting harmoniously with our natural environment, actively promoting biodiversity and taking proactive measures to mitigate any potential impacts.

Plant Site and Green Belt Development

The Babrala site is strategically positioned in the flat terrain of the Indo-Gangetic plain, facilitating easy access for the agricultural market. Located at 28° 18' N latitude and 78° 25' E longitude, at an elevation of 180 meters above sea level, the site is 160 km southeast of Delhi and 50 km from the Sambhal district headquarters. The allocated land from UPSID includes 1,284 acres for plant and township use, with 235 acres dedicated to community development and demo farm activities.

Our green belt extends approximately 100 meters wide around the complex's periphery, accounting for around 37.5% of the land used for the plant and integrated township. This green cover includes over 450,000 large and medium-sized trees and more than 200,000 shrubs, along with 34,000 square meters of hedges and 610,000 square meters of lawns. These efforts not only promote biodiversity but also support the ecosystem.

Habitat Restoration and Conservation Programs

Yara India is committed to habitat restoration through the reinstatement of native species and the utilization of the Miyawaki plantation method. This innovative approach involves planting local species of trees, shrubs, creepers, and herbs, enhancing soil quality and promoting biodiversity. Approximately 7.4 acres have been afforested using this method, with about 45,500 plants contributing to ecosystem rehabilitation.

Our conservation programs extend beyond afforestation:



Rainwater Harvesting	We implement rainwater harvesting techniques to support water conservation and ecosystem sustainability.
GHG Emissions Reduction	Efforts to reduce greenhouse gas emissions are in place to minimize environmental impact.
Solar Energy Use	We harness solar energy to reduce reliance on non-renewable sources, contributing to cleaner energy practices.

Our manufacturing and township facilities have had no significant direct or indirect impact on biodiversity within the protected area and buffer zones.

Human Rights

Upholding Dignity and Fairness

At Yara India, we are steadfast in our commitment to upholding internationally recognized human rights standards throughout our operations and partnerships. We enforce a zero-tolerance policy against any form of human rights violations, including child labor and forced labor. Our strict adherence to these principles ensures that no one under the age of 18 is employed within our workforce, and we categorically reject any practice involving forced labor. We also require our business partners to adhere to the same rigorous human rights standards in all aspects of their operations. By championing these values, we aim to cultivate a culture of respect, dignity, and fairness for everyone within our sphere of influence.

As part of this commitment, we focus not only on preventing human rights violations but also on proactively enhancing the living and working conditions of our contract workers and employees. By addressing their needs and improving their quality of life, we demonstrate our dedication to fostering a culture of respect and support for all members of our workforce.

Enhancing Worker Wellbeing

To ensure the wellbeing of our contract workers, Yara India has implemented several initiatives focused on improving living and working conditions:

Work Hours and Rest	In adherence to applicable regulations, we have developed a policy on working hours and overtime, limiting work to 48 hours per week with provisions for overtime monitoring. We have formalized rest periods within shifts, allowing breaks for safety talks and refreshments to support worker health and productivity.
Living Conditions	We have enhanced contractor housing with room coolers, exhaust fans, and improved hygiene facilities, including additional portable urinals. In response to feedback, we have adjusted living arrangements for female workers, providing options for independent or shared quarters to ensure privacy and comfort. Common areas have been furnished with new sofas, and maintenance schedules are regularly reviewed to ensure cleanliness.
Worker Representation and Feedback	Contract Worker Welfare Committee has been established, with monthly meetings to address grievances. This committee collaborates with management to review and improve working and living conditions semi-annually. Feedback from workers is actively sought to inform policy adjustments, such as the housing strategy to ensure privacy and comfort.
Heat Stress Management	To mitigate heat stress, we have implemented scheduled breaks with refreshments and provide glucose powder during shifts. Training sessions on heat stress management are conducted to ensure worker safety.

Community and Recreational Facilities

Yara India is also committed to enhancing the township environment for our workers:

Recreational and Cultural Initiatives	We have converted a large room into a recreation hall and formed various committees, including a Workers' Sports Committee and a Cultural Committee, to promote social engagement and cultural activities. A volleyball court has been provided to encourage physical activity, and a common place for worship has been renovated for religious observance.
Infrastructure Improvements	To improve living conditions, we have installed windows with proper panes to reduce mosquito bites and relocated drinking water taps within controlled areas for hygiene. Adequate facilities for drinking water, including coolers, are available in accessible common areas.

Promoting a Respectful Workplace

As part of our annual training plan, we conduct regular sessions on the Prevention of Sexual Harassment (POSH) for employees, contractors, and contract workers. These sessions include gender sensitization and awareness workshops led by external experts, such as a POSH external member and an Ethics & Compliance (E&C) point of contact. Additionally, our internal POSH Committee provides training for various stakeholders. Informal feedback from participants has been positive, reflecting the effectiveness of these programs in fostering a respectful workplace.

Key Performance Indicators for CY 2023-24:

- Number of reported incidents of discrimination- NIL
- Number of reported incidents of sexual harassment- NIL
- Number of reported incidents of child labour within the company's operations- NIL
- Number of reported incidents of forced labour within the company's operations- NIL
- Number of identified incidents of violations involving the rights of indigenous peoples – NIL
- Number of identified incidents of Anti-competitive Behavior, Anti-trust, and Monopoly Practices - NIL
- Membership of employees and workers in association(s) or Unions recognized by the company - 0%

We maintain that our operations and suppliers do not infringe on the right to freedom of association and collective bargaining through Internal Due Diligence.

Occupational Health & Safety

At Yara India, the safety and well-being of our workforce are of paramount importance. Recognizing the inherent risks associated with chemical processes and manufacturing activities, we are committed to upholding the highest standards of occupational health and safety. Our dedication to creating a secure and healthy work environment is reflected in our adherence to both national and international safety regulations and best practices. Through continuous improvement and a proactive safety culture, we aim to protect our employees, contractors, and visitors, ensuring that safety remains a core value in all our operations.

Yara India's Occupational Health and Safety Management System (OHSM) at Babrala is designed to enhance workplace safety and health while complying with legal requirements. This comprehensive system is based on recognized risk management and management system standards to ensure safety and compliance across all operations.

100% of the corporate and plant employees are covered by the OHSM.



Key Standards and Guidelines Followed

India Factories Act 1948	Covers occupational health and safety provisions.
Uttar Pradesh Factories Rule 1950	Provides regional compliance guidelines.
Solar Energy Use	An international standard for occupational health and safety management systems.
National Safety Council (NSC) Guidelines	Offers best practices for safety management.
OHSM Guidelines	Applied where relevant for safety compliance.
Company-Specific HSE Policies	Tailored health, safety, and environment policies and best practices.
BIS 14489:1998	Code of practice for occupational safety and health audits.
Yara HOPs & TOPs	Internal standards ensuring compliance with Yara's global operational procedures.

Scope of the OHSM

The OHSM applies to all workers, activities, and workplaces within Yara India's operational boundaries at Babrala, with no exclusions. It covers:

Workers	Includes all employees, contract workers, and visitors involved in or exposed to workplace activities.
Activities	Encompasses manufacturing, maintenance, logistics, administrative, and support functions, including high-risk operations like material handling, confined space entry, and chemical handling.
Workplaces	Covers the entire plant premises, including production areas, utility zones, warehouses, laboratories, office spaces, and associated infrastructure.

Incident Reporting and Analysis

A systematic approach is followed for investigating incidents, identifying hazards, assessing risks, and implementing corrective actions using the hierarchy of controls.

Reporting Mechanisms	Workers report incidents through an internal portal that captures all health, safety, and environmental incidents, systematic inspections, behavior-based observations, and audits.
Safety Committees and Toolbox Talks	Regular forums for raising safety concerns, with meetings held at scheduled intervals.
Confidential Reporting	Workers can report hazards anonymously, with a policy ensuring no retaliation for reporting safety concerns.
Management Commitment	Senior leadership promotes hazard reporting and ensures timely corrective actions.
Training and Awareness	Regular sessions on incident reporting, behavior-based safety, and inspections are conducted for employees and contractors.

Procedural Risk Mitigation and Additional Safety Measures

Yara India ensures that all activities and jobs adhere to Standard Operating Procedures (SOPs), checklists, and work permits, providing a structured and standardized approach to work safety. This framework is vital for effective risk mitigation, supported by comprehensive training and awareness programs that emphasize safe practices and incident reporting.

To further enhance safety across operations, Yara India implements additional measures:

Market Operations	We enforce strict safe driving and Personal Protective Equipment (PPE) policies, complemented by regular training sessions and driving behavior analysis for field teams. This proactive approach ensures that safety standards are maintained even outside the plant premises.
IFA Certification	Our commitment to safety is reinforced by IFA certification, which guarantees safe systems of work throughout our value chain. We undergo annual audits by third-party certifiers to uphold high safety standards and continuous improvement.

Occupational Health Services: Ensuring Worker Well-being and Safety

At Yara India's Babrala facility, our comprehensive Occupational Health Service (OHS) framework is pivotal in identifying and eliminating workplace hazards, minimizing risks, and promoting the well-being of our workforce. Our commitment to health and safety is reflected in the range of services and proactive initiatives we offer.

1. Health Risk Identification & Prevention

- Pre-Employment & Periodic Medical Examinations:** All employees and contractors undergo thorough pre-employment and periodic medical check-ups to ensure fitness for work. Specialized screenings target individuals exposed to hazardous substances, noise, heat, and ergonomic risks.
- Occupational Health Surveillance:** We conduct routine lung function tests, audiometry, vision tests, and biological monitoring to identify health risks. Continuous surveillance is maintained for workers engaged in high-risk tasks such as chemical handling and confined space entry.
- Workplace Health Risk Assessments:** Our OHS team collaborates with Health, Safety, and Environment (HSE) teams to identify occupational health hazards. Risk assessments focus on dust, fumes, noise, vibration, and ergonomic risks, and we implement appropriate control measures to mitigate these hazards.

2. Occupational Health Centre (OHC)

Our OHC is staffed with two qualified doctors and eight paramedical professionals, providing 24/7 medical assistance at the Health Centre and Plant Dispensary. The facility is equipped with essential medical resources for emergency response, first aid, and routine health screenings, ensuring immediate and effective healthcare support.

3. Health Promotion & Awareness Initiatives

- **Health Awareness Programs:** We conduct regular training sessions and workshops on occupational diseases, ergonomics, stress management, and chronic illnesses to enhance health literacy among employees.
- **Health & Wellness Campaigns:** Focused initiatives on tobacco cessation, diabetes management, and mental health support promote overall well-being and encourage healthy lifestyle choices.

4. Ensuring Quality & Accessibility

Our occupational health services comply with national and international standards, including ISO 45001, BIS 14489, and the Factory Act. Regular audits and inspections ensure the effectiveness of our services. Confidential medical consultations safeguard workers' privacy, and our OHC facilities are easily accessible, ensuring timely medical assistance for all employees and contractors.

5. Commitment to a Safer Workplace

By implementing comprehensive occupational health services, we ensure continuous health monitoring, early hazard detection, and effective risk control, fostering a safe and healthy work environment for all employees and contractors.

6. Confidentiality and Data Protection

We are committed to maintaining the strict confidentiality of workers' personal health-related information through secure and well-defined measures:

- **Secure Digital Records:** Employee and contractor health data is stored in a secure online portal with restricted access. Only authorized personnel, such as OHC staff and doctors, can access these records.
- **Privacy & Data Protection Policies:** We comply with legal and regulatory requirements related to medical data privacy. Clear policies prevent unauthorized access, sharing, or misuse of personal health information. Medical records are not shared with supervisors or other personnel unless required for work-related accommodation and with employee consent. Physical health records, if any, are securely stored in locked areas with strict access control measures.

These measures ensure full confidentiality of health-related data, fostering trust and compliance with data protection standards. At Babrala, we ensure that workers' personal health information and their participation in occupational health services are not used for any favorable or unfavorable treatment, in line with strict confidentiality measures and ethical workplace policies.

Worker Engagement in Health and Safety

At Babrala plant site, Yara India prioritizes active worker participation and consultation in the development, implementation, and evaluation of our Occupational Health and Safety (OHS) Management System. Our structured processes ensure engagement, facilitate two-way communication, and provide access to relevant OHS information.

1. Worker Participation in OHS Development & Implementation

- **Safety Committees:** Workers actively participate in safety committees, contributing to policymaking, hazard identification, and control measures.
- **Risk Assessments & Safety Audits:** Employees and contractors engage in risk assessments, workplace inspections, and behavior-based safety observations.
- **Feedback Mechanism:** Workers can raise concerns and offer suggestions through safety suggestion schemes, toolbox talks, and safety meetings.
- **Incident Investigation Teams:** Workers are involved in root cause analyses and corrective action planning for incidents, ensuring their insights contribute to safety improvements.

2. Consultation & Communication on OHS Matters

- **Regular Safety Meetings & Toolbox Talks:** Conducted at various levels to discuss hazards, controls, and best practices.
- **OHS Training Programs:** Regular training sessions cover emergency response, hazard identification, use of PPE, and health and wellness initiatives.
- **Open Communication Channels:** Workers report safety concerns through digital platforms like Synergi Life, safety suggestion schemes, and direct communication with the Fire & Safety team.
- **Occupational Health Centre (OHC) Support:** Workers access health check-ups, medical advice, and awareness programs on occupational health risks.

3. Evaluation & Continuous Improvement

- **Employee Surveys & Safety Climate Assessments:** Workers provide feedback on safety culture and OHS system effectiveness.
- **Safety Performance Review Meetings:** Conducted with worker representatives to review OHS trends, incidents, and corrective measures.
- **Audits & Inspections:** Regular internal and external audits ensure compliance, with workers contributing insights into on-ground challenges.

Through these participatory and consultative processes, our organization fosters a proactive safety culture, empowers workers, and continuously improves the Occupational Health and Safety Management System.

Formal Joint Management-Worker Health and Safety Committees

Our organization has a formal Joint Management-Worker Health & Safety Committee operating at various levels to enhance workplace safety. These committees facilitate structured collaboration between management and workers, addressing health and safety concerns effectively.

Apex Safety Committee	Oversees overall health and safety performance across the facility, ensuring compliance with policies and standards. Chaired by the Plant Manager, it underscores leadership commitment.
Departmental Safety Committees	Focus on department-specific health and safety issues, risk assessments, and improvement initiatives. Chaired by respective Head of Departments (HODs), with active participation from worker representatives.

These committees foster an inclusive and structured safety culture, ensuring health and safety concerns are managed effectively, creating a safe workplace for all employees and contractors.

Worker Training on Occupational Health and Safety (OHS)

Yara India is committed to providing a comprehensive Occupational Health & Safety (OHS) training program for all employees and contractors. This program is designed to address both generic safety awareness and specific work-related hazards, hazardous activities, and emergency response protocols, ensuring a safe and compliant work environment.

Assessment of Training Needs

At Babrala, we employ a structured approach to assess training needs, ensuring that all personnel receive the appropriate OHS training. This process takes into account regulatory requirements, job-specific risks, incident learnings, and competency levels to maintain a safe workplace.

Competency Mapping	This evaluates the required versus existing skill levels of employees to identify areas for improvement.
Skill Gap Analysis	Identifies knowledge gaps and assigns relevant training programs based on job roles and associated risks.
Training Matrix Development	Maintains a structured database of training requirements for each job category, ensuring systematic tracking and compliance.

By implementing a comprehensive Training Needs Assessment (TNA) process, we ensure that all employees and contractors receive the necessary training to perform their tasks safely, efficiently, and in compliance with OHS regulations.

Training at Babrala is designed and delivered through a structured and risk-based approach, ensuring that all employees and contractors receive targeted, effective, and easily understandable training:

1. Training Design & Content Development

- **Risk-Based Approach:** Programs are structured based on job-specific hazards, regulatory requirements, incident learnings, and competency needs to enhance workplace safety.
- **Key Topics Covered:** These include identification and control of workplace hazards (chemical, physical, ergonomic, and biological), emergency preparedness and response, permit-to-work system, process safety, behavior-based safety, first-aid and fire safety, personal protective equipment (PPE) usage, and environmental awareness.

2. Trainer Competency & Expertise

- **Internal Trainers:** Qualified safety professionals and subject matter experts conduct training sessions.
- **External Trainers:** Certified safety consultants and industry experts are engaged in specialized topics such as hazardous material handling and industrial hygiene.
- **Continuous Development:** Trainers undergo regular competency evaluations and refresher courses to ensure they stay updated with the latest safety standards and best practices.

3. Ensuring Effective Training Delivery

- **Engaging Training Methods:** A mix of classroom sessions, practical demonstrations, case studies, and interactive workshops enhance learning.
- **Accessibility & Language Considerations:** Training is conducted in Hindi and English, supported by pictorial presentations, videos, and live demonstrations for better comprehension.

Notably, we systematically evaluate the effectiveness of OHS training to measure its impact on workers' knowledge, skills, and workplace safety performance. This involves assessing whether training objectives are met and identifying areas for improvement to ensure continuous enhancement of the safety culture across the organization.

Promotion of Worker Health at Babrala: Facilitating Access to Comprehensive Healthcare Services

Our organization prioritizes the health and well-being of its workforce by providing access to a broad range of non-occupational medical and healthcare services. These initiatives are designed to support employees in maintaining overall health, addressing non-work-related health risks, and promoting wellness:

- Employees and their dependents are offered comprehensive health insurance plans, covering general medical care, preventive check-ups, mental health services, dental, and vision care. This ensures financial support for various healthcare needs.
- At Babrala, a Health Centre is available for employees to consult with doctors and receive primary healthcare services, including vaccinations and wellness check-ups. Partnerships with local hospitals or clinics provide employees with discounted or prioritized healthcare services, enhancing access to medical care.
- Employee Assistance Programs (EAPs) provide confidential access to counselling, mental health resources, and wellness initiatives. These services support employees in addressing personal and emotional challenges, helping to manage stress and enhance overall well-being. Initiatives such as mindfulness sessions, heat stress awareness workshops, and guided meditation promote a healthier, more resilient workforce.
- Annual health check-ups and screenings for chronic diseases such as diabetes, hypertension, and heart disease are organized for employees and contract workers. Additional wellness initiatives, including fitness programs, gym memberships, and wellness coaching, are provided to encourage healthy lifestyles.
- Employees are entitled to paid sick leave, allowing them to seek medical attention without financial or job-related concerns. Flexible work arrangements may be offered to support employees' health needs, ensuring a balance between professional and personal commitments.
- Virtual healthcare services enable employees to consult doctors online without the need to visit a clinic or hospital. Mental health apps, wellness platforms, and online therapy sessions are increasingly accessible, providing convenient options for healthcare consultations.

Ensuring Occupational Health and Safety: Prevention and Mitigation of Risks at Babrala

At Babrala, our commitment to Occupational Health and Safety (OHS) is driven by a proactive approach designed to prevent and mitigate significant risks associated with our operations, products, services, and business relationships. Central to this effort is our focus on identifying and assessing risks through methodologies like Hazard Identification & Risk Assessment (HIRA), Process Hazard Analysis (PHA) using Hazard and Operability Study (HAZOP), and Safe Job Analysis (SJA). These systematic evaluations enable us to pinpoint occupational hazards and ensure adherence to safe work practices.

Our preventive and mitigation measures are robust, encompassing safe work practices and engineering controls. By applying inherently safer design principles in plant operations, we leverage automation, interlocks, and fail-safe mechanisms to minimize human exposure to hazards. Personal Protective Equipment (PPE) is provided to all workers, including contractors, tailored to their risk exposure. Furthermore, we uphold contractor and supplier safety management through prequalification and periodic audits, ensuring compliance with OHS standards and mandatory safety training and induction for third-party workers.

Emergency preparedness and response are integral components of our safety strategy, with well-defined onsite and offsite emergency plans addressing chemical spills, fires, and process safety incidents. We foster collaboration with local authorities and neighboring industries through mutual aid and community awareness programs, enhancing emergency response coordination.

Training and continuous improvement are key to maintaining our safety standards. Regular safety training is provided for employees, contractors, and suppliers, focusing on hazard awareness, risk mitigation, and emergency procedures. Our incident investigation processes include root cause analyses, leading to the implementation of corrective and preventive actions. Routine internal and external safety audits ensure compliance with best practices, reinforcing our commitment to a culture of safety and accountability.

Behavior-Based Safety (BBS) initiatives encourage proactive hazard reporting and safety leadership across all levels of the organization. Management commitment and worker involvement in safety programs foster a safety-first mindset, ensuring that safety is not just a priority but an integral part of our operational ethos. By integrating these comprehensive strategies, Babrala is dedicated to maintaining a safe and healthy work environment while minimizing risks associated with our operations, products, and business relationships.



Work Related Injury

Particulars	January - December 2024			2022 - 2023		
	Male	Female	Total	Male	Female	Total
For all employees						
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	0	0	0	0	0
Total recordable work-related injuries	0	0	0	0	0	0
Fatalities	0	0	0	0	0	0
High consequence work-related injury or ill-health (excluding fatalities)	0	0	0	0	0	0
Number of hours worked	704077	82880	786957	710773	131400	842173

Particulars	January - December 2024			2022 - 2023		
	Male	Female	Total	Male	Female	Total
For all workers excluding employees						
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0.57	0	0.56	1.13	0	1.13
Total recordable work-related injuries	1	0	1	2	0	2
No. of Fatalities	0	0	0	0	0	0
High consequence work-related injury or ill-health (excluding fatalities)	0	0	0	1	0	0
Number of hours worked	1758368	11920	1770288	1762072	2920	1764992



Babrala Plant won the Shrestha Suraksha Puraskar (Silver Trophy) from National Safety Council Of India



Fertiliser Association of India Safety Award 2024 – Yara Babrala Recognized for Excellence in Safety Performance



Babrala won the Yara Global Safety Award 2024

Employment Diversity & Inclusion

Diversity, Equity, and Inclusion (DEI): Building a Culture of Empowerment

At Yara India, diversity, equity, and inclusion are foundational principles that drive our business operations and growth strategies. These principles are woven into the fabric of our organization, encompassing management, employees, value chain partners, and other essential stakeholders. We are dedicated to cultivating an inclusive environment that empowers individuals from a wide array of social, gender, and cultural backgrounds, actively working to integrate marginalized communities into the mainstream progress of our nation. Our policies, systems, and processes are carefully crafted to provide fair, impartial, and equal opportunities for every member of our workforce. In the predominantly male-dominated chemical industry, we are committed to enhancing workforce diversity by not only improving gender representation but also addressing disparities related to age, experience, socio-economic status, and other dimensions. Through these efforts, we aim to create a more equitable and inclusive workplace.

Yara India is committed to fostering a diverse and inclusive workforce by implementing various initiatives that support gender equality and inclusivity:

Flexible Work Policies	To better accommodate the work-life balance needs of female employees, Yara India has introduced flexible working conditions, including flexi working hours and cycle leave. These policies encourage more women to stay and grow within the organization.
Recruitment and Career Progression	The company is committed to increasing gender diversity and is aiming to secure more women and persons with disabilities (PwDs), focusing on increasing representation at all levels. Special training programs and career progression opportunities are provided to help female employees advance in their careers, including safety training and sales workshops tailored specifically for women.
Awareness and Sensitization Programs	Yara India conducts awareness and diversity training to foster an inclusive environment, particularly for women in leadership roles. Sensitization sessions for line managers emphasize appropriate conduct with female colleagues, and all employees undergo training on the Prevention of Sexual Harassment (POSH).
Mentorship and Support Initiatives	The organization has established mentorship programs specifically for women, offering guidance and support to aid in career advancement. These efforts have proven effective in retaining female talent. Additionally, a special travel policy and flexible working hours further support women in the workplace.
Commitment to Gender Pay Equality	Yara India is dedicated to achieving zero gender pay gap, ensuring equitable compensation for all employees.

Case Studies Highlighting DEI Success

- Since joining Yara India in 2022, this individual has been strategically developed to become a potential successor for the Chief Human Resources Officer (CHRO) role. Through exposure to various HR units and critical business functions, she gained a comprehensive understanding of the company. Her involvement in commercial activities and market engagement enhanced her expertise, ultimately earning her a leadership position within Yara India.
- Starting as a management trainee in the Finance department, another professional has excelled for over 25 years to become a key member of the management team. Her adaptability, analytical skills, and willingness to embrace new ideas have propelled her career. Currently, she leads the Business Excellence department, driving operational improvements and implementing the Objectives and Key Results (OKR) framework to enhance organizational performance.

12% Total Female Workforce in CY 24

Employee Headcount in CY 24

Employee by Gender	Corporate Office			Babrala Plant (Permanent Employees)		
	January - December 2024			January - December 2024		
	Male	Female	Total	Male	Female	Total
Total Employees	309	40	349	274	39	313

Age Diversity	Corporate Office					Babrala				
	<30 Years	30-50 Years	>50 Years	Male	Female	<30 Years	30-50 Years	>50 Years	Male	Female
Senior Management	0	3	3	4	2	0	1	8	9	0
Middle Management	11	102	12	106	19	10	49	42	93	8
Junior Management	93	120	5	199	19	48	111	44	172	31

Ratio of basic salary and remuneration of women to men across all employment categories	January - December 2024	
	Corporate Office	Babrala
Senior Management	0.81	0.00
Middle Management	1.15	0.62
Junior Management	0.97	0.72

New employee hires and employee turnover	January - December 2024			
	Corporate Office		Babrala	
	Male	Female	Male	Female
Senior Management	0	0	0	0
Middle Management	13	0	1	2
Junior Management	36	0	2	0
Total	49	0	3	2

Age Diversity in CY 24	Corporate Office		Babrala	
	Male	Female	Male	Female
< 30 Years	24	0	3	2
30 - 50 Years	25	0	0	0
>50 Years	0	0	0	0

Evaluating Employee Performance

The process begins with goal setting at the start of the performance year, a framework known as People Connect. Throughout the year, quarterly check-ins are conducted, during which employees provide comments on their progress, and managers can offer feedback at any time. The performance year concludes with both parties submitting final reflections on the year's achievements and areas for improvement.

The evaluations are conducted regularly, with quarterly check-ins ensuring ongoing assessment. The independence of these evaluations is not explicitly stated, but the frequent nature of the check-ins facilitates continuous monitoring and adjustment.

In response to insights gained from these evaluations, Yara implements a variety of actions aimed at enhancing organizational practices and governance. These include:

Adjustments to Goals and Objectives	Fine-tuning goals to better align with emerging challenges and opportunities.
Enhanced Organizational Practices	Improving processes to foster sustainable growth and impact.
Employee Engagement and Well-being	Initiatives to boost morale and productivity.
Changes in Governance	Updating the composition of the governance body to better reflect strategic priorities and ensure effective oversight.
Evaluating Governance Performance and Organizational Impact	Yara India has established a framework to guide evaluation of the board members on the basis of the financial and non-financial KPIs.

Yara International Target

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

Target set for Yara India

- We aim for a near balanced gender mix in our overall employee base, targeting at least 30% representation of women in senior management roles by 2025, while maintaining a zero gender pay gap.
- We aim to achieve a 2.5x increase in the number of women farmers supported, by 2025.

Diversity in our Stakeholders

We actively promote the adoption of our core principles by our business partners, encouraging them to integrate these values into their own workplaces. To facilitate this process, we host regular sessions focused on building awareness and sharing insights. These sessions provide a platform to exchange knowledge, best practices, and innovative strategies that enhance inclusivity, equity, and diversity in the workplace. By fostering collaboration, we aim to extend the reach of our initiatives, inspiring positive transformation throughout the wider business ecosystem.

Employee Well-being

Employee Well-being & Financial Security: Building a Resilient Workforce

At Yara India, our commitment to employee well-being is reflected in our robust framework supporting health, financial security, and social welfare. By aligning our initiatives with global sustainability and governance standards, we ensure a comprehensive support system that enhances workforce resilience and stability. Our programs aim not only to safeguard health and financial stability but also to foster a balanced and productive work environment.

Comprehensive Health Coverage

Yara India offers extensive health insurance coverage, including Outpatient Department (OPD) services, ensuring employees and workers have access to both preventive and curative healthcare. We provide round-the-clock assistance to resolve health insurance queries and claims efficiently, minimizing any disruption to employee well-being.

Family Benefit Scheme

Internal Security Model	Instead of Group Term Life Insurance, Yara India has developed a Family Benefit Scheme to offer financial protection for employees and their families.
Income Continuity	In cases of employee demise, the nominee receives the last basic salary drawn as a monthly pension, ensuring financial stability. The scheme also covers employees with a 100% permanent disability.
Impact	This initiative has successfully provided financial support in three instances, demonstrating its effectiveness and importance.

Also worth noting is that even non-permanent employees at Yara India, including temporary or part-time workers, are entitled to a comprehensive range of benefits. These include health insurance, personal accident insurance under the Group Personal Accident scheme, and dependent insurance, ensuring medical coverage for employees and their families. They also participate in the Employees' Pension Scheme (EPS) and Employees' Provident Fund Scheme (EPFS), contributing to retirement savings, along with the Employees' Deposit Linked Insurance Scheme (EDLIS) for additional coverage. Eligible non-permanent employees receive a bonus if their basic salary is less than or equal to INR 21,000, as per the Provident Fund Act. Additionally, they receive meal and transportation allowances to support daily sustenance and travel needs, respectively.

Employee Well-Being Infrastructure

Dedicated Medical and Relaxation Spaces	A specialized space has been introduced at our corporate office, specifically designed to support nursing mothers by providing a comfortable area for lactation. This space also encourages other employees to pause, recharge, and access immediate healthcare support when needed, fostering a healthier, more productive workplace.
On-Site Hospital Facilities	At our Babrala township, we operate an in-house hospital offering free OPD services. The facility is equipped with nine beds and staffed by two full-time doctors, with visiting specialists—including a gynaecologist, ophthalmologist, and dentist—available weekly. Serving 50–60 patients daily on average, the hospital provides accessible medical care to employees, their families, and contract workers, reinforcing our commitment to holistic well-being.

Sustainable IT Asset Management

As part of our commitment to responsible consumption and circularity, Yara India has taken focused steps to extend the lifecycle of its IT assets through sustainable practices:

- E-Waste Reduction & Recycling:** A total of 80 laptops were responsibly recycled through certified vendor, ensuring safe disposal and contributing to a circular economy.
- Enabling Digital Access:** Four functional laptops were donated to a rural government school to support digital learning for students in underserved communities.
- Employee Buyback Program:** 39 laptops were refurbished and offered through a buyback program to Yara employees, promoting reuse and reducing electronic waste.

Leave Encashment: Maximizing Employee Benefits

Leave Accrual and Utilization	Employees are entitled to 26 privilege leaves per year at corporate and field level. It is 32 privilege leaves for production workforce, promoting work-life balance and productivity.
Automated Leave Monetization	Leave balances over 60 days are automatically monetized, providing financial value from accrued benefits while ensuring operational efficiency.

Additional Benefits

Quick Claim Reimbursement	Reimbursements are settled within 48 hours, ensuring timely financial relief for employees.
Annual Health Check-ups	We encourage regular health assessments with a yearly budget of INR 12,500 for comprehensive body check-ups, promoting continuous health awareness and proactive care.
Gratuity Fund Management	Yara India has established a Gratuity fund with the Life Insurance Corporation (LIC) to manage employee gratuity liabilities. Contributions are determined based on an annual actuarial valuation, ensuring the company funds an appropriate amount annually to meet future obligations. Gratuity liabilities paid by Yara India are claimed from LIC, reflecting a robust financial strategy for employee benefits.

By implementing these initiatives, Yara India reinforces its dedication to the United Nations Sustainable Development Goals, particularly SDG 3 (Good Health & Well-being) and SDG 8 (Decent Work & Economic Growth). Our focus on health resilience, financial security, and risk management drives sustainable human capital development, aligning with global best practices.

Policies Supporting Women in Field Roles at Yara India

Yara India is committed to fostering an inclusive and supportive work environment, particularly for women in field roles. The company has implemented a range of policies designed to address the unique challenges faced by female employees, ensuring they feel valued and empowered. These initiatives reflect a comprehensive approach to promoting safety, flexibility, and integration:

Special Car Rental Scheme	This initiative underscores the importance of safety and convenience for female employees, providing them with access to a car rental service. This ensures secure and comfortable commute, enabling them to focus on their responsibilities without transportation-related worries.
Reimbursement of Driver Costs	Recognizing that some female employees may prefer using their own vehicles, Yara India offers reimbursement for driver costs. This policy alleviates financial burdens and promotes flexible transportation options.
Work from Home/ Special Leave during Menstruation Days	Understanding the physical and emotional challenges women often face during menstruation, this policy allows female employees to either work from home or apply for a special leave during these days, promoting a healthier and more supportive work environment.

Buddy Allocation for New Female Employees	To facilitate smooth transitions for women entering field roles, Yara India assigns a buddy to new female employees. This system provides guidance, support, and integration into the organization, fostering a sense of belonging.
Flexible Working Arrangements for Maternity	During and post-maternity periods, Yara India permits flexible work arrangements with approval, acknowledging the need for work-life balance during these crucial times.

Employee Engagement & Participation Forums

Yara Talks: A Platform for Transparent Dialogue

Launched in December 2023, "Yara Talks" is Yara India's innovative platform designed to facilitate open communication between employees and leadership. This initiative emerged from insights gathered through the Yara Voice and Peakon surveys, which identified areas such as work stress and limited interdepartmental collaboration. Yara Talks provides a safe and inclusive environment for employees to voice their thoughts and concerns, contributing to a culture of transparency and mutual understanding.

- Driving Awareness and Participation:** Creative teaser campaigns are launched to generate excitement and encourage participation. Employees submit questions anonymously, showcasing engagement efforts and potential for effective dialogue and communication.
- Hybrid Event Format:** The sessions are conducted in a hybrid format, with a physical open house and a live virtual stream for employees nationwide. The events feature senior leaders addressing pre-submitted and live questions, fostering a lively and inclusive atmosphere.
- Impact and Future Vision:** Since its inception, Yara Talks has become a cornerstone of Yara India's engagement strategy, strengthening communication and reinforcing trust. The initiative exemplifies Yara's leadership behaviors and commitment to openness and empathy.

Employee Engagement Initiatives

Celebrating Young Minds at Yara India

To strengthen the connection between employees and the organization, Yara India organizes a special initiative focused on engaging employees' families. This event welcomes the children of employees to the workplace, offering them insight into their parents' professional environment and fostering a sense of belonging.

- **Curated Experience:** Activities included informal meet-and-greet, office tour, shared meal, and an interactive session, creating a joyful and engaging atmosphere. The initiative reinforces Yara's values of inclusivity.
- **Positive Reception:** The event has shown promise and received positive feedback from employees and their families, highlighting Yara's dedication to building a holistic work environment.



Expert Sessions for Employee Well-being and Development

At Yara India, enhancing employee well-being and personal development is integral to our agenda. In 2024, we organized a series of expert-led sessions aimed at promoting healthier lifestyles, improving financial literacy, and fostering emotional resilience among our workforces. These initiatives addressed various aspects of employee wellness, from physical health to digital balance and road safety.

- **Gut-Brain Health Awareness:** On August 9, 2024, Amruta Bhalerao led a session titled "The Gut-Brain Connection," exploring the relationship between digestive health and mental well-being. Employees gained valuable insights into how gut wellness can impact emotional health, empowering them to make informed dietary and lifestyle decisions.
- **Balancing Technology and Family Life:** Held on May 24, 2024, this session led by Niyati Bapat, Founder and CEO of LingoNest Pvt. Ltd., tackled the challenge of maintaining healthy relationships in the digital age. Titled "Are We Balancing Tech and Family Life?", it provided actionable strategies for fostering meaningful family engagement amidst a tech-driven lifestyle.
- **Financial Literacy Masterclass:** On May 17, 2024, Mr. Nilesh Shah conducted a Finance Masterclass, focusing on improving financial literacy. The session covered essential topics in investment planning, wealth management, and future-proofing personal finances, equipping employees with the knowledge to manage their financial well-being effectively.
- **Ergonomics and Workplace Health:** In line with promoting physical wellness, Yara India launched an Ergonomics Awareness Campaign, offering practical guidance on maintaining healthy posture at work. The campaign emphasized regular movement, posture correction, and proactive physical habits to prevent musculoskeletal stress.
- **Safe Driving Awareness Training:** Recognizing driving as a high-risk activity, especially for field employees, a Safe Driving Training session was held on December 13, 2024, in collaboration with Invictus. Targeted at employees in North India and the Corporate Office, the session highlighted road safety statistics and focused on risk identification, driving discipline, and safety techniques to reduce road incidents.

These expert sessions reflect Yara India's commitment to fostering a holistic work culture that prioritizes physical, emotional, and financial well-being. By investing in our employees' growth and safety, we aim to build individual resilience and strengthen the organization as a whole.

Employee Assistance Program (EAP): Enhancing Employee Well-being

In collaboration with TrueWorth Wellness, Yara India launched a comprehensive Employee Assistance Program (EAP) in October 2024. This program supports the psychological and physical well-being of employees and their families through a variety of services.

- **Scope of Services:** The EAP offers 24/7 emergency support, psychological counseling, video sessions, mental well-being assessments, and manager support services. Employees have access to a wellness dashboard and resources through the TWC App.
- **Value-Added Services:** Employees can access additional wellness programs and discounted services, including health check packages, gym memberships, and personalized coaching.
- **Commitment to Wellbeing:** The EAP reflects Yara India's strategic focus on fostering a supportive workforce, enhancing overall mental and physical health.

Remediating Negative Impact

Commitments to Remediation	At Yara, our commitment to ethics and compliance is integral to our values. We strive for transparency, fairness, and accountability in all actions. Our approach is not only about achieving success but doing so responsibly. We encourage curiosity, seeking guidance, and sharing concerns when uncertainties arise. Collaboration with colleagues and business partners is vital to being our best, and these responsibilities are shared by everyone at Yara.
Grievance Identification and Addressing	Yara's approach to identifying and managing ethics and compliance risks—including those related to human rights, fraud, and corruption—is anchored in a dedicated risk assessment maintained by the Ethics and Compliance (E&C) Department. This assessment is continuously updated using inputs from regulatory trends, internal investigations, ethics surveys, and business feedback. While the Enterprise Risk Management (ERM) process informs broader risk management, ethics-related grievances are primarily reported through multiple confidential channels: the Yara Ethics Hotline, the dedicated email address ethics@yara.com , direct contact with the E&C team, or through the employee's line management. All grievances are handled confidentially and in accordance with Yara's Internal Investigation Procedure. Insights from grievance data and risk assessments guide the prioritization of the E&C Department's annual work plan, which is reviewed quarterly to remain responsive to emerging issues and standards.
Processes for Remediation	Yara has empowered its Chief Compliance Officer to oversee the Compliance Program and the implementation of codes, policies, and procedures. With the authority to report directly to independent monitoring bodies such as Internal Audit, Yara International's Board of Directors, or relevant committees, the Chief Compliance Officer ensures an adequate level of autonomy from management while maintaining sufficient resources and authority to uphold this autonomy. This structure allows Yara to effectively address and remediate negative impact we may have caused or contributed to.

Platforms for Counsel and Deliberations

At Yara, we prioritize open communication and transparency in our business conduct. Employees are encouraged to seek advice on implementing the organization's policies and practices for responsible business conduct. The People Portal serves as a comprehensive resource where all HR policies are readily accessible, ensuring that employees have the information they need to adhere to our ethical standards.

To continuously gather feedback and improve our practices, we utilize tools such as the Voice survey and Peakon. These surveys are designed to capture employee feedback and insights, helping us identify areas of concern and opportunities for improvement. By actively listening to our workforce, we can better understand their needs and address any issues that may arise.

These mechanisms for seeking advice and raising concerns are integral to fostering an environment of trust and collaboration. They empower employees to voice their thoughts and contribute to Yara's mission of responsible and sustainable business conduct.

Parental Leave Data - CY 2024	Corporate Office		Babrala Plant	
	Male	Female	Male	Female
Number of employees entitled to parental leave (Unit)	309	40	274	39
Number of employees that took parental leave (Unit)	40	2	15	4
Number of employees who returned to work after parental leave ended (Unit)	40	2	15	4
Return to work rate of employees that took parental leave (%)	100	100	100	100
Number of employees who returned to work after parental leave ended, and were still employed 12 months after their return* (Unit)	1	1	14	2
Retention rate of employees that took parental leave (%)	50	50	93.3	100

*In the last reporting year, 2 male and female employees took parental leave from the corporate office. Similarly, 15 male and 2 female employees took parental leave at Yara Babrala Plant.

Talent Management

Nurturing Growth and Recognizing Potential

At Yara India, we believe that the success of our organization is intricately linked to the growth and development of our employees. Recognizing and nurturing talent is central to our human capital strategy, enabling us to foster a dynamic and high-performing workforce. Our approach to talent management is built on fairness, transparency, and a commitment to recognizing both performance and potential, ensuring that each individual can contribute effectively and grow within the company.

Ensuring Fair Evaluation of Key Talent

We employ a robust framework to evaluate the key talents within our organization. This framework is guided by clear performance indicators—**Contribution, Impact, and Behavior**—which allow us to assess each employee objectively. We understand that performance can fluctuate due to various factors, and we strive to consider an employee's consistent performance over time, rather than focusing solely on recent challenges. To avoid bias and ensure fairness, we encourage managers to carefully review each performance indicator and descriptor to gain a comprehensive understanding of what constitutes high performance.

Assessing Potential

Understanding employee's potential is as important as evaluating their current performance. Our research-backed approach looks at factors such as sustained high performance, motivation and aspirations, emotional intelligence, stakeholder feedback, and leadership capabilities. These elements help us identify individuals who are not only performing well but also have the drive and capability to take on leadership roles and contribute to our strategic goals.

The Talent Grid Tool: A Comprehensive Assessment Matrix

Our talent grid tool is a 9-grid matrix that maps potential on the y-axis and performance on the x-axis. This matrix serves as a visual representation of an individual's performance and potential, guiding us in making informed decisions about engagement and retention strategies. The grid helps us categorize employees into four types of talent conversations:

Potential Performer Conversations	Focused on short-term success, these discussions aim to capitalize on emerging talents and support their development.
Underperformer Conversations	Dedicated to improving performance, these conversations address areas of concern and provide support for growth.
Top Talent Conversations	Centered on future investments, these discussions recognize high achievers and explore opportunities for advancement and leadership.
Solid Performer Conversations	Aimed at maintaining value, these dialogues ensure consistent performers are recognized and rewarded for their contributions.

Building a Culture of Growth and Recognition

At Yara India, we are committed to creating an environment where employees feel valued and empowered to grow. By recognizing both performance and potential, we ensure that our workforce is equipped to meet the challenges of today and the opportunities of tomorrow. Our talent management strategy not only supports individual growth but also drives organizational success, positioning Yara India as a leader in nurturing and recognizing talent.

Employee Engagement Programs

To foster a motivated and engaged workforce, Yara India implements various recognition and reward programs:

Recognition and Reward (R&R) Programs	Conducted quarterly, half-yearly, and annually to acknowledge outstanding employee contributions. The Rewards & Recognition framework celebrates performance excellence and value-driven leadership. Programs like KPI Awards and Hall of Fame recognize top performers and innovative projects, fostering an inclusive and high-performing work environment.
Project-Based R&R	Rewards are given for specific project achievements.
Sales Incentive Scheme	A structured reward system to incentivize sales performance.

Connecting Through Conversations: Yara India Townhalls

Yara India's Quarterly Townhalls are pivotal in fostering transparency, alignment, and a shared purpose across the organization. These gatherings provide a structured platform where leadership communicates key business updates, celebrates organizational achievements, and shares success stories from various zones and functions. Employees have the opportunity to submit questions in advance via a dedicated questionnaire, ensuring their concerns are addressed directly by the management. This open forum not only enhances internal communication but also reinforces focus on Yara's strategy, values, and progress, helping employees stay connected to the overarching goals and feel involved in shaping the shared journey.

Celebrating Young Achievers: Inspiring Stories from Employee Families

At Yara India, care extends beyond the workplace to include the families of our employees. In fostering a culture of connection and pride, we have introduced an engagement series that invites the children of our employees, who have achieved significant milestones at a young age, to share their stories with the Yara family.

These sessions are designed to strengthen bonds at work by allowing colleagues to learn more about each other's families, enabling parents to celebrate their children's journeys, and inspiring others through engaging conversations. The format combines achievement-sharing with informal fireside chats, offering employees the chance to connect on a personal level.

Some inspiring stories include:

- A young cadet who joined the Indian Navy, discussing the discipline, values, and team spirit gained through military training.
- A student accepted into a prestigious university in Singapore, sharing insights on the perseverance and hard work required for success.
- A promising athlete who reached the Rugby National Championship, reflecting on dedication and time management.

Through this comprehensive approach, we affirm our dedication to fostering a culture of empowerment, where every employee has the opportunity to thrive and contribute meaningfully to our shared goals.

Employee Satisfaction Monitoring

Employee satisfaction is regularly monitored through:

- **Peakon Surveys:** Monthly assessments to gauge employee morale and satisfaction.
- **Voice Survey:** Conducted annually to collect comprehensive feedback on employee experiences.

Learning and Development

Empowering Growth and Excellence

At Yara India, we recognize that the continuous growth and development of our employees is essential for both individual success and organizational excellence. By investing in comprehensive learning and development programs, we aim to equip our workforce with the skills and knowledge necessary to thrive in an ever-evolving industry. Our commitment to fostering a culture of lifelong learning not only enhances employee capabilities but also drives innovation and growth across our operations.

Building Skills for Today and Tomorrow

Yara India offers a variety of structured programs designed to upgrade employee skills and support their professional development. Central to our approach is the "Sales Excellence Program," which emphasizes building trust, understanding customers, fostering ownership and accountability, and effectively handling challenging situations. Additionally, our "Leading for Growth" initiative focuses on strategic execution, driving business growth, and leading through change. These programs ensure that employees are equipped with the tools they need to succeed in their roles and contribute meaningfully to the company's objectives.

Comprehensive Support for Skill Enhancement

Our learning and development strategy includes a wide range of opportunities tailored to meet the diverse needs of our employees:

Internal Training Courses	We provide targeted training sessions that address specific skill gaps and enhance professional competencies.
Funding Support for External Education	Employees are encouraged to pursue external courses and certifications, with financial assistance available to support their educational endeavors.
Sabbatical Periods	To promote work-life balance and personal growth, we offer sabbatical periods with a guaranteed return to employment, allowing employees to explore new interests and recharge.

Facilitating Career Transitions and Growth

While transition assistance programs are not currently offered, Yara India remains committed to supporting employees at all stages of their careers. We focus on creating a workplace environment that values continuous learning and adapts to the evolving needs of our workforce.

Leadership Development

Yara India invests in developing strong leaders through the "Leading for Growth" program, equipping them with the tools to drive business transformation and navigate challenges.

Through these initiatives, Yara India cultivates an environment where employees feel empowered to develop their skills and advance their careers. By prioritizing learning and development, we not only enhance individual performance but also strengthen our organization's ability to achieve strategic goals and drive sustainable growth. Our dedication to nurturing talent reflects our belief in the potential of our workforce and our commitment to fostering a culture of excellence and innovation.

100% of our employees have received their career development review in CY 24.



Average hours of training per year per employee - January - December 2024						
Training Hours	Corporate Office			Babrala		
	Male	Female	Total	Male	Female	Total
Senior Management	8	16	24	21.83	0	21.83
Middle Management	3.24	0	3.24	35.35	27.82	63.27
Junior Management	18	18	36	43.55	46.51	90.06

Customer Data Privacy

Protecting Trust: Yara India's Commitment to Data Privacy

In today's digital era, where data holds immense value, Yara India understands the critical importance of safeguarding customer information. Our dedication to protecting personal and professional data extends beyond mere compliance; it is central to building and sustaining the trust our customers place in us. This trust is vital for the integrity and longevity of our business operations and relationships with stakeholders.

Data Privacy Framework

Yara India employs comprehensive data privacy policies that align with global standards and local regulations. Our approach covers the entire data lifecycle, from collection and storage to processing and disposal, ensuring rigorous protection at every stage. We utilize advanced encryption technologies and robust cybersecurity measures to defend against unauthorized access or data breaches. Notably, Yara India has maintained a record of zero substantiated complaints regarding privacy violations from external parties or regulatory bodies.

Training and Transparency

Our employees are regularly trained in data privacy laws and best practices, reinforcing their role in safeguarding customer information. These training programs are complemented by periodic audits and assessments to ensure our data protection strategies are up to date with legal requirements and industry standards.

Transparency is a cornerstone of our data privacy strategy. We maintain open communication with our customers about the data we collect, its usage, and the protective measures in place. This transparency fosters a relationship built on trust and mutual respect.

At Yara India, the responsibility of protecting customer data privacy is paramount, reflecting our commitment to the sustainable growth of our business and the welfare of the communities we serve. Through meticulous efforts and continual vigilance, we aim to exemplify integrity and reliability in all our business practices.

There were zero data breaches and incidents of customer complaints reported in CY 24

In the reporting year, a total of 58 customer complaints were received across four categories – packaging, product, service and volume. We have paid special attention towards refining our response system to ensure efficiency and quick delivery of solutions with a record of zero open complaints in 10 months in the reporting year.

Concern

Empowering Agriculture: Yara India's
Century-Long Legacy of Agronomic Excellence



With over a century of agronomic expertise and dedicated research and development, Yara India leads the way in empowering farmers and value chain partners. By integrating global insights with solutions tailored to India's unique agricultural landscape, we offer crucial support to stakeholders, enabling informed decision-making. Our approach is grounded in empathy, addressing the broader agricultural and societal challenges that impact communities and ecosystems. Our crop nutrition strategies are crafted to boost agricultural productivity while fostering sustainable practices that respect and nurture the natural environment. Through innovative solutions and collaborative efforts, Yara India aims to cultivate a resilient agricultural landscape that enhances food security and supports ecological balance.

Crop Nutrition: Cultivating a Nature-Positive Food Future

In India, Yara's team of 40 seasoned agronomists, each with an average of 14 years of experience, provides farmers with personalized guidance throughout the entire farming cycle—from soil preparation to harvest. Their advice goes beyond fertilizer application, encompassing pest management strategies and weather-related crop protection techniques.

To effectively disseminate its extensive expertise, Yara India employs a variety of engagement methods designed to promote sustainable and advanced farming practices. This includes conducting on-site demonstrations and utilizing the **Yara Knowledge Growth Centres (YKGCS)** for demo plots, offering farmers a firsthand view of the advantages of recommended practices. Furthermore, Yara India has organized over 32,600 agronomy sessions, directly impacting more than 650,000 farmers nationwide with essential insights into crop management and modern farming technologies, such as drone utilization for fertilizer application.

Yara India also leverages digital platforms to share knowledge. The internal digital tool, Yara Meet, facilitates direct communication with farmers, while social media platforms like Facebook Live, WhatsApp, Facebook, and YouTube serve as venues for expert discussions, peer learning, and inspirational storytelling. This comprehensive approach not only disseminates critical agricultural knowledge but also fosters a community of well-informed and technologically savvy farmers.

Yara Crop Nutrition Centers (YCNCs)

YCNCs function as comprehensive agricultural retail hub, offering a wide range of agri-inputs and services throughout the entire crop cycle, from planting to post-harvest. Although more than half of our centers are currently located in Northern India, we are actively working to expand our reach across the country. These centers serve as vital points for services such as soil testing and agronomy workshops, with each YCNC supported by a Yara India agronomist to assist local farmers and retailers with their inquiries and requirements. YCNCs also conduct practical demonstrations to encourage hands-on learning for farmers and facilitate market connections by linking farmers with key buyers. Additionally, they aim to connect farmers with financial services, offering attractive financing options.

Beyond providing Yara's product range, YCNCs feature various other agricultural essentials, such as pesticides, seeds, drip irrigation systems, and farming tools, sourced from reputable Indian and International companies. This ensures access to genuine products at competitive prices.

Women in Agronomy – Advancing Gender Equity in Agriculture

Yara India has launched the Women in Agronomy program, a strategic initiative aimed at promoting gender equity and fostering inclusive talent within the agricultural sector. This program empowers women in agronomy and sales roles by providing them with mentorship, networking opportunities, and enhanced visibility, thereby attracting, developing, and retaining women professionals in the field.

Program Components

- **Mentoring:** The Women in Agronomy Mentorship Program offers structured career guidance tailored for women in agronomy and sales. Spanning an 8-month journey, each participant is paired with a mentor to receive personalized guidance. The program includes an introductory meet-and-greet, followed by five mentorship sessions lasting 30–60 minutes each. A mid-point review is conducted after the third session, with a final review after the fifth.
- **Networking:** The program cultivates a supportive community where women can exchange ideas, share best practices, and discuss challenges. Peer learning is facilitated through webinars focused on empowering topics such as "I Am Remarkable," "Women Without Filter," and "Safety on Road: Strategies for Self-Preservation and Support of Others."
- **Visibility:** To amplify the voices of women and foster an inclusive culture, the initiative leverages various communication channels. This includes internal and external campaigns, Pulse articles, video stories, and informal "Coffee Table" conversations with industry leaders.

Participation and Growth

The program has seen growing participation from India, with 19 women involved in 2023 and an increase to 24 participants in 2024. This growth reflects the rising engagement and momentum for gender equity within agronomy, underscoring the program's impact and success.



Case Study: Revitalizing Maize Cultivation in Punjab with Balanced Nutrition

- **Problem Statement:** Maize offers a promising alternative to water-intensive rice in Punjab, with the potential to improve soil health and reduce groundwater dependency. However, the region's high pH soils and overapplication of phosphatic fertilizers have led to zinc deficiencies, hindering maize productivity. Farmers often overapply nitrogen (N) fertilizers like urea, neglecting the crucial role of zinc, which leads to compromised tasselling, cob setting, and grain filling.
- **Solution:** Yara India introduced YaraVita Zintrac, a foliar suspension with sustainable feeding effects, to address zinc deficiencies and optimize nutrient application. This solution helps maintain crop greenery, reduce urea dependency, and improve overall plant health.
- **Impact Generated:** Farmers' urea usage was optimized from 4-5 bags/acre to 3 bags/acre, enhancing soil health. YaraVita Zintrac fortified maize crops with stronger stems and ensured uniform tasselling and quality grain filling, leading to healthier and more resilient crops.

Case Study : Strengthening the Sugarcane Ecosystem in Uttar Pradesh

- **Problem Statement:** Sugarcane farmers in Western Uttar Pradesh were facing critical challenges, including declining soil health, stagnant yields, vulnerability to pests, and weak linkages with agri-input providers. These issues were compounded by traditional cultivation practices that did not fully address the nutritional needs of the sugarcane crop, resulting in suboptimal growth and profitability.
- **Strategic Collaboration:** Yara India initiated a strategic partnership with major sugar mills like DSM Asmoli and Wave Dhanaura to revitalize the sugarcane ecosystem. This collaboration aimed to provide farmers with comprehensive nutrient management solutions and strengthen the connections between farmers, mills, and agri-input providers.

Key Action Taken	
Establishment of Demo Plots	Yara India set up demonstration plots in collaboration with the sugar mills to showcase the benefits of balanced nutrient applications using Yara products. These plots served as practical examples for farmers to witness the effects of improved crop nutrition first-hand.
Engagement with 'Safal Kisan' Network	Over 1,000 farmers were engaged through the 'Safal Kisan' network, which facilitated knowledge sharing and access to tailored nutrient recommendations. This network became a vital platform for exchanging best practices and fostering community learning.

Farmer Sessions and Mega Crop Shows	Regular farmer sessions and Mega Crop Shows were organized to educate farmers on advanced crop management techniques, pest control strategies, and product usage. These events provided a venue for direct interaction between farmers and agronomy experts.
--	--

Impact Generated	
Yield Improvement	Farmers reported upto a 25% increase in yield, attributing the improvement to healthier crops and better pest resistance. The enhanced nutrient management provided by Yara products led to more robust growth, improved cane quality, and higher sugar content.
Economic Benefits	The improved quality of sugarcane allowed farmers to secure better prices from the mills, increasing their profitability. The partnership with Yara India not only improved the productivity of the sugarcane ecosystem but also strengthened the economic viability of the farmers.
Strengthened Relationships	The collaboration fostered stronger relationships between the mills, farmers, and Yara India. The successful integration of Yara's nutrient solutions into the sugarcane farming practices demonstrated the value of strategic partnerships in agricultural development.

Farmer Testimonial
Rajesh Kumar, a sugarcane farmer from Dhanaura, expressed that since he began integrating Yara's nutrient solutions into his crop management, he had observed a noticeable improvement in his sugarcane yield by 25%. He noted that the cane had become healthier, and the sugar content had increased, which enabled him to negotiate better prices with the mills. He also shared that the support from Yara helped him transform his farming practices and improve his livelihood.



Case Study: Empowering Cardamom Farmers in Idukki with Balanced Nutrition

- Problem Statement:** Cardamom farmers in Idukki, Kerala, were facing severe challenges due to extreme weather conditions, including prolonged droughts followed by heavy rains. These climatic adversities led to significant declines in yield and soil health, threatening the livelihoods of farmers who rely heavily on this high-value spice crop.
- Solution:** Yara India launched the “Withstanding Climate Atrocity in Cardamom with Balanced Nutrition” program to address these challenges. The program was designed to provide farmers with customized nutrition plans using YaraVita solutions, aimed at enhancing nutrient uptake and improving plant resilience against climate stressors.

Key Action Taken	
Customized Nutrition Plans	Yara India developed tailored nutrient management protocols for cardamom crops, focusing on improving soil health and plant vigor. The use of YaraVita foliar applications helped address key nutrient deficiencies and supported plant recovery.
Pest and Disease Management	Integrated pest management strategies were introduced to control fungal diseases exacerbated by fluctuating weather conditions. Yara's solutions helped strengthen plant defenses, reducing flower drop and improving crop resilience.
Farmer Training and Support	Regular training sessions and workshops were conducted to educate farmers on the best practices for cardamom cultivation under adverse conditions. These sessions provided hands-on guidance and fostered community learning.
Impact Generated	
Improved Crop Health	Farmers reported stronger root systems and enhanced plant vigor, leading to reduced flower drop and increased resistance to fungal diseases. The adoption of YaraVita solutions contributed to healthier and more resilient cardamom plants.
Yield Enhancement	<ul style="list-style-type: none">The program resulted in significant yield improvements, with Yara user plots outperforming others in terms of both quality and quantity. This boost in productivity helped stabilize farmer incomes and support economic viability.During the June harvest, Yara user plots produced yields of 25–35 kg/ha, compared to 12–17 kg/ha from other plots. For the September harvest, Yara user plots yielded over 75 to 175 kg/ha, surpassing the 60 to 100 kg/ha yield from other plots.

Community Empowerment	The initiative empowered farmers with the knowledge and tools needed to adapt to challenging environmental conditions, fostering a sense of resilience and self-sufficiency within the community.
-----------------------	---

Farmer Testimonial

Mr. Thavamani, a cardamom farmer from Idukki, mentioned that prior to Yara's intervention, his crops were severely affected by unpredictable weather conditions. He indicated that after implementing Yara's balanced nutrition solutions, there was a notable improvement in plant health and yields. He expressed that the support and guidance provided by Yara restored his confidence in his farming practices and helped him stabilize his livelihood.

Case Study: From Local Struggles to Global Success – Yara's Litchi Revolution in Muzaffarpur

- Problem Statement:** Muzaffarpur, once renowned for its sweet litchis, faced a significant decline due to heatwaves and unpredictable weather patterns. These adverse conditions resulted in fruit bursting, rotting, premature drying, and a lack of shelf life, forcing growers to sell their produce locally at minimal profits. The litchi market's former glory had faded, compounding challenges with a surplus of 10 KL of unsold YaraVita inventory and a preference for low-margin boron powder.

Key Action Taken

Yara India initiated a transformative plan, targeting 10,000 acres of litchi cultivation with the Yara Way of Working (WoW). Key actions included:

Strategic Planning	Implemented a Crop Cluster Strategy, developed a 20x20 Retailer Network, and established a Route Chart for consistent farmer engagement.
Product Focus	Identified YaraVita Zintrac, Bortrac, and Stopit as essential foliar applications for enhancing litchi cultivation.
Comprehensive Campaign	Partnered with YCNC Om Krishi Kendra to conduct one-on-one farmer meetings, Mega Open Farmer Meetings (OFMs), crop seminars, demonstration plots, and digital campaigns.
Educational Initiatives	Organized Safal Kisan Plan memberships and exposure visits to successful farms to promote knowledge sharing and best practices.

Impact Generated	
The initiative revitalized Muzaffarpur's litchi market, achieving the following outcomes:	
Enhanced Fruit Quality	Farmers witnessed improvements in fruit size, quality, color, and sealing, with reductions in fruit bursting, rot, and fall.
Increased Profits	Profits doubled, enabling the export of Muzaffarpur litchis to major Indian cities and international markets, restoring farmer pride.
Sustainable Practices	Post-harvest recommendations, including a soil nutrition plan with YaraMila Complex and YaraLiva Nitrabor, led to higher yields and better resilience against climatic stress.
Community Empowerment	Litchi growers became brand ambassadors for Yara, highlighting the importance of trust and strong community presence.

Case Study: Zinc Fortified Rice Cultivation Initiative in Collaboration with HarvestPlus Solutions

- Problem Statement:** In the Prayagraj district of Uttar Pradesh, smallholder farmers face challenges related to limited access to quality seeds and sustainable agricultural practices, impacting productivity and nutritional quality. Vulnerable communities, particularly children, suffer from nutrient deficiencies due to inadequate food systems, necessitating improved access to nutritious food sources.



Knowledge grows

Key Action Taken	
In response to these challenges, Yara India launched a Zinc Fortified Rice cultivation initiative in collaboration with HarvestPlus Solutions, engaging 350 farmers across 30 villages on 342 acres. Key actions included:	
Seed and Training Provision	Distributed biofortified seeds and provided comprehensive training in Good Agricultural Practices (GAP) and nutrient management to participating farmers.

Community Engagement	Facilitated market connections and awareness campaigns to educate farmers about the nutritional benefits of zinc-enriched rice and sustainable farming techniques.
Integration with Nutri-Pathshala	Partnered with Nutri-Pathshala, a school feeding initiative, to incorporate the nutrient-rich rice into school meal programs, supported by Chef Sanjeev Kapoor.

Impact Generated	
The initiative led to significant positive outcomes:	
Access and Awareness	Enhanced access to quality seeds and increased farmer awareness about the nutritional advantages of biofortified crops.
Sustainability and Resilience	Adoption of sustainable agricultural practices improved climate resilience among participating farmers.
Productivity and Nutrition	Achieved a 28% increase in rice yield, with a 34% increase in zinc content and an 18% increase in iron content, contributing to better nutrition.
Community Nutrition	The integration of zinc-rich rice into school meals through Nutri-Pathshala enhanced child nutrition, promoting a farm-to-table nourishment model.

Case Study: Boosting Coffee Yields with YaraLiva Nitrabor – A Farmer's Journey

- **Problem Statement:** Dharmaraj, an experienced coffee planter at Geetha Estate in Hassan, faced persistent challenges in maintaining healthy coffee crops, particularly during the rainy season. The heavy rainfall led to significant yield losses, exacerbated by the traditional neglect of secondary nutrients like calcium, magnesium, and sulfur in favor of primary nutrients such as nitrogen, phosphorus, and potassium. This nutrient imbalance compromised plant health and productivity, making it difficult to achieve consistent yields.

Key Action Taken

To address these challenges, Yara India introduced YaraLiva Nitrabor to Dharmaraj's farming practices. This fertilizer provided essential nitrogen along with calcium, a crucial secondary nutrient previously overlooked. The application of YaraLiva Nitrabor, in conjunction with a comprehensive range of Yara fertilizers enriched with secondary nutrients, was implemented to enhance the health and productivity of Dharmaraj's coffee plants. This strategic approach aims to supply balanced nutrition and improve plant resilience against environmental stressors.

Impact Generated

The adoption of YaraLiva Nitrabor led to immediate improvements in Dharmaraj's coffee crop. The berry set was significantly enhanced, with a marked reduction in berry cracking and drop, even under heavy rainfall conditions. The coffee clusters became stronger, demonstrating the importance of secondary nutrients in plant development.

Dharmaraj reported that since he started using YaraLiva Nitrabor, he had noticed a remarkable improvement in his coffee plants. He observed that the berries had become healthier, and his yields had increased despite the challenging weather conditions. He noted that the balanced nutrition provided by Yara fertilizers had restored his confidence in sustainable farming practices, demonstrating that effective support could lead to significant results.

These innovative solutions not only boosted his coffee yields but also reinforced his trust in sustainable agricultural practices, illustrating the transformative impact of addressing nutrient deficiencies effectively.



Connect

Connecting Resources: Elevating Our Production and Supply Chain Experience



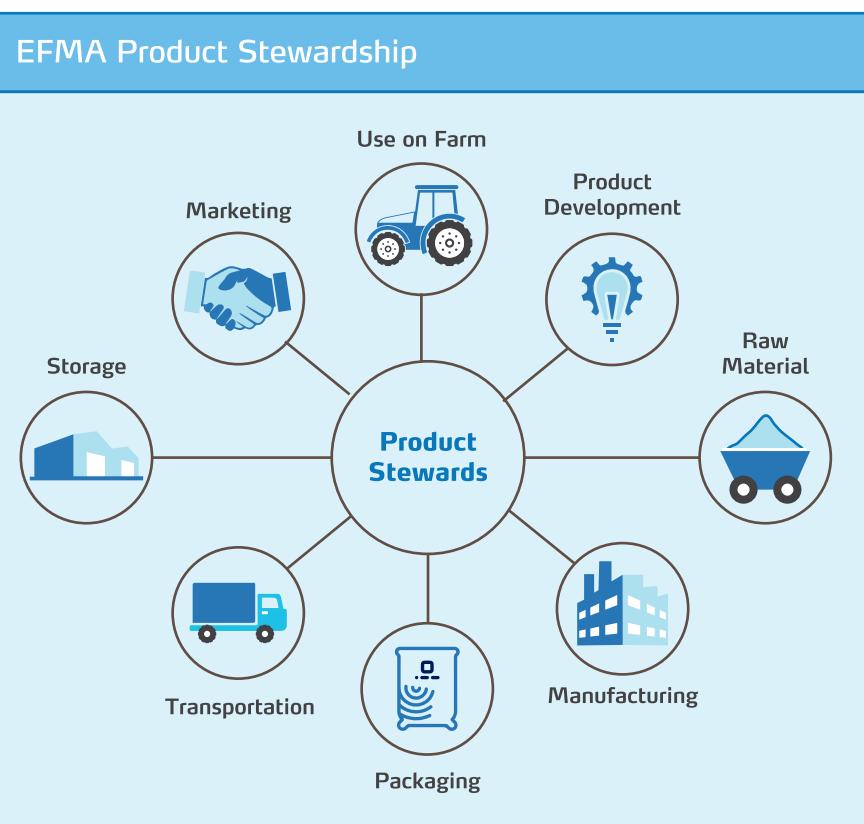
At Yara India, our strategic approach to resource management encompasses product stewardship, supply chain sustainability, and farm management. By connecting resources effectively, we enhance operational efficiency, drive innovation, and promote sustainable practices across our value chain. This holistic strategy not only boosts productivity but also aligns with our commitment to environmental stewardship and stakeholder value creation. Through continuous improvement and innovative solutions, we strive to maximize resource utilization and achieve excellence in production and distribution.

Product Stewardship and Innovation

At Yara India, we are committed to the highest standards of product stewardship in the fertilizer and crop nutrition industry. Our Fertilizer Stewardship program oversees the entire value chain—from product development and raw material sourcing to manufacturing, distribution, and farm use. This comprehensive approach ensures the safety and well-being of our partners and customers while addressing environmental concerns and promoting safe food production practices. Our adherence to these principles is validated by independent auditors, aligned with guidelines from the European Fertilizer Manufacturers Association (EFMA). By prioritizing sustainability, safety, and efficacy, Yara India remains a leader in responsible fertilizer management.

Yara India has also demonstrated the efficacy of its nutrition solutions under water shortage conditions, enhancing productivity in DSR paddy crops through collaboration with Bayer Crop Science and Savannah Seeds—resulting in an average yield gain of 3.62 quintals per acre in treated plots compared to control plots. A project for crop diversification in corn has been initiated in collaboration with IIMR and Corteva, focusing on productivity and income enhancement. Additionally, Yara India has analyzed 5,545 soil samples with respect to geolocation for sugarcane crops in Uttar Pradesh. These efforts have been recognized with awards from FICCI, including one for enhancing farmers' income through best nutrition programs and another for the regenerative agriculture concept on gherkins crops.

In a novel approach, Yara India has engaged ex-servicemen under various initiatives, recognizing their contributions both as farmers and veterans. This engagement highlights the dual role they play in society and agriculture.



Empowering Farmer Producer Organizations for Sustainable Growth

Supporting Farmer Producer Organizations (FPOs) is a key national objective, and Yara India is committed to driving sustainable agricultural outcomes through strategic partnerships with 197 FPOs across 12 states, including 15 women-led FPOs.

By providing premium nutrient products and leveraging our global expertise in soil health, crop yield improvement, and water management, we engage directly with approximately 120,000 farmers. Our initiatives address critical challenges such as soil degradation, nutrient depletion, and limited market access, empowering FPOs to enhance productivity and profitability, reflecting Yara's commitment to inclusive growth and stronger rural economies.

Case Study - Strengthening Rural Economies Through Collaborative Impact

Problem Statement

Farmer Producer Organizations (FPOs) across India face significant challenges, including soil degradation, nutrient depletion, limited market access, low productivity, and a lack of knowledge-sharing platforms. These obstacles hinder agricultural growth and profitability, particularly for women-led FPOs striving for inclusive development.

Actions Taken

Yara India partnered with FPOs to address these challenges by offering a portfolio of premium nutrient products and leveraging global expertise in soil health, crop productivity, and water-use efficiency. The partnerships included the following initiatives:

- Establishment of Yara Crop Nutrition Centers (YCNCs) to provide tailored agronomy support and capacity-building programs.
- Streamlined onboarding processes with minimal documentation requirements to facilitate easy access for FPOs.
- Waived security deposits and reduced branding costs to lessen the financial burden on participating farmers.
- Provision of soil testing, analytical services, and digital farming tools to enhance productivity and market competitiveness.

Impact Generated

The collaboration between Yara India and the FPOs resulted in significant improvements in crop quality and profitability for the farmers involved. By addressing critical challenges such as soil health and market access, the initiative empowered farmers to increase productivity and income. The tailored support from YCNCs fostered knowledge-sharing and capacity-building, enabling the FPOs to thrive in a competitive agricultural landscape. These efforts not only strengthened rural economies but also promoted inclusive growth, particularly for women-led FPOs, contributing to the broader national objective of advancing sustainable agricultural development.

Case Study - Empowering Local Leadership for Sustainable Growth in Pomegranate Cultivation

Problem Statement

The South Region Pomegranate Growers Producer Company (SRPG FPO), established in 2021 in Banavara Town, Hassan, Karnataka, focuses exclusively on the high-value, export-oriented crop of pomegranate.

Despite its potential, the FPO faced several challenges:

- Inconsistent crop quality due to unbalanced nutrient application.
- Limited exposure to advanced crop nutrition solutions beyond calcium nitrate.
- Lack of structured support for pest, disease, and crop planning interventions.
- Low price realization due to poor fruit quality and weak market linkages.
- Insufficient institutional engagement with agronomy experts and agri-input providers.

Actions Taken

To address these challenges, Yara India launched a targeted engagement program with SRPG FPO, led by Mr. Manju Kushal Murthy and Dr. Yogeshwara, the FPO's President and farmer-consultant.

- Collaborated with local consultants to align Yara's offerings with regional needs through experienced crop planning advice.
- Established demonstration plots showcasing Yara's comprehensive crop nutrition program, including YaraVita foliar solutions and YaraMila complex fertilizers.
- The YaraVita grades are recommended for foliar applications, ensuring 100% safety as they are formulated with food, pharma, and cosmetic-grade raw materials, leaving no residue on fruits. Yara India fully adheres to Product Stewardship policies, emphasizing safe handling of products and providing emergency safety guidance during visits to farmer fields or markets. Safety remains the top priority for Yara.
- Introduced balanced nutrient protocols beyond calcium nitrate, addressing gaps in productivity and fruit quality.
- Setup a Yara Crop Nutrition Center (YCNC) after a year of field engagement, inaugurated with participation from over 100 farmers.
- Provided a one-stop solution through YCNC for real-time problem-solving, product access, and agronomic support.
- Organized regular farmer meetings and field training sessions to promote best practices and knowledge sharing.

Impact Generated

- **Commercial Success:** Business volume increased fourfold from 2022 to 2024, with all transactions on a cash basis, reflecting strong trust and adoption among farmers.
- **Quality Improvement:** Enhanced pomegranate quality attracted procurement by export-oriented companies, especially from Banavara and Chikmagalur districts.
- **Institutional Strengthening:** SRPG FPO became one of the top-performing YCNCs in Karnataka, showcasing the power of local leadership and scientific crop nutrition.
- **Market Access:** Improved fruit quality allowed FPO members to command premium prices in export markets.
- **Sustainability Impact:** Adoption of tailored crop plans improved soil health, fruit shelf-life, and resilience against climatic stress.



Enhancing FPO Capabilities through Yara Leadership Capacity Building Program

In 2024, Yara India took a significant step in empowering agricultural enterprises by enrolling members from Farmer Producer Organizations (FPOs) into the second cohort of the Yara Leadership Capacity Building Program. This initiative is part of Yara's broader mission to strengthen the operational and leadership skills of micro, small, and medium-sized enterprises (MSMEs), particularly those led by young individuals and women.

The program offers a 15-week, MBA-inspired business management course designed to enhance participants' capabilities in several key areas:

- Developing resilient and financially robust businesses
- Enhancing operational efficiency
- Strengthening customer relationships
- Promoting financial, digital, and business literacy

The program is delivered through a combination of digital modules and on-the-ground coaching support to ensure comprehensive learning. In 2024, the academy welcomed 30 members from 15 FPOs, along with 20 independent agri-women entrepreneurs. All participants successfully completed the course, earning certifications accredited by the Management & Entrepreneurship and Professional Skills Council (MEPSC) and the National Council for Vocational Education and Training (NCVET). This achievement marks a crucial advancement in professionalizing community-level agribusinesses, reinforcing Yara India's commitment to fostering sustainable growth and development.

Packaging and Labeling

Yara India adheres to stringent product stewardship principles, ensuring accountability at every stage of the product value chain. We maintain product quality and communicate safety, security, and environmental considerations to all stakeholders. Our commitment to sustainability extends to collecting and recycling plastic waste from packaging, contributing to environmental protection.

Yara India's procedures for product and service information and labeling adhere to legal and regulatory requirements, particularly the guidelines set by the Fertiliser Control Order (FCO). While sourcing details and content related to environmental or social impacts are included as mandated, safe use instructions are communicated through farmer training and safety data sheets linked on invoices. Although disposal and related environmental or social impacts are not part of labeling, they are addressed in product stewardship training sessions conducted in the field.

No incidents of non-compliance concerning marketing communications have been reported on CY 24

Case Study - Combating Counterfeit Products with QR Code Traceability

Problem Statement

Tackling Counterfeits and Strengthening Traceability: Counterfeit products pose a significant threat to consumer safety, brand reputation, and the economy. In India, the market for counterfeit goods is estimated to be around INR 450 billion, with Delhi being a major hub for such activities. Product infiltration can lead to price disruptions and market instability, further complicating the competitive landscape.

Additionally, limited product traceability across the supply chain increases risks and hampers quality assurance. Strengthening traceability is critical to ensure authenticity, build trust, and support sustainable business practices.

Actions Taken

To address these challenges, Yara India has implemented robust product traceability and authentication measures through the use of QR code stickers on product packaging. This strategic initiative is designed to improve product traceability, and enhance market integrity by establishing a secure, transparent, and verifiable system for product authentication.

- **QR Code for Authentication:** Each product now features a QR code printed directly on its packaging. This code takes the customer to the website where customer needs to take the picture of the product for enabling secure and reliable authentication.
- **Traceability QR Code:** Each QR code is uniquely generated and integrated with Yara's SAP system, enabling end-to-end product traceability throughout the supply chain.
- **Consumer Engagement:** Consumers can easily scan the QR code using their smartphones, which directs them to a secure web portal or mobile app. This platform provides real-time information about the product's authenticity.
- **Authentication Process:** Upon scanning, the system verifies the QR code against a centralized database. Genuine products trigger a confirmation message, assuring consumers of their authenticity.
- **Stakeholder Collaboration:** Retailers, distributors, and regulatory authorities have access to the same database, enabling them to verify product authenticity during distribution and sales.

To further enhance traceability, Yara India has addressed initial challenges such as QR sticker removal by printing QR codes directly on the packaging. Although faced with printing quality issues, the introduction of high-quality, tamper-resistant QR code stickers has significantly improved the traceability process.

Impact Generated

- Consumer Confidence:** The traceability system empowers consumers to make informed decisions, fostering trust in genuine brands.
- Reduced Counterfeit Sales:** The presence of QR codes discourages the sale of fake products, reducing counterfeit activities.
- Brand Protection:** By improving reputation and minimizing negative incidents, Yara India safeguards its brand integrity.
- Economic Impact:** Legitimate businesses thrive in a more transparent market, contributing positively to the economy.

Certifications

Yara India holds certifications from the International Fertilizer Association (IFA) and ISO 14001, reinforcing our commitment to environmental performance and responsible practices. These certifications enhance stakeholder confidence in our operations and affirm our dedication to minimizing health, safety, environmental, and social impacts throughout the fertilizer lifecycle. Our adherence to Business Social Compliance, Initiative Environmental Standards and Responsible Care further underscores our commitment to continuous improvement and environmental responsibility.

Sustainable Supply Chain

Cultivating a Resilient and Sustainable Supply Chain

At Yara India, we are dedicated to developing products that prioritize safety, sustainability, and efficacy. Central to this commitment is our focus on cultivating and overseeing a resilient and sustainable supply chain. We closely monitor the performance of our partners and suppliers by establishing clear performance metrics, ensuring that our supply chain remains robust, responsive, and aligned with our overarching commitment to safety and sustainability.

Local Sourcing and Community Engagement

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

Thematic Area	2024			2023		
	INR in Crore	INR in Million	Percentage	INR in Crore	INR in Million	Percentage
Percentage of products and services purchased locally	47	465	9	26	255	6

Transparent Supplier Screening

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

Through these initiatives, Yara India ensures that our supply chain practices uphold the highest standards of safety and sustainability, contributing to the resilience of our operations and the well-being of the communities we engage with. By integrating local sourcing and rigorous supplier screening, we reinforce our commitment to responsible business practices and sustainable growth.

Revolutionizing Logistics: Yara India's Strategic Shift to Rail Transport for Enhanced Efficiency and Sustainability

Yara India, recognizing the inefficiencies in the traditional road transport of premium fertilizer products, embarked on a strategic initiative to utilize rail transport. This move aimed to enhance logistical efficiency, reduce costs, and minimize environmental impact, thereby strengthening Yara India's market presence and sustainability efforts.

Project background and purpose

- **Current Situation:** Traditionally, premium products were shipped to India in containers, bagged at a port, and transported inland via trucks with varying capacities. This method resulted in delivery delays, increased costs, and extended inventory days. All local players followed this process, leading to logistical bottlenecks.

Project:

transport 1,400 MT of premium products by rail directly to channel partners from the rail head, achieving cost savings and reducing CO₂ emissions by ~27%.

Implementation Plan	
Selection of Targeted Market	<ul style="list-style-type: none"> Key Focus Crops: The project team identified key markets based on crucial crops for YaraLiva, ensuring delivery during peak application periods. Channel Strength & Business Plan: Identified channel partners in these markets to facilitate the movement of 1,400 MT YaraLiva directly from the rail head to retailers and farmers.
Demand Generation Activities & Campaign	<ul style="list-style-type: none"> Marketing Campaign: A robust marketing campaign was launched in selected villages, creating excitement around the landmark event of the first rake of premium products in India. Commercial Team Support: The campaign facilitated quick and efficient order placements from channel partners, supporting the commercial team.
Capturing Retailer/YCNC Counters	<ul style="list-style-type: none"> Retailer Engagement: Extensive demand generation activities encouraged key retailers to stock YaraLiva Nitrabor, increasing visibility and accessibility for farmers. Retail-Level Orders: Retail orders contributed to 70-75% of overall volume, enabling direct product movement from the rail head to the market.
Achieved outcome(s)	<ul style="list-style-type: none"> Scaling Up Volume & Capturing Market: Strengthened Yara India's position in Western Uttar Pradesh, leading to plans for six additional rakes. A total of 8,200+ MTs were moved by rail in 2024. Logistical Efficiency & Cost Savings: Rail transport led to significant freight cost savings of approximately \$25 per MT, totaling around \$205,000. Carbon Footprint Reduction: Rail transport reduced carbon emissions, demonstrating a commitment to environmental sustainability. Breaking Stereotypes in Premium Products Logistics: Successfully transporting large volumes by rail challenged industry norms, paving the way for handling a bulk vessel in 2025.

Further Developments

In 2025, Yara India plans to transport 30% of its business volume, approximately 40,000 metric tons, via rail. This shift aims to capture a larger market share and save around \$1 million in freight costs. By revising our transportation network, we will deliver fertilizer consignments directly to dealers using rail cars instead of road transport, reducing both warehouse costs and carbon emissions. Impressively, we achieved our rail car delivery target within the first three months of 2025, by introducing one rail car each month.

Looking beyond 2025, under our visionary initiative "Thinking Beyond the Imagination," we plan to transition our premium shipments from container delivery to vessel delivery. This innovative approach, a first in the industry, is expected to significantly decrease our carbon footprint and enhance operational efficiency.

Sustainable Farm Management

Advancing Resilient Agricultural Practices

At Yara India, embracing sustainable farm management practices is not just about environmental stewardship but also a strategic imperative that ensures long-term business sustainability. By integrating practices such as the production of water-efficient nutrients, organic fertilizers, and bio-based crop protection products, we address the pressing challenges of climate change and resource scarcity. This approach not only secures our supply chain against environmental degradation but also positions us as a leader in promoting agricultural practices that benefit both farmers and the ecosystems they inhabit. This dual focus on innovation and sustainability enhances our market relevance, resilience, and contribution to a sustainable future.

Vision

Strengthening our relationship with farmers through a dual strategy:

- Introduce Indian farmers to innovative agricultural solutions by expanding the availability of Yara's comprehensive global product and service offerings in India.
- Provide relevant and timely agronomy support, along with exposure to modern sustainable farming practices.

Community Engagement and Farmer Support

In 2024, Yara's Agronomy team conducted numerous field activities by conducting a total of 53,083 farmer led engagements to support and educate farmers:

- The Agronomy team played a key role, organizing 46,721 general farmer meetings to foster direct interaction with the farming community.

- Additionally, 2,202 crop shows were held to display live results of Yara products, alongside 5,686 demonstrations testing the efficacy of new products.
- Furthermore, 214 crop seminars focused on crop-specific nutrient management practices, providing valuable insights to farmers.

These activities underscore our commitment to engaging with farmers, sharing knowledge, and promoting sustainable agricultural practices across communities.

Yara India has served 7.4% of the farming population across India, contributing positively to the livelihood of farmers by recommending the right nutrition at the right time. This approach has led to improved quality and yield, ultimately enhancing the financial status of farmers. While we have successfully provided nutrient management services to a diverse group of farmers, including both male and female farmers, we currently lack precise data to demonstrate the gender impact.

Plant Biostimulants in Indian Agriculture

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

Case Study - Enhancing Crop Resilience with Yara Biostimulants

Problem Statement

Indian agriculture faces significant challenges due to erratic monsoons, increasing abiotic stress, and deteriorating soil health, which threatens farmers' productivity and livelihood. Conventional agricultural practices are insufficient to address these issues, necessitating sustainable interventions to build resilient crops.

Actions Taken

- **Development of Biostimulants:** Yara India developed a range of biostimulants, including YaraAmplix Optimaris, YaraAmplix OptiVi, and YaraAmplix Procote Rhizolift, specifically tailored to meet the needs of Indian agriculture.

- **Focus on Key Agricultural Needs:** These biostimulants are designed to improve productivity, quality, nutrient use efficiency, and stress tolerance, empowering farmers to overcome environmental challenges.
- **Integration into Crop Management:** Farmers are encouraged to incorporate Yara biostimulants into their crop management practices to enhance resilience against environmental stressors.

Impact Generated

Increased Crop Productivity:

Enhanced Crop Quality:

Improved Nutrient Utilization Efficiency:
resource use.

Greater Resilience to Abiotic Stressors:
ensuring more stable agricultural outputs.

Contribution to a Nature-Positive Food Future:
agriculture, promoting sustainable practices and ensuring a nature-positive food future for India.

Regenerative Agriculture: Transforming Indian Agriculture

In response to the agri-food sector's evolving challenges, such as climate change and supply chain disruptions, transitioning to sustainable and climate-smart agricultural practices has become imperative. Yara's Regenerative Agriculture initiative offers a systematic, results-oriented approach to tackle these issues, ensuring farmers' prosperity, resource efficiency, and sustainability. By integrating the best sustainable farming practices, Regenerative Agriculture aims to positively influence nature and climate across five key themes: climate, soil, resources, biodiversity, and prosperity. Through a comprehensive approach, Yara India is leading transformative change in Indian agriculture.

Yara India's Approach to Regenerative Agriculture

- **Climate:** Yara India employs 4R stewardship and Integrated Nutrient Management (INM) to enhance nutrient efficiency and resource utilization. By optimizing urea applications and using technologies like Procote coating, we reduce volatilization and leaching losses, minimizing the impact of nitrogen fertilizers on the environment. Balanced nutrient management and low-carbon footprint products such as YaraMila Complex and YaraLiva Nitrabor help lower greenhouse gas emissions and support climate-resilient agriculture. Encouraging the integration of organic materials further promotes carbon sequestration and soil health.

- **Soil Health:** Recognizing soil health's vital role, Yara India focuses on preserving and enhancing soil quality through 4R nutrient stewardship, INM, and soil testing. We aim to reduce nutrient depletion, increase soil organic matter, and prevent degradation. Innovations like YaraRega optimize rhizosphere pH and nutrient efficiency, contributing to sustainable agricultural practices.
- **Biodiversity:** Yara's strategy emphasizes soil health and biodiversity conservation by reducing chemical inputs and promoting organic elements, supporting diverse habitats and ecosystems. YaraRega's focus on rhizosphere pH supports a healthy soil microbiome, fostering underground biodiversity. Our holistic approach aims to protect biodiversity and promote resilient agricultural systems.
- **Resources:** Empowering farmers with knowledge and digital tools are essential for resource optimization, enhancing farm profitability and sustainability. Yara's Regenerative Agriculture emphasizes efficient nutrient inputs like YaraRega and YaraVita to improve Water-Use and Nutrient-Use Efficiency, leading to higher yields and quality produce. By optimizing the output-to-input ratio, we enhance farmers' economic viability and contribute to a sustainable agricultural sector.
- **Prosperity:** Yara India is committed to fostering farmer prosperity through sustainable agricultural practices. By optimizing resource use and productivity, we aim to boost farm profitability and livelihoods. Initiatives like 4R stewardship and INM equip farmers with the knowledge to increase yield and quality while minimizing environmental impact. YaraRega and YaraVita are integral in enhancing profitability by improving crop yields and quality, enabling farmers to invest in their farms and communities, paving the way for long-term prosperity.

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

Fostering Knowledge in Regenerative Agriculture at Yara India

To further integrate sustainability into its operations, Yara India initiated a comprehensive learning program centered on Regenerative Agriculture, pivotal to Yara's nature-positive food future vision. In 2024, the Regenerative Agriculture Course was introduced via the Yara RegAg Academy, aimed at enhancing employee understanding of crucial sustainability aspects such as climate resilience, soil health, biodiversity, and responsible resource management.

Designed as a 6.5-hour course, it accommodates diverse roles and functions within Yara India, providing employees with a unified language and framework that supports the company's long-term sustainability strategy. To boost participation, completion of the course was incentivized with HR benefits, including two additional privileged leave (PL) days.

During the reporting period, 206 employees successfully completed the course. Furthermore, starting December 2024, completion of this course became a prerequisite for applying to internal job postings (IJPAs).

By fostering cross-functional alignment in regenerative agriculture, this initiative empowers employees as knowledgeable advocates of sustainable farming, reinforcing Yara's dedication to systemic improvements in food systems.

Empowering Agricultural Entrepreneurs: Yara Leadership Capacity Building Program

In today's economic landscape, small and medium enterprises (MSMEs) are pivotal to local economies. However, access to business education and leadership training remains limited, particularly for women and young entrepreneurs. To address this gap, Yara India launched Leadership capacity building program, an initiative designed to equip agri-entrepreneurs with essential business skills to build resilient and sustainable enterprises.

Bridging the Knowledge and Opportunity Gap

Agricultural MSMEs often face challenges such as limited access to financial literacy, business management expertise, and digital tools, which hinder their growth. Women and young entrepreneurs encounter additional barriers, including cultural and financial constraints, that prevent them from expanding their businesses. To combat these challenges, the program offers an MBA-inspired leadership program that combines structured learning with practical support, focusing on youth and women-led businesses.

A Learning Model That Works

It employs a blended learning approach, integrating digital platforms with on-ground coaching support to ensure participants gain the knowledge and confidence needed to enhance business operations, manage finances effectively, and build stronger customer relationships.

Program Highlights

- Blended Learning Approach:** Combines digital training with mentorship from expert coaches.
- Real-World Business Application:** Encourages participants to apply learnings directly to their businesses.
- Financial and Digital Literacy:** Focuses on growth strategies, cash flow management, customer engagement, and technology adoption.
- Government-Recognized Certifications:** Accredited by MEPSC & NCVET, bolstering career prospects for participants.

Innovating for Inclusivity: The 'Plus One' Model

Yara India introduced the 'Plus One' model, allowing MSME owners to nominate a female or young family member to join the program. This approach bridges the gender and generational gap, ensuring knowledge transfer and continuity in agricultural businesses.

Transforming MSMEs: The Impact of Leadership Capacity Building Program

Cohort 1 (2022)	Trained 500 MSMEs and their affiliates in Western Uttar Pradesh, leading to significant business growth, including 44.5% increase in orders and 90.6% boost in footfall.
Cohort 2 (2024)	Expanded to include 699 participants from new regions, such as Eastern Uttar Pradesh and Bihar. The program saw increased female representation, with participation growing from 22% to 28.3%.

Creating Lasting Change

By investing in capacity building, digital literacy, and business leadership, Yara India is strengthening the agricultural sector's future—one entrepreneur at a time. This leadership capacity building program is not just a training program; it is a movement towards an inclusive, thriving, and sustainable agri-business ecosystem. Yara India remains committed to expanding access to high-quality business education, fostering innovation, and driving sustainable growth in Indian agriculture.

Awards and Recognition

At the FICCI 4th Sustainable Agri Summit and Awards, held on 29th November 2024 at FICCI Federation House, New Delhi, Yara India was honored for its outstanding contributions to sustainable agriculture. Co-organized by FICCI and Yes Bank, the event acknowledged Yara India's exceptional efforts in two key areas:

- Enhancing Sustainable Farmer Income:** Yara India was commended for its implementation of hyper-local crop planning strategies that significantly boost farmer income.
- Decarbonizing Agricultural Practices:** The company was acknowledged for its innovative initiatives aimed at promoting sustainable gherkin production across South India, contributing to agri-based decarbonization efforts.

Both initiatives have been highlighted in the FICCI Yes Bank Compendium titled "Boosting Sustainability in Indian Agriculture: A Compendium of Impactful Private Sector-led Initiatives," underscoring their influence and effectiveness in advancing sustainability in the sector.

In addition, Yara Babrala was awarded 3rd Prize for **Energy Conservation (Fertilizer Category)** at the UPNEDA Energy Awards 2024, organized by the Ministry of Power, Government of Uttar Pradesh. This recognition highlights Yara's continued commitment to energy efficiency and sustainable operations at the plant level.



Contribute

Enriching Agriculture and Society



At Yara India, our commitment to Corporate Social Responsibility (CSR) transcends business operations, focusing on the cultivation of an ecosystem that enriches both agriculture and society. We recognize the profound impact our activities can have on the communities we serve, and we are dedicated to making positive contributions that foster sustainable growth and development. By actively engaging with key stakeholders, we identify and prioritize areas for intervention, ensuring our efforts align with community needs and aspirations. Through open communication channels, we incorporate stakeholders' perspectives into our decision-making processes, mitigating potential adverse effects and enhancing our overall impact. This holistic approach underscores our dedication to nurturing vibrant communities and promoting a harmonious balance between agricultural advancement and social well-being.

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

Our CSR efforts, primarily centered around our Babrala plant in Uttar Pradesh, include initiatives in education, healthcare, and the support of self-help groups (SHGs). To assess the impact of these programs, we have established detailed frameworks and regularly carry out social impact assessments. These evaluations consider multiple factors, such as organizational structure, financial outcomes, and the effectiveness of partnerships.

CSR Policy and Governance

Yara India is committed to generating positive social outcomes and demonstrating responsible business practices through its formal CSR Policy, established in accordance with Section 135 of the Companies Act, 2013. This policy outlines the thematic areas guiding our CSR activities and sets forth our collaboration and partnership philosophy for effective implementation.

The CSR Policy is led by the Board of Directors, with implementation and monitoring overseen by the CSR Committee. This committee operates under the Board's approval to ensure the strategic propagation and smooth execution of activities, monitoring plans, and adjustments as needed. The CSR Committee also recommends amendments to the Board, which holds the final decision-making authority.

To ensure the intended outcomes are achieved, our CSR policy includes rigorous monitoring and impact measurement activities. This process helps improve delivery, identify gaps, and plan resource allocation, ensuring accountability to our stakeholders. We utilize frameworks and indices to measure the impact of planned activities, with data collection and analysis governed by recognized processes to maintain transparency and effectively identify gaps. A third-party audit is conducted to evaluate our CSR initiatives, and the resulting recommendations are integrated into our planning process. This feedback mechanism allows us to enhance effectiveness and ensure continuous improvement in our CSR efforts.

DAV Fertiliser School

At Yara Babrala site, we proudly operate a top-tier educational institution in partnership with DAV School Management. The school primarily benefits children from surrounding communities, villages, and towns, with 85% of the students coming from these areas. Yara is dedicated to supporting the school by providing annual operational funding and infrastructural assistance.

Despite the challenges posed by the COVID-19 pandemic, our commitment to the school's success remains unwavering. The substantial portion of our grants directed towards the external community highlights our dedication to enhancing literacy and educational opportunities in the region where we operate.

For the academic year 2024-25 (up until February 2025), Yara has contributed 1.11 crore in grants to support these initiatives.

No. of Students	
Yara Employee Ward	Outside Community
167	945

Bank Services and Community Impact

For many years, a bank building within the Babraña township served both our employees and the surrounding community. However, due to security concerns, we recently constructed a new bank building near our plant gate, featuring a separate entrance for enhanced security of the complex. Currently, 60% of our employees utilize the services of this bank, the Bank of Baroda, while the remainder have accounts with other banks. Additionally, the bank serves a significant number of nearby villagers, highlighting its indirect impact on the local community by facilitating financial services and inclusion.

There was no significant negative impact on the local community on in CY 24.

Thematic Areas and CSR Activities

Education

Yara India is dedicated to advancing education through a variety of initiatives that focus on empowering young learners and improving educational quality:

- **Rainbow Centres:** Village-level early childhood spaces created in partnership with local Panchayats and stakeholders.
- **Digital Pathshala – CLAP and ALFA:** Improve the digital readiness and capability of Govt. school going children.
- **Primary School at Nagaliya Kazi:** Provides essential educational infrastructure for children in the village.
- **After School Learning Centers (ASLC):** Offer secondary school students additional support in math and science, preparing them for academic success.

Interventions	Impact Metrics
Rainbow	Enhanced educational readiness for 294 children, community involvement- social teacher, community contributions, management through women Self Help Groups (SHGs).
Smart Classes (Project ALFA)	Improved digital literacy and learning outcomes for 20,000 students in grades 9-12 through 44 digital classrooms.
Continued Learning Access Program (CLAP)	<ul style="list-style-type: none"> Support digital learning for grades 9-12 in 5 government schools for 500 students. Covering more than 300 youth for imparting life-skill training/education.
Nagaliya Kazi Primary School	67 students enrolled and directly benefitted.
After School Learning Centers (ASLC)	Catered to 141 students in reinforcing classroom learning.



Agriculture

Yara India's agricultural initiatives aim to empower farmers with the knowledge and technology necessary for sustainable farming:

- **Agricultural Knowledge Enhancement Workshops:** Provide local farmers with exposure to best farming practices and community meetings.
- **Agricultural Input Technology:** Offers seeds at subsidized rates to early adopters, fostering innovation.
- **Soil and Water Conservation:** Aims to increase farm yield and reduce costs through soil testing, laser leveling, deep ploughing, and bio-fertilizers.
- **Capacity-Building Programs:** Reached 340 farmers, offering training and field demonstrations.

Interventions	Impact Metrics
Soil & Water Conservation	Enhanced soil health and crop yield for 235 farmers across 508.90 acres and reduced topsoil erosion
Underground Pipeline Irrigation	Efficient water management for 447.30 acres land, benefiting 388 farmers; reduced water wastage, increased agricultural productivity
Plantation Program	12,600 saplings planted by community members
Technological Support to Farmers	Enabled the installation of 45 solar panels, each supporting two LED bulbs and a mobile charging point, enhancing clean energy access in rural households.

Additionally, we undertake more initiatives which include distribution of power sprayers, paddy, wheat and mustard seeds to ensure that farmers have ready and affordable access to resources. Regular awareness and capacity building sessions are organized to ensure technical knowledge upgradation. Another notable initiative includes an exposure visit to Pantnagar Farmers' Fair to witness the latest technologies in the market and attain access to high-quality seeds that will improve sustainable outcomes.



Laser Levelling and Deep Ploughing



Solar Panel Installation



Plantation Program



Farmer Training

Animal Husbandry

Yara India focuses on improving livestock productivity through targeted animal husbandry initiatives:

- **Breed Improvement:** Enhancing the productivity of milk-yielding animals through artificial insemination.
- **Animal Healthcare:** Provided through OPD and mega health camps, vaccination and deworming.
- **Cattle Shed Management:** Improves the well-being and productivity of livestock in the community by constructing concrete floors supported by the provision of animal mattresses.
- **Training of Cattle Owners:** Awareness meetings are organized in villages to educate livestock owners about best practices in animal husbandry and management.

Interventions	Impact Metrics
Breed Improvement	Facilitated 17,730 inseminations leading to improved milk production and livestock genetics.
Animal Healthcare	<ul style="list-style-type: none"> 2,923 animals treated in OPD, 32,703 animals vaccinated, and 3,552 animals dewormed. Benefited 432 cattle across 122 households with improved hygiene management and enhanced animal health and reduced disease risks. 3 Mega Animal Camps were organized to support with Gynaec and Surgery functions benefiting 379 animals of 304 beneficiaries from 66 villages.
Balanced Nutrition	593 farmers supported with fodder seeds like Sorghum, Makkhan Grass, Oat Seed and Barseem.



Health Care

Yara India's healthcare initiatives strive to address community health challenges and improve access to essential services:

- **Vatsalya:** Focus on reducing infant and maternal mortality by promoting antenatal and postnatal care.
- **Project Kishori Shakti:** A comprehensive adolescent health and empowerment initiative focused on improving the nutritional status, menstrual health, and overall well-being of young girls.
- **Shubhangi:** Aims to improve women's health through gynaecological screenings and menstrual hygiene awareness.
- **Helping Hand and Divya Drishti:** Provide prosthetics and eye care in partnership with Inali Foundation and Gandhi Eye Hospital.
- **Sanjeevani:** Offers curative healthcare via community health care and mobile health camps, ensuring primary care and medication access.

Interventions	Impact Metrics
Sanjeevani & Vatsalya	<ul style="list-style-type: none">• 6,389 patients treated through OPD, and 3,573 patients treated through mobile health camps.• Vaccinated 410 expecting mothers and 811 children.• Supported menstrual hygiene among women and improved maternal health.
Kishori Shakti	<ul style="list-style-type: none">• 77 Kishori Clubs formed reaching out to 1600+ adolescent girls.• 3,796 sanitary pads produced and provisioned to community girls and women.
Divya Drishti & Helping Hand	<ul style="list-style-type: none">• Conducted 463 cataract surgeries.• Empowered 66 individuals with prosthetic limbs.• Restored vision for the elderly, improving their independence.



Women Empowerment and Skill Development

Yara India is committed to fostering inclusion and growth through programs that empower women and develop skills among youth:

- **Project Swashakti:** Formation and strengthening of Women SHGs.
- **Project Samridhhi:** Enterprise Development: Engages women in creating businesses and finding external funding, such as NABARD projects.
- **Skill Development Programs:** Impart vocational skills to youth for gainful employment, promoting economic independence and growth.

Interventions	Impact Metrics
Self-Help Groups (SHGs)	<ul style="list-style-type: none"> Strengthened 379 SHGs across 58 villages with over 4,754 members. Mobilized ₹68.53 lakh in cumulative savings and ₹1.46 crore in loans fostering financial independence annually.
Income-Generating Activities (IGAs)	<ul style="list-style-type: none"> Supported women's entrepreneurship through projects like Aakriti, Suikriti, Karzobi, and Sri Sai Mart while supporting SHG women with individual enterprises. Generated around ₹8.20 lakh revenue through group enterprises. Empowered 40 artisans in rural handicrafts and tailoring.
Vocational Training	<ul style="list-style-type: none"> Offered courses in tailoring, beautician training, and computer skills across two centres. Trained 689 youth and improved employability and income prospects.



Project Suikriti



Project Aakriti

Inclusive Development

Affirmative action initiatives are targeted interventions designed to rectify persistent discrimination faced by marginalized groups within society.

- **Employable Skill Development Program:** Focuses on enhancing employability through targeted skill training.
- **Employability Initiatives:** Provide access to employment opportunities for marginalized communities.
- **Quality Education Support Program:** Offers educational resources and support to ensure equitable access to quality education.
- **Women Education Program:** Dedicated to improving educational opportunities for women, fostering empowerment and gender equity.

Interventions	Impact Metrics
Youth Skilling	<ul style="list-style-type: none">• Focused on SC students' education and skill development via external training organizations - CIPET, GMRVF and NSTI(W).• Trained 139 youth in Hospitality, Construction, Electricals, Computer, Banking, Fashion & Tech sectors.• Improved employability for marginalized groups.
Employability	Support provided for initiating 10 individual enterprises such as Grocery shop, Stitching shop, Goatery, etc.



Infrastructure Development

Yara India's infrastructure development programs aim to reduce alienation and exclusion, promoting inclusive and sustained economic growth by developing essential public infrastructure.

- **Developing Essential Public Infrastructure:** Focuses on building facilities that support community growth and integration, ensuring that all members have access to vital services and opportunities.

Interventions	Impact Metrics
Access to Clean Drinking Water through RO Plants	Access to clean drinking water to 600 families through 4 RO Plants.
Sanitation Projects	<ul style="list-style-type: none">• Developed basic infrastructure like toilets and drainage channels based on needs identified from the community.• Constructed 50 toilets and 60 meters of brick paved track.



Mahatma Award for CSR Excellence - 2024

Yara received the Mahatma Award for CSR Excellence 2024, a recognition that honours organizations for their significant contributions to social good, corporate responsibility, and sustainability. This award reflects the organisations' ongoing commitment to making a positive impact through initiatives that support both the community and the environment. It motivates us to continue striving for sustainable practices and to enhance our efforts in creating a better, more responsible future for all.



Way Forward



Advancing Regenerative Agriculture for a Sustainable Future

Yara India is dedicated to advancing a nature-positive agronomy future by recognizing greener pathways with a strategic focus on Regenerative Agriculture. This approach emphasizes sustainable farming practices that restore and enhance ecosystems, promoting soil health and biodiversity. Our commitment to innovative biologicals, such as micronutrients and liquid fertilizers, provides environmentally friendly alternatives that support our nature-positive goals. Guided by the 5C's sustainability growth framework—*Commit, Connect, Care, Concern, and Contribute*—we systematically implement initiatives that foster sustainability, resilience, and community engagement.

Together, these elements form the backbone of Yara India's dedication to embedding sustainability into every aspect of its operations, driving positive change across the agricultural landscape and aligning with the overarching commitment to environmental stewardship and societal well-being. As we move forward, Yara India remains focused on expanding the reach and impact of Regenerative Agriculture practices, continuously innovating with biological solutions, and strengthening partnerships with stakeholders. By embracing new technologies and fostering inclusivity, we aim to cultivate resilient agricultural communities and contribute to a sustainable future that benefits both people and the planet.

Commit: Strengthening Our Foundations

Yara India has launched a new team focused on biologicals, encompassing micronutrients and liquid fertilizers as alternatives to traditional fertilizers. The Indian market has been chosen to test these innovative solutions, featuring the Yara Vita range. This initiative reflects our commitment to exploring nature-positive solutions that enhance soil health and reduce water usage, aligning with our regenerative agriculture goals.

Connect: Navigating Challenges

The Indian landscape presents unique challenges for introducing innovative agricultural products. Regulatory policies often hinder progress, but Yara India is actively engaging with various stakeholders including industry associations to drive change. By collaborating with these associations, we aim to create a more supportive environment for sustainable practices that require less water, fostering resilience and efficiency in agriculture.

Care: Cultivating Resilience

Our structured learning initiative, the Regenerative Agriculture Course, was introduced through the Yara RegAg Academy platform in 2024. This program builds foundational awareness among employees on key sustainability pillars, including climate resilience, soil health, biodiversity, and responsible resource use. By investing in education, Yara India cultivates a workforce equipped to implement regenerative practices that enhance agricultural resilience.

Concern: Addressing Societal Challenges

Increasing women's involvement in agriculture remains a strategic priority for Yara India. Through targeted programs, we empower women to take on leadership roles and contribute to sustainable farming practices. These initiatives not only promote gender equity but also strengthen community resilience and support inclusive development.

Contribute: Expanding Social Impact

Yara India is committed to expanding its social impact through contributions to national development and community advancement. By leveraging partnerships with governmental bodies, NGOs, and local communities, we amplify our efforts to address regional agricultural challenges and promote sustainable growth.

Through advancing regenerative agriculture, Yara India is charting a greener pathway that fosters a nature-positive food future. By integrating innovative solutions, overcoming challenges, and empowering communities, we reinforce our commitment to sustainability and resilience. As we move forward, Yara India remains dedicated to nurturing vibrant ecosystems and promoting harmonious balance between agricultural advancement and social well-being.

External Assurance



External Assurance Statement by TÜV SÜD South Asia Pvt. Ltd.



Assurance statement on third-party verification of sustainability information

Unique identification no.: 3153127377

TÜV SÜD South Asia Pvt. Ltd. (hereinafter TÜV SÜD) has been engaged by **Yara Fertilisers India Pvt Ltd**, Global Business Square, Plot No 32, Sector No 44, 5th Floor, Gurugram – 122002, Haryana India to perform a limited assurance verification of sustainability information in the Sustainability Report by **Yara Fertilisers India Pvt Ltd**, (hereinafter "Company") for the period from 01.01.2024 to 31.12.2024. The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain limited assurance about whether the sustainability information is prepared "with reference to" the reporting criteria of the Sustainability Reporting Standards of the Global Reporting Initiative 2021 version (hereinafter "Reporting Criteria").

The following selected disclosures are included in the scope of the assurance engagement: Option "partial report" for reporting period Apr 01.01.2024 to 31.12.2024, the disclosures of following sustainability indicators in the SUSTAINABILITY REPORT, published at **Yara Fertilisers India Pvt Ltd** Website

- GRI 2: General Disclosure- 2-1, 2-2, 2-3, 2-5, 2-6, 2-7, 2-8, 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-18, 2-22, 2-23, 2-24, 2-25, 2-26, 2-27, 2-28, 2-29, 2-30
- GRI 3: Materiality Assessment – 3-1, 3-2, 3-3
- GRI 204: Procurement Practices- 204-1
- GRI 205: Anti-corruption- 205-1, 205-2, 205-3
- GRI 206: Anti-competitive Behavior- 206-1
- GRI 302: Energy- 302-1, 302-2,302-3, 302-4,
- GRI 303: Water-303-1, 303-2, 303-3, 303-4, 303-5
- GRI 304: Biodiversity Significant Impacts of activities, products and services on biodiversity-304-1,304-2, 304-3, 304-4
- GRI 305: Emissions- 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7,
- GRI 306: Effluents and Waste-306-1, 306-2, 306-3, 306-4, 306-5
- GRI 308: Supplier Environmental Assessment-308-2
- GRI 401: Employment- 401-1, 401-2, 401-3.



- GRI 403: Occupational Health and Safety – 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

- GRI 404: Training and Education – 404-1, 404-2, 404-3

- GRI 405: Diversity and Equal Opportunity – 405-1, 405-2

- GRI 406: Non-discrimination- 406-1

- GRI 407: Freedom of Association and Collective Bargaining-407-1

- GRI 408: Child Labor- 408-1

- GRI 409: Forced or Compulsory Labor-409-1

- GRI 411: Rights of Indigenous Peoples-411-1

- GRI 413: Local Communities-413-1, 413-2

- GRI 417: Marketing and Labeling-417-1

- GRI 418: Customer Privacy- 418-1

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the integrated reporting, and accordingly, we do not express a conclusion on this information. It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the sustainability information in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for sustainability reporting, the collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a sustainability report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group, which is based upon the ISO 3000, and ISO 17029. The applied level of assurance was "limited assurance". Because the level of assurance obtained in a limited assurance, the engagement is lower than in a reasonable assurance engagement, the procedures the verification team performs in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Information and applying analytical and other limited assurance procedures.

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.



The procedures included amongst others:

- Inquiries of personnel who are responsible for the stakeholder engagement and materiality analysis to understand the reporting boundaries.
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls.
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls.
- Analytical procedures and inspection of sustainability information as reported at group level by all locations.
- Assessment of local data collection and management procedures, along with control mechanisms, through onsite and offsite verification and Below sites are selected for Onsite Visit

Sl. No.	Company Name	Site Address
1	Yara Fertilisers India Pvt Ltd Global Business Square, Plot No 32, Sector No 44, 5th Floor, Gurugram - 122002 India	Yara Fertilisers India Pvt Ltd Global Business Square, Plot No 32, Sector No 44, 5th Floor, Gurugram - 122002 India
2		Yara Fertilisers India Pvt Ltd India Dham, Babrala-243201, Uttar Pradesh, India

Conclusion

On the basis of the assessment procedures carried out from 2025-05-19 - 2025-05-22, TÜV SÜD has not become aware of any facts that lead to the conclusion that the selected sustainability information has not been prepared, in all material aspects, in reference to the Reporting Criteria.

Limitations

The assurance process was subject to the following limitations:
The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the integrated reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.

Financial data were only considered to the extent to check the compliance with the economic indicators provided by the GRI Standards and were drawn directly from independently audited financial accounts. TÜV SÜD did not perform any further assurance procedures on data, which were subject of the annual financial audit.

The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions



TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd hereby declares that there is no conflict of interest with the Company.

Mumbai, 4th June 2025

General Manager- Certification
Management System Assurance

Verification Team Leader, TÜV SÜD
Management System Assurance

GRI Content Index



GRI Standard	Disclosure	Location	Page no.
GRI 2: General Disclosures 2021	2-1 Organizational details	Introduction	04
	2-2 Entities included in the organization's sustainability reporting	Introduction	04
	2-3 Reporting period, frequency and contact point	Introduction	04
	2-4 Restatements of information	-	-
	2-5 External assurance	External Assurance	04
	2-6 Activities, value chain and other business relationships	Company Overview	10
	2-7 Employees	Employee headcount in CY 24	62
	2-8 Workers who are not employees	Employee headcount in CY 24	62
	2-9 Governance structure and composition	COMMIT - Introduction	16
	2-10 Nomination and selection of the highest governance body	COMMIT - Introduction	19
	2-11 Chair of the highest governance body	COMMIT - Introduction	16
	2-12 Role of the highest governance body in overseeing the management of impacts	COMMIT - Introduction	16
	2-13 Delegation of responsibility for managing impacts	COMMIT - Introduction	16
	2-14 Role of the highest governance body in sustainability reporting	COMMIT - Introduction	16
	2-15 Conflicts of interest	COMMIT	19
	2-16 Communication of critical concerns	CARE - Grievance Identification and Addressing	71
	2-17 Collective knowledge of the highest governance body	-	-
	2-18 Evaluation of the performance of the highest governance body	COMMIT	64

GRI Standard	Disclosure	Location	Page no.
GRI 2: General Disclosures 2021	2-19 Remuneration policies	COMMIT	-
	2-20 Process to determine remuneration	-	-
	2-21 Annual total compensation ratio	-	-
	2-22 Statement on sustainable development strategy	Leadership Message 1	05
	2-23 Policy commitments	COMMIT - Policies	18
	2-24 Embedding policy commitments	COMMIT - Policies	18
	2-25 Processes to remediate negative impacts	CARE - Remediating Negative Impacts	71
	2-26 Mechanisms for seeking advice and raising concerns	CARE - Remediating Negative Impacts	71
	2-27 Compliance with laws and regulations	COMMIT - Policies	18
	2-28 Membership associations	Member of Associations	22
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	20
	2-30 Collective bargaining agreements	CARE – Human Rights – Key Performance Indicators for CY 2023-24	49
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality	23
	3-2 List of material topics	Materiality	23
	3-3 Management of material topics	Materiality	23
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	COMMIT – Economic Performance	29
	201-2 Financial implications and other risks and opportunities due to climate change	CARE – Emission and Climate Change	35,36
	201-3 Defined benefit plan obligations and other retirement plans	CARE – Employee Wellbeing – Additional Benefits	67,68

GRI Standard	Disclosure	Location	Page no.
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	-	-
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-	-
	202-2 Proportion of senior management hired from the local community	-	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	CONTRIBUTE - CSR Policy and Governance - DAV Fertiliser School	106
	203-2 Significant indirect economic impacts	CONTRIBUTE - CSR Policy and Governance - DAV Fertiliser School	106
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	CONNECT - Local Sourcing and Community Engagement	96
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	COMMIT - COMMITEES	17
	205-2 Communication and training about anti-corruption policies and procedures	COMMIT - POLICIES	19
	205-3 Confirmed incidents of corruption and actions taken	COMMIT - COMMITEES	17
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	CARE – Human Rights – Key Performance Indicators for CY 2023-24	49
GRI 207: Tax 2019	207-1 Approach to tax	-	-
	207-2 Tax governance, control, and risk management	-	-
	207-3 Stakeholder engagement and management of concerns related to tax	-	-
	207-4 Country-by-country reporting	-	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	-
	301-2 Recycled input materials used	-	-
	301-3 Reclaimed products and their packaging materials	-	-

GRI Standard	Disclosure	Location	Page no.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CARE – Energy consumed in CY 24	32
	302-2 Energy consumption outside of the organization	CARE – Energy consumed in CY 24	32
	302-3 Energy intensity	CARE – Energy management	31
	302-4 Reduction of energy consumption	CARE – Energy management	31
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	CARE – Water Management	38
	303-2 Management of water discharge-related impacts	CARE – Water Management	38
	303-3 Water withdrawal	CARE – Water Management	37
	303-4 Water discharge	CARE – Water Management	37
	303-5 Water consumption	CARE – Water Management	37
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	47
	304-2 Significant impacts of activities, products and services on biodiversity	CARE - Biodiversity	47
	304-3 Habitats protected or restored	CARE - Biodiversity	47
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	CARE - Biodiversity	47
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CARE – Emission and Climate Change	34
	305-2 Energy indirect (Scope 2) GHG emissions	CARE – Emission and Climate Change	34
	305-3 Other indirect (Scope 3) GHG emissions	CARE – Emission and Climate Change	34
	305-4 GHG emissions intensity	CARE – Emission and Climate Change	34

GRI Standard	Disclosure	Location	Page no.
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	CARE – Emission and Climate Change	35
	305-6 Emissions of ozone-depleting substances (ODS)	CARE – Emission and Climate Change	36
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	CARE – Emission and Climate Change	36
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	CARE – Waste Management	44
	306-2 Management of significant waste-related impacts	CARE – Waste Management	45
	306-3 Waste generated	CARE – Waste Management	44
	306-4 Waste diverted from disposal	CARE – Waste Management	44
	306-5 Waste directed to disposal	CARE – Waste Management	44
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	97
	308-2 Negative environmental impacts in the supply chain and actions taken	CONNECT – Sustainable Supply Chain - Transparent Supplier Screening	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	CARE – Employee headcount in CY 24	62
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	CARE - Employee Wellbeing	65
	401-3 Parental leave	CARE - Employee Wellbeing	72
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	CARE – Occupational Health & Safety	50
	403-2 Hazard identification, risk assessment, and incident investigation	CARE – Occupational Health & Safety	51
	403-3 Occupational health services	CARE – Occupational Health & Safety	52

GRI Standard	Disclosure	Section	Page no.
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	CARE – Occupational Health & Safety	54
	403-5 Worker training on occupational health and safety	CARE – Occupational Health & Safety	55
	403-6 Promotion of worker health	CARE – Occupational Health & Safety	57
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	CARE – Occupational Health & Safety	58
	403-8 Workers covered by an occupational health and safety management system	CARE – Occupational Health & Safety	51
	403-9 Work-related injuries	CARE – Occupational Health & Safety	59
	403-10 Work-related ill health	CARE – Occupational Health & Safety	59
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	CARE – Learning and Development	77
	404-2 Programs for upgrading employee skills and transition assistance programs	CARE – Learning and Development	76
	404-3 Percentage of employees receiving regular performance and career development reviews	CARE – Learning and Development	77
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	CARE – Employee headcount in CY 24	62
	405-2 Ratio of basic salary and remuneration of women to men	CARE – Employee headcount in CY 24	63
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	CARE – Human Rights – Key Performance Indicators for CY 2023-24	49
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	CARE – Human Rights – Key Performance Indicators for CY 2023-24	49
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	CARE – Human Rights – Key Performance Indicators for CY 2023-24	49

GRI Standard	Disclosure	Section	Page no.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	CARE – Human Rights – Key Performance Indicators for CY 2023-24	49
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	-
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	CARE – Human Rights – Key Performance Indicators for CY 2023-24	49
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	CONTRIBUTE – Thematic Areas and CSR Activities	107
	413-2 Operations with significant actual and potential negative impacts on local communities	CONTRIBUTE – Thematic Areas and CSR Activities	107
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	-
	414-2 Negative social impacts in the supply chain and actions taken	-	-
GRI 415: Public Policy 2016	415-1 Political contributions	-	-
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	CONNECT – Product Stewardship and Innovation - Packaging and Labeling	94
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	-
	417-3 Incidents of non-compliance concerning marketing communications	-	94
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CARE – Customer Data Privacy - Training and Transparency	78



Yara Fertilisers India Pvt. Ltd.

Reg. Office
#402, Suyog Fusion, Dhole Patil Road, Sangamwadi, Pune - 411001, Maharashtra

Corporate Office
#502, Global Business Square, Institutional Area, Sector 44, Gurgaon - 122003, Haryana

Website : www.yara.in
Email : India.operations@yara.com
Customer Care : 1800 121 9272