

# Nurturing Growth



**E.I.D.- PARRY (INDIA) LIMITED**  
ANNUAL REPORT 2019-20

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### Cautionary Statement

Certain statements in this annual report concerning our future growth prospects are forward-looking statements, which involve a number of the risks and uncertainties that could cause actual results to differ materially from those in such forward-looking statements. We have tried wherever possible to identify such statements by using words such as anticipate, estimate, expect, project, intend, plan, believe and words of similar substance in connection with any discussion of future performance. We cannot guarantee that these forward-looking statements will be realised, although we believe we have been prudent in assumptions. The achievements of results is subject to risks, uncertainties and even inaccurate assumptions. Should known or unknown risks or uncertainties materialise or should underlying assumptions prove inaccurate, our actual result could vary materially from those anticipated, estimated or projected. Readers should bear this in mind.

We undertake no obligation to publicly update any forward-looking statements, whether as a result of new information, future events or otherwise.

# Nurturing Growth

At E.I.D Parry - it was a year of positives, despite the challenges of a market slowdown, subdued sugar prices, regulatory restrictions and the disruptions due to the lockdown.

We expanded our market presence in the retail space, enlarged our customer roster in the institutional segment, launched the Amrit brand of jaggery and other value added products, initiated work on the new ethanol manufacturing facility, enhanced our operational efficiencies and focused on developing new capabilities in adjacencies.

A laser focus on cost management, the export leverage and increase in retail sales and the ethanol stream of business enabled the Company to maintain its growth and reduce debt vulnerabilities.

It was a year when we explored new business streams, reduced dependency on legacy systems of sugar manufacturing, re-crafted our business model and worked on nurturing growth.

# Nurturing Growth

Carrying forward a legacy of pioneering...

Building a business on the framework of sustainability

Spearheading a culture of commitment and inclusive growth

Delivering a forward-bound business charter

## 2019-20

At E.I.D Parry, we reaffirmed our core purpose of enriching and energising lives

And went ahead nurturing growth.

### Vision

Enriching and Energising Lives by creating value added products from Agriculture.

### About Us

Founded in 1788, Parry has been a household name for more than 230 years.

#### Sugar

The Company holds the distinction of setting up India’s first sugar plant at Nellikuppam in 1842 and even today continues to pioneer new paths in each of its businesses.

Eight Plants, spread across Tamil Nadu, Karnataka and Andhra Pradesh. A Refinery Unit of its wholly owned subsidiary, Parry Sugars Refinery India Private Limited, at Kakinada. The integrated sugar mills of the Company include distillery and co-generation plants.

First in Asia to be awarded the Bonsucro International Certification for sustainable sugarcane cultivation.

### Nutraceuticals

E.I.D Parry is a pioneer and world leader in organic spirulina and micro algal products in the Nutraceuticals space for more than 4 decades.

Parry's Organic Spirulina, the flagship product is globally certified as the Highest Quality Organic Spirulina in the World.

In 2015, Parry Nutraceuticals achieved another milestone in Microalgae research and development by producing Organic Chlorella, another green microalgae Superfood rich in Chlorophyll, Essential Vitamins, Minerals and Fatty Acids.

Five state-of-the-art manufacturing plants spread across India and overseas.

E.I.D Parry is the only Nutraceutical Manufacturer with eight Global Certifications.

### Pathbreaking

E.I.D Parry pioneered many scientific methods in the sugar industry, setting new benchmarks in operational efficiencies, a progressive, farmer-centric model of business operations, environmentally responsible and sustainable farming methods and socio-welfare initiatives for the agri-community.

The Company is the first and amongst the few sugar manufacturers in India with a dedicated Cane Research & Breeding Centre recognised by the Department of Scientific and Industrial Research (DSIR), Ministry of Science and Technology, Government of India.

‘Parrys Pure’ is the only sugar brand to be conferred the ‘Super Brand’ status in India.

In line with its vision of enriching and energising lives by creating value added products from agriculture, the Company continued to define new benchmark standards in products, technologies and best practices, creating value for stakeholder and society and nurturing growth.

43,800

Crushing capacity (TCD)

234

Distillery capacity (KLPD)

160

Co-generation capacity (MW)

1,086

(₹crore) Cane purchases

1 lakh +

Farmer base

2,200+

Employees

The Company's aggressive cane management program, farmer centric initiatives together with supportive policies of the Government and better sugar prices during the latter part of the year, helped the sugar business to nurture growth.

Strengthening manufacturing capabilities, expanding retail footprint, foraying in to adjacencies and non sugar space, E.I.D Parry focused on nurturing growth.

## Nurturing Growth

Enhanced operational efficiencies, augmented capacities, embarked on new greenfield projects and expanded into adjacencies to nurture growth...

E.I.D Parry focused on nurturing growth by enhancing operational efficiencies, prudent cost management, embarking on capacity expansions, greenfield projects and exploring new revenue streams in adjacencies.

The Company continued its journey towards manufacturing excellence with benchmark standards in people and process efficiencies and a strong TPM commitment on safety, environment and quality.

The Pudukottai operations had to be suspended due to non availability of cane because of prolonged periods of drought and water table depletion. The Company demonstrated agility and strategic focus by diverting the available cane to the Nellikuppam and Pugalur Units and relocating the equipment and machinery to the Haliyal Plant to ensure seamless migration of the business.

### Key Initiatives

- Enhanced operational efficiencies at Nellikuppam Plant to produce Amrit brand of natural brown sugar and natural jaggery to address the growing market demand.
- The process stabilisation, with a unique research based, totally hand-free method of manufacturing jaggery was a major win for the Company. The Nellikuppam Plant succeeded in manufacturing the 'Amrit brand of pure and clean jaggery through a fully automated process. The 'Amrit brand of jaggery was launched in the market during the year.
- To reduce ground water withdrawal and enhance sustainability in the manufacturing process, distillery spent lee was treated and recycled in the newly established Condensate Polishing Unit (CPU) at Nellikuppam, enabling a saving of nearly 1.11 crore litres of water.
- Utilisation of the excess condensate of the sugar plant reduced the raw water consumption at Ramdurg. Around 776 kl of excess condensate water was cooled and utilized for process use, reducing effluent generation below 60 litres per ton of cane crushed.
- Maintained the benchmark in sustainable water utilisation with the water management systems at sugar factories calibrated to ensure 'zero' fresh water withdrawal and consumption from river, borewell, canal and other water bodies.

- Recycled nearly 13.42 crore litres of waste water at Nellikuppam, in line with sustainable practices.
- Strict adherence to near zero levels in emission and effluent generation with stringent on-line monitoring systems connected to the SPCB / CPCB monitoring systems.

### Adjacencies and Additional Revenue Streams

The Company sourced 79,750 MT molasses during the year, thereby increasing the number of operating days of its distilleries.

Enhancing the alcohol production capacity at Sankili with B-Heavy molasses from 40 to 48 KLPD with the commissioning of the Fed Batch Fermenters, including increase in alcohol % from 8% to 10.5%.

As part of its Ethanol Blending Programme (EBP), the Government has mandated the increase of the ethanol-blending target to 10% by 2022 and 20% by 2030 with a directive to OMCs on the blending ratios. The Ethanol Blending Project loan support extended to 114 projects towards expanding distillery capacity indicates the Government of India's commitment to the EBP programme and its focus on reducing its crude import burden, lowering emissions and promoting the revenue growth of the agri-industry.

E.I.D Parry is expanding its ethanol blending capacity in alignment with its strategic roadmap for future growth. In line with this, while the distillery capacity was enhanced at Sankili, work on the greenfield Ethanol Plant at Bagalkot was started to meet the future demand of Ethanol. This will de-risk the business from the sectoral cyclicity and enable the Company to strengthen the core, thereby ensuring sustainable growth in the future.

The Sankili Unit has started the installation process of a modern incineration boiler which will help to increase the number of operating days of the distillery by 70 days per year, besides being environment friendly. The Boiler is expected to be commissioned in the current year.

Ethanol operations saw a significant growth during the year, with a good market demand. In line with its pioneering tradition, E.I.D Parry became the first sugar manufacturer in India to produce Ethanol both from B- Heavy Molasses and Sugar Syrup with the process validated by the National Sugar Institute, Kanpur.

The Company has developed nutrient rich, eco-friendly, soil-less, 'green grow' media, from sugarcane bagasse for the international and domestic market. Manufactured through a unique process by sustaining EC and Ph, the product is suitable to grow all kinds of plants, conserving water and improving soil fertility. Production at the pilot scale plant at Sankili was successfully established. Taking this forward, a Bagasse Plant is underway at Bagalkot for exploring the potential of this product as an additional revenue stream.

In addition, a pilot plant for manufacturing bagasse pellets was commissioned at Sankili and the process was established successfully. Plans to scale up the operations is already under progress at the Bagalkot Plant.

The pandemic outbreak at the end of FY 2019-20, led to a burgeoning demand in alcohol based hand sanitisers. The Company demonstrated business agility, getting the mandatory license to manufacture sanitisers at its facilities. This stream of business is expected to gain traction as the focus on hygiene and safety is seeing an increase among people, with the incidence of contagious disease on the rise across geographies.

The increasing global regulations on reducing greenhouse gas emissions has led to cogeneration gaining prominence. E.I.D Parry is enhancing its cogeneration capabilities, to mine the future potential in this segment

The conversion of the distillery effluent waste into potash-rich fertilizer, K-ash and K-boost, served as an additional revenue earner, in addition to reducing carbon footprint.

TPM deployment helped the Company in its journey towards achieving higher levels of productivity, operational safety and quality. During the year, the CII - TPM Strong Commitment audit was completed at Bagalkot. and FSSC-22000 Version 5.0 Certificate was granted.

In line with its strategies of nurturing growth, the Company is consolidating its capabilities, exploring step-outs in new adjacencies and pursuing emerging opportunities in the non-sugar space.



# Nurturing Growth

Innovative value added products, customer co-partnering, expanding market presence.



Voted Sugar Superbrand of the Year 2019 at the ET Best Brands Award.



To de-risk its dependence on the volatility of the commodity market and volume trade, E.I.D Parry focused on enlarging its presence in institutional sales and the retail market with differentiated, value added products.

The Company continued to build its institutional portfolio adding to its roster of major pharmaceutical, soft drinks, beverage, food, confectionery, dairy, biscuit and ice cream manufacturers, accounting for almost 59% of the total domestic sales compared to 41% in the previous year.

The Company has earned the status of a preferred supplier to major institutional customers due to its stringent quality systems, strong product customisation expertise, global certification standards and last mile connectivity. The proximity of the sugar mills to customers who seek large volumes serves as a competitive edge in servicing high potential markets.

The Company's Bonsucro certified sugar, produced from sustainable cultivation practices, proved to be a key advantage with large multinational customers focusing on sustainable raw materials and processes.

In the Retail segment, sales of branded sugar doubled accounting for nearly 18% of the annual domestic sales as against 9% the previous year. The strategy of expanding retail footprint with intensive brand building and market storming initiatives proved a game changer.

'Amrit' brand of brown sugar consolidated its market presence among discerning customers with a quantum growth in sales. The Company expanded its retail range of products launching the 'Amrit' brand of pure jaggery.

A slew of value added products are in the pipeline as part of the strategies of expanding the retail portfolio. Supply chain optimisation, expanding channel presence and strengthening the logistics network were strategic initiatives deployed to build a robust multi-delivery channel and to nurture future growth.

Parrys Sugar, once again won the prestigious Economic Times 2019 - 'Best Brands' Award - the only sugar manufacturer to receive this recognition in the industry. This was based on an intensive research conducted by Economic Times in partnership with AC Nielsen across 15 industries in 12 Tier 1 and Tier 2 cities.

## Product and Quality Certifications:

- Bagalkot Unit received the FSSC 22000, Version 5 accreditation, the third Unit of the Company to obtain this from the DNV GL Certification Body.
- Nellikuppam and Haliyal qualified in the recertification audits of FSSC 22000 and ISO 9001:2015.
- Refinery Unit in Nellikuppam successfully qualified in sustaining its cGMP certifications and other Pharmacopoeia accreditations of Indian Pharmacopoeia, European, United States, Japanese and British, to continue to supply to Drug Manufacturing Customers.
- Haliyal Unit in Karnataka has sustained the production of high quality sugar through the sulphur-free process.
- Nellikuppam and Haliyal Units qualified for Kosher Certification.
- Sankili Unit was successfully recertified for Integrated Management System which includes Quality Management System ISO 9001:2015, Environmental Management System ISO 14001:2015 and OHAS & ISO 45001:2018.
- Nellikuppam and Haliyal Units upgraded to Food Safety System Certifications ISO 22000 Version 5.
- Haliyal Unit was re-certified for ISO 9001: 2015 Quality Management System.

Seizing the demand opportunity in sanitisers due to the pandemic outbreak, the Company launched 'HandKleen' and 'Sterisafe' brand of sanitisers for the retail space, leveraging on the Parry brand.

The incidence of frequent viral outbreaks and its potential danger has increased awareness of personal hygiene and safety globally and has propelled the demand for anti-microbial dispensers and hand sanitisers. E.I.D Parry is well positioned to participate in this growing space and explore opportunities in both the domestic and export market in this segment.

At E.I.D Parry, de-risking the business from sectoral disruptions, regulatory restrictions and cyclical downturns with differentiated products and delivery channels, was a vital strategy for nurturing growth.



## Nurturing Growth

At E.I.D Parry, enriching and energising the lives of our 1 lakh + farmers and the rural landscape is an integral part of nurturing growth.

The first sugar manufacturer in India and among the oldest sugar companies in the world, E.I.D Parry has pioneered many sustainable and innovative farming methods, setting new benchmarks in the industry. The Company's farmer-centric programmes have resulted in the prosperity of the agrarian community.

Drought and rainfall deficit during the year led to a considerable decline in sugarcane farming with farmers shifting to other less water intensive crops. This impacted the Company's Tamil Nadu operations, where the continued non-availability of sugarcane forced the Company to close down its operations at Pudukottai after completing the main season in May 2019.

In a proactive measure, the Company used the nearly 1000 acres of additional cane area allotted to it on a temporary basis at Tamil Nadu in Kammapuram, Vridhaclalam South firkas and also 15 villages in Pennadam firka to initiate cane development activities in these areas to increase sugarcane supply to the Nellikuppam Unit.

The sustained availability of cane being of prime importance, a number of initiatives were taken up such as supplying clean seeds to farmers for better productivity, providing resources for drip and micro irrigation to ensure water availability and facilitating

the various agronomy services, including mechanised farming, through the Aggregator model of agri service providers.

The Company expanded its 3-Tier Nursery programme for ensuring clean seeds for planting in Tamil Nadu and Andhra Pradesh. Varietal purities are being improved through quality seed sourcing from Breeding Institutes and Company's own tissue culture seedling production centres. In Tamil Nadu and Andhra Pradesh, mass seedling production through an inclusive women farmer entrepreneur model was implemented.

As part of its farmer centric initiatives, the Company operates soil testing labs for farmers, guiding them on methods to improve soil health and fertility. Village level, soil mapping based fertilizer prescription, through integration with cane management system, has been carried out to enable need based and precision nutrient recommendation for application, resulting in significant cost savings for farmers and enhancing sugarcane quality.

'Farmer Connect' App, a novel, multi-lingual and IT enabled crop management and advisory tool has been effectively utilised to engage with the farmers throughout the life cycle of a cane crop. This App enables the cane and extension team to be in regular touch with a large number of farmers in Tamil Nadu, Andhra Pradesh and Karnataka and assist them as and when the need arises.

In addition, the Company is working closely with the Government on a number of subsidy schemes to promote drip irrigation, Sustainable Sugarcane Initiative (SSI), etc.

Water is of prime importance in sugarcane cultivation. To mitigate the impact of drought and water shortage, around 65 borewell recharges were established around the factories at Pugalur and Pettavaithalai. At Pugalur, the Company de-silted ponds and continued to work on various initiatives to further improve the ground water resources.

In addition, to ensure continuous supply of water for the farmers, the Company is working towards getting the maximum benefit from the key irrigation projects being implemented by the Government in Haliyal, Sankili and Bagalkot, which would prove beneficial in the long term.

Partnering with the farmers to increase yield and productivity, building trust and credibility with transparency and timely payments and socially responsible practices are part of the Company's plans for nurturing growth.





## Nurturing Growth

Promoting rural prosperity through innovative, sustainable and scientific farming practices is central to our strategy of nurturing growth.

E.I.D Parry is the only sugar manufacturer in India with a dedicated Cane Research and Breeding program engaged in the development of new varieties of cane.

The Company's robust and business aligned R&D and extension divisions work in tandem to improve yield and quality of sugarcane.

New varieties of disease-free seed material were introduced through the three tier 'clean seed nursery program' from the Company's state-of-the-art tissue culture lab for seedling production. Seedlings that are robust, pest resistant and drought tolerant ensure higher yield and revenue for farmers.

Sustainable and scientific practices were promoted among the farmers such as green manuring, mulching, vermicomposting and the use of bio-pesticides and bio-nutrients to reduce dependence on inorganic inputs and help in soil rejuvenation and moisture conservation.

Two new 'super early maturing varieties' of CO11015 cane were extended for commercial cultivation to farmers in Sankili and Nellikuppam. The collaborative project titled 'P240' with Sugarcane Breeding Institute (ICAR) and Indian Sugar

Mills Association (ISMA), together with the in-house varietal development program was chartered in 2017-18 to develop varieties that can mature in 8-9 months to enable farmers to reap three harvests in two years instead of the conventional two crops in two years, coupled with increase in sugar recovery by 0.5%. The two varieties now occupy 22% of the command area in Sankili and 35% of command area in Nellikuppam. The Company has currently developed the highest area of the new varieties in the country.

In the field of crop agronomy, the development of an IoT enabled automatic soil moisture recorder in farmer fields, linked to the cane management system and harvest scheduling, to maximize sugar recovery, is being taken up for large scale application.

Innovative technologies in pest and disease management have been adopted by farmers covering around 3000 acres during the financial year.

In line with its pioneering tradition, the Company has introduced a novel ICT based system of 'Autonomous irrigation in sugarcane' for the first time in the country in technical collaboration with Global Irrigation Majors and leading

Technology Institutes in India. This transformational technology in water irrigation ensures precise quantity of water is applied at required intervals, solely by the crop, based on its own requirement and without any farmer intervention. This innovative technology will pave the way for significant water savings especially in sugarcane, which is considered as a water intensive crop, together with accrued benefits of crop yield and quality maximization.

In addition, E.I.D Parry is working on a dynamic, digital, ICP solution for advanced crop management and crop protection. To foster sustainability in business, the Company has signed an MoU with WWF India and Rabo Bank for developing an integrated Decision Support Tool (DST) by March 2022 for the farmers. This tool will provide complete IoT enabled solutions in precision farm management for the new generation of farmers. Pilot studies have been initiated across two factories with promising results.

As a testimony to E.I.D Parry's stewardship in R&D and Extension services, the Company was conferred the 'Agriculture Leadership Award for 2019' in the 9th Agricultural Leadership Conclave by the Hon'ble Union Minister of Agriculture.



Cane Breeding Centre



Agriculture Leadership Award for 2019 at the 9th Agricultural Leadership Conclave.



# Nurturing Growth



At Parry Nutraceuticals, we have outlined our ambitious goal of delivering sustainable food for the future by harnessing the goodness of micro-algae. As a commitment to the goal, we have gone a step ahead and defined what we stand for and how we do business. The new visual identity expresses our commitment to work in harmony with nature's elements and constitutes of three elements:



**Sun**

Powerhouse of micro-algae



**Water**

Culture for growth of micro-algae



**Plant**

Organic and sustainable micro-algae

Our new philosophy 'good on the inside' is governed by four principles - traceability, purity, sustainability and humanity that go a long way in making Parry Nutraceuticals a 'good company' to be associated with. These principles drive Parry's culture and ensure that the goodness in people reflect in their actions and the products manufactured - because the good on the inside always translates as a larger good on the outside.

'Good on the inside' defines what Parry Nutraceuticals stands for.

It is a commitment :

**Towards planet -**  
to ensure a sustainable future by cultivating micro-algae - sustainable food for the future

**Towards consumers -**  
to ensure that products that get consumed nourish the body from within and show visible results

**Towards customers -**  
to provide best quality of products that will retain the good on the inside and deliver good health to all

**Towards employees -**  
to provide a good culture and work atmosphere that harbours personal and professional growth

Taking forward its pioneering spirit, Parry Nutraceuticals focused on reinventing itself to the dynamics of a fast changing global environment.

The Business repositioned itself with a new visual and brand identity 'Good on the Inside' expressing its commitment to work in harmony with Nature's 3 elements constituting air, water and plant. The brand positioning also defined the commitment of the Business to the planet, consumers, customers and employees.

A global leader in Organic Spirulina, the Nutraceuticals business continued to remain committed to its value proposition as a premium quality brand, expanding its market presence among discerning customers in Europe and the US. Despite the challenges of cheap quality, low priced alternates flooding the market, the division differentiated itself leveraging on its customer centric focus and its twin merits of value and quality. To mine the potential of large volumes, the business has mapped out aggressive strategies for growth in the price sensitive markets in Asia for the coming year.

Growing focus on health and wellness has propelled the global demand for Nutraceuticals in food and beverage fortification, adult and paediatric nutritionals and dietary supplements. In addition to Spirulina, Chlorella is gaining importance as an essential micro-algae supplement in vegan diets and a powerful detox agent with a rich vitamin profile. The business focused on the growth opportunities in the segment, expanding into new geographies

and enlarging its presence in served markets. In line with this, the business scaled up commercial production of Chlorella by stabilizing the cultivation and harvesting processes. Additionally, the business has drawn up plans to double its production volumes in the next year to address the growing market demand.

An aging demographic offers the need for formulations that address bone and joint health. Valensa's range of joint health products offer great potential for future growth. Breakthroughs in joint health mandate the need for New Science and Parry's Nutraceutical division is focusing its research to further develop this important product in its portfolio.

The launch of the Phycocyanin brand in the Natural Colours segment, promises great potential in a range of clinical applications in the Nutraceutical industry. With high antioxidant properties, it is a molecule of interest for research in understanding its anti cancer properties and diagnostic applications. The division has drawn up strategic plans to pursue the potential in this highly promising segment.

Flomentum, the prostate health brand launched in the USA during the year, has garnered good market response. The strategy is to expand the Flomentum brand of formulations for prostate health and position it as a premium brand. A disruptive business model, building Medical Equity as a route to being consumer preferred has been devised to popularize the product.

## Flomentum

- Clinical strength comparable to the leading European herbal medicine
- Excellence in manufacturing and unsurpassed quality credentials
- The first and only US Pharmacopeia (USP) Verified prostate health supplement
- A pure extract made in the USA with Fresh from Florida® saw palmetto berries



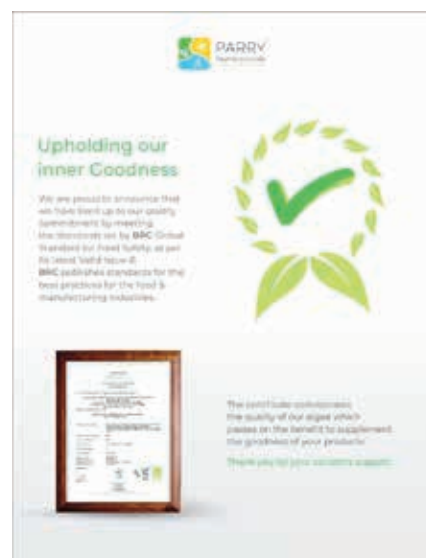




Flomomentum is made from the oil extract of wild-harvested, Fresh from Florida® saw palmetto (*Serenoa repens*) berries. Saw palmetto is a dwarf palm tree that is native to the southeastern United States.

The Nutraceuticals division strengthened its account management team across locations and worked on improving efficiencies and product quality. In addition to the Organic and USFDA approval to the various major global certifications, the business has embarked on a journey to upgrade its overall Quality Management System, from supplier to end consumer, including compliance to cGMP processes across its Units. As part of the clean label program, Organic Spirulina and Chlorella received the Non-GMO verification during the year.

During the year the business received the prestigious BRC food certification. BRC (Brand Reputation Compliance) food certification attests to the quality and safety of the products through the application of quality/product management systems, hygienic control (HACCP) and good manufacturing practices (GMPs). This is a major win for the business and a validation of its commitment to quality.



Our journey towards implantation of corporate sustainability strategy has already commenced with:

- Sustainable water source & water conservation.
- Lagoons are provided to store harvested surface rainwater.
- Zero liquid discharge facility.
- State-of-the art wastewater purification plant to treat wastewater to usable water quality.
- Replenishing ground water.
- Rain water harvesting and ground water recharging system designed to replenish rain water.

The R&D is primarily focused on 3 segments: Green Foods, Protein and Algal Value Added Products. An exciting protein concept called Green Blends is in the pipeline while work in EPA Omega 3s is already in an advanced stage.

In line with its commitment towards society and the environment, the business focused on major sustainability initiatives in Waste, Water and Energy management.

With its vision to be water positive, the Nutraceuticals business has established a set of principles and operational practices to guide water usage, mitigate potential risks of water scarcity and ensure business continuity. Under these principles the business is working to utilize water efficiently - recharging rainwater and replenishing groundwater, reusing treated wastewater through wastewater treatment plants, exploring various methods to

incorporate water circularity and engaging in partnerships to develop promising state-of-the-art water conservation solutions. Similarly an efficient Energy Management System ensures energy efficiency by reducing carbon footprint with renewable energy alternatives. A stringent waste management system based on the 4 Rs - Reduce, Reuse, Reprocess, Recycle is followed across Plants to ensure sustainable processes. Process waste is reprocessed to recover salts to be used in animal nutrition and organic compost, while pond sludge is converted as biomass briquettes for boilers.

Innovation, benchmark standards in quality and a business architecture built on a strong commitment to stakeholder, society, and environment - the Nutraceuticals business is nurturing growth and resurgence.

# Nurturing Growth

## Nurturing growth through an excellence driven people force.

E.I.D. Parry continued to nurture its people asset to realise its HR vision of ‘Building Organizational Capability to deliver superior business performance.

The Company focused on four key imperatives: Capability Development, Talent Management, Employee Engagement and Productivity & Cost.

A Competency Development Framework served as a platform for employees to achieve high standards of performance and take up challenging goals to realise their true potential. Agility Workshops were conducted for the Senior Leadership team to equip them with an insight and understanding to operate effectively in a rapidly evolving agile environment. Consequent to the workshops agility projects have been identified for implementation across the Company. To create change and positivity, enhance employee engagement and build a team of happy, self driven employees, project SMILE 2.0 together with the MYSMILE Application was relaunched during the year.

The Company consolidated capabilities across divisions by creating a talent bank of specialists with domain expertise in Sugar, Distillery, Cogeneration & Value Added Products to enhance internal efficiencies. Curated Individual Development Plans and Leadership Coach Accreditation programmes were rolled out to build the leadership pipeline through self directed learning and mentoring interventions.

Multi-tier, Employee Engagement programmes were rolled out to build a nurturing ecosystem of a happy, empowered and motivated people resource ready to meet the challenges of a fast

changing, dynamic, global environment. The Company believes that ‘happy employees make happier customers’ and a motivated people resource driven by a passion for innovation is vital to its plans of nurturing growth.

The various awards and accolades received during the year are a standing testimony to the people excellence and winning culture at E.I.D Parry.

Awards and Accolades::

- The Platinum Award for ‘Best Distillery for 2018-19’ in Tamil Nadu from SISSTA (South Indian Sugarcane & Sugar Technologists’ Association) to Nellikuppam distillery.
- The SISSTA Golden Award for ‘Best Distillery for 2018-19 in Tamil Nadu’ region to Sivaganga distillery.
- Sankili unit received “Silver award” from SISSTA, for being Best Distillery for 2018-19 in Andhra Pradesh & Telangana Region.
- Nellikuppam plant won the First Prize for its Kaizen on Bio-fuel from impure alcohol under the category of ‘Process breakthrough through change of technology’ at the Kaizen Competition conducted by CII Institute of Quality.
- Ramdurg Plant received the National Safety Award’ for the year 2017 from the Regional Labour Institute, Government of India, Ministry of Labour & Employment.
- Nellikuppam Unit was declared as ‘Excellent Energy Efficient Unit’ at the 20th National Award Contest for Excellence in Energy Management held by CII.

A happy, motivated and self driven people resource, with a passion for excellence and the desire to exceed boundaries, demonstrated the Company’s goal of nurturing growth.

# CORPORATE INFORMATION

BOARD OF DIRECTORS
V. Ravichandran, Chairman
S. Suresh, Managing Director
Ajay B Baliga, Independent Director
V. Manickam, Independent Director
Ramesh K B Menon
C. K. Ranganathan, Independent Director
Rca Godbole, Independent Director
M. M. Venkatachalam

COMPANY SECRETARY
Biswa Mohan Rath

CORPORATE MANAGEMENT TEAM
S. Suresh, Managing Director
Balaji Prakash, Sr. Vice President - Sales & Marketing
Biswa Mohan Rath, Vice President - Legal & Company Secretary
T. Kannan, Vice President - Commercial
Madhu Sudhan Sharma, Vice President & Head – Manufacturing
Muthiah Murugappan, Business Head - Nutraceuticals
S. K. Sathyavrdhan, Executive Vice President - HR
S. Rameshkumar, Sr. Vice President & Chief Financial Officer

REGISTERED OFFICE
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AUDITORS
Price Waterhouse Chartered Accountants LLP Chennai

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State Bank of India HDFC Bank

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