



Sustainability Performance Synopsis
2015-16

Message From Our CEO



Dear Stakeholders,

We are committed to sustainable development and inclusive growth. Sustainability is evolving at Asian Paints and we are in the process of Taking Stock of where we are, in order to better plan where we want to be. This was the second year of our sustainability roadmap on natural resource conservation, energy and emissions reduction and waste reduction. We revised this roadmap for the targets that were either met or were envisaged to be achieved during the year.

This synopsis focuses on the performance in following non-financial focus areas:

- ⊙ Environment Management
- ⊙ Product and Customers
- ⊙ Health and Safety
- ⊙ Human Capital
- ⊙ Social Responsibility

We believe that transparent disclosure of our sustainability performance helps us to learn and build on our existing systems and processes. Through our sustainability report, we discuss our overall strategy, policies and performance on specific sustainability goals and metrics. I am confident that the outcome of our consistent efforts will help us to further accelerate and deepen our sustainability efforts.

Do share your feedback at: sustainability@asianpaints.com

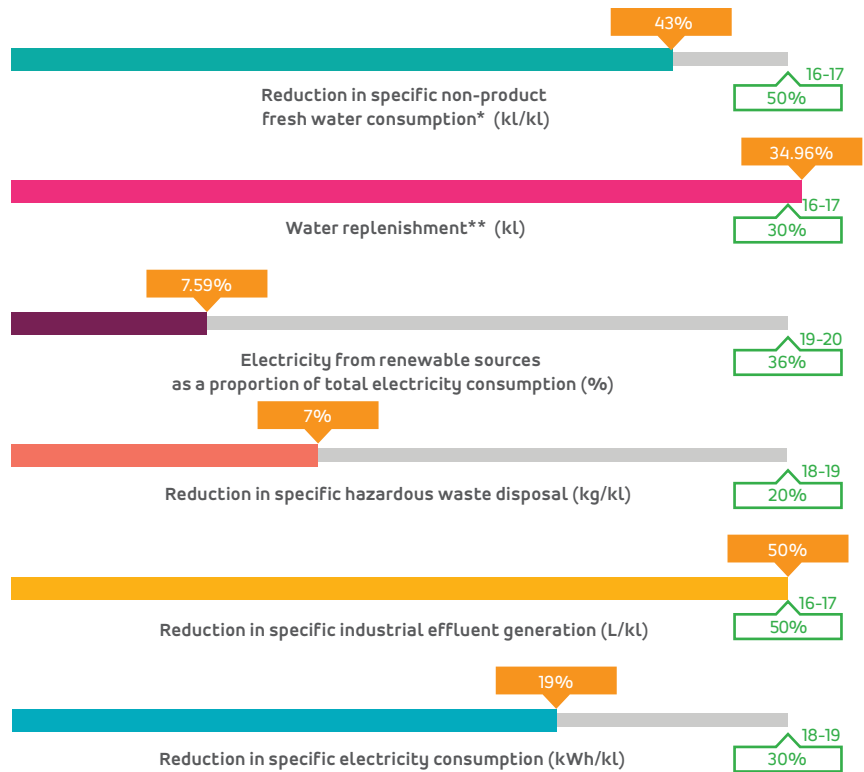
K.B.S Anand
Managing Director & CEO
Asian Paints Limited

Environment Management: 6 decorative plants in India

Project **NEW** covers the following key themes:

- ⦿ Natural resource conservation
- ⦿ Energy and emissions reduction
- ⦿ Waste reduction

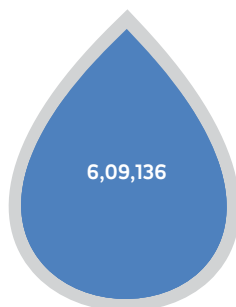
15-16 Performance Year Target



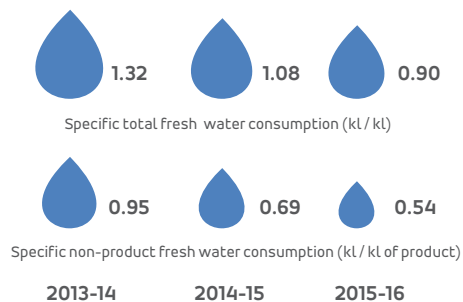
The baseline for all above targets is FY: 13-14

Natural Resource Conservation

Total water withdrawn (kl): 2015-16



Specific water consumption



Key initiatives for reducing non-product fresh-water consumption

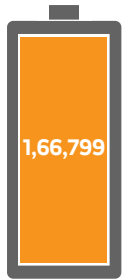
- 💡 Improved efficiency of cooling towers
- 💡 Utilized treated water in cleaning and utility operations
- 💡 Used pressurized system for cleaning and backwashing
- 💡 Used rainwater in manufacturing processes
- 💡 Installed zero liquid discharge systems
- 💡 Planted native species

Total fresh water replenished: **34.96%** against a target of **30%** by **2016-17**

*Total fresh water consumption in the factory less water added to product as raw material per kl of paint produced
 **Total fresh water replenished (kl) per kl of total fresh water consumed in the factory

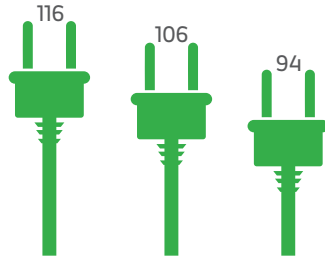
Energy Conservation

Energy Consumption (MWH)



2015-16

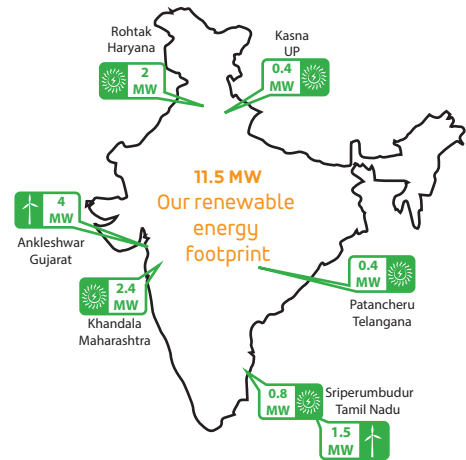
Specific Electricity Consumption (kWh/kl of product)



2013-14

2014-15

2015-16

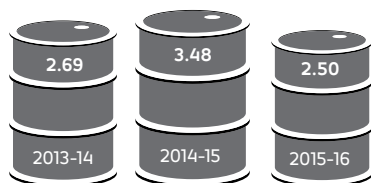


Key initiatives for reducing energy and emissions

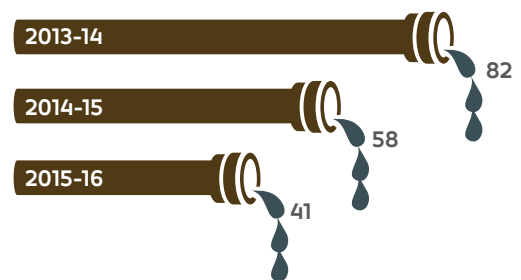
- Increased utilisation of renewable energy
- Optimised electrical equipment
- Replaced conventional lighting with LEDs
- Optimised and automated processes
- Deployed alternate dispersion technology equipment
- Changed raw material addition sequence

Waste Reduction

Specific hazardous waste disposal (kg/kl of product)



Specific industrial effluent generation (l/kl of product)



Key initiatives for waste reduction

- Non-sticky coating on various process equipment
- Re-use of treated effluent from ETP and RO rinse
- Co-processing / pre-processing of hazardous waste
- Deployed 100% bio-degradable bio-blocks in the urinals
- Reused emulsion skin, process residue and liquid resin
- Reuse of raw material pigging water
- Various washwater reuse schemes
- Increased the water use cycle in cooling towers

International Units

Water Consumption (kl)

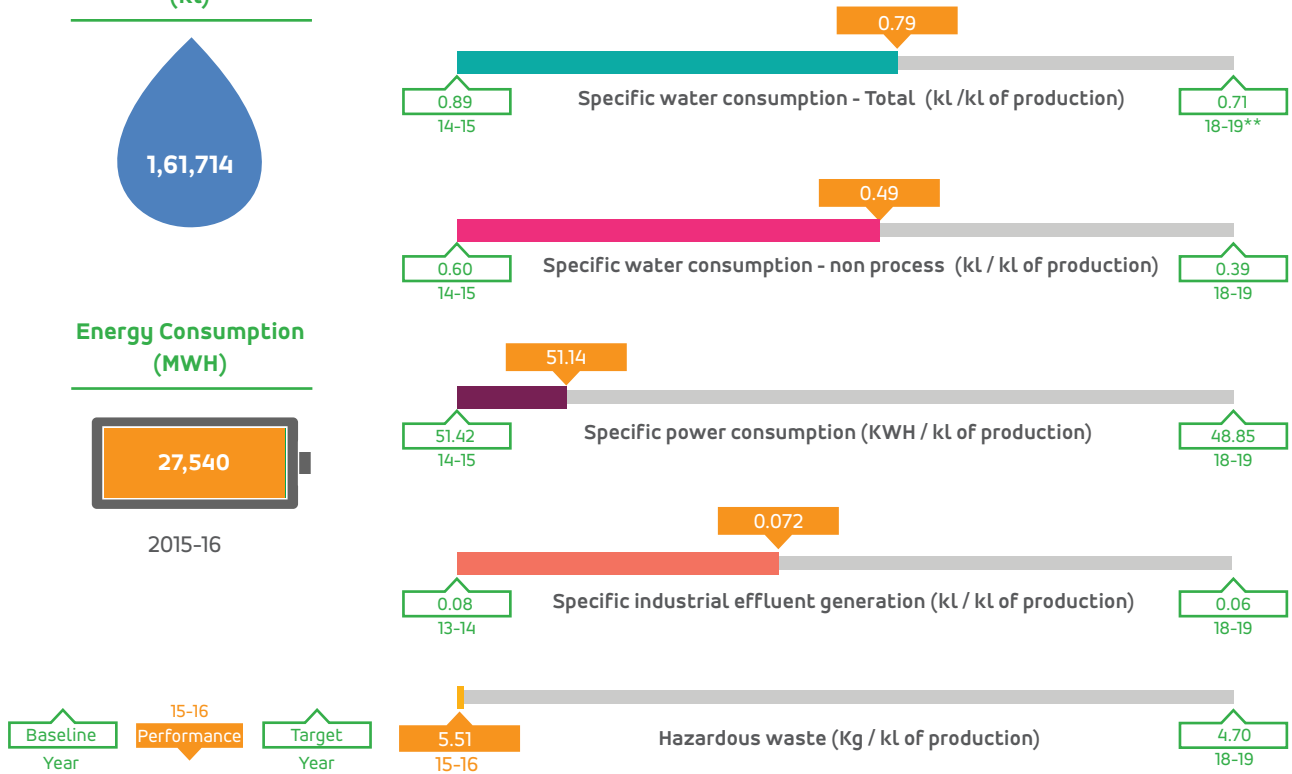


Energy Consumption (MWH)



2015-16

Progress on commitments



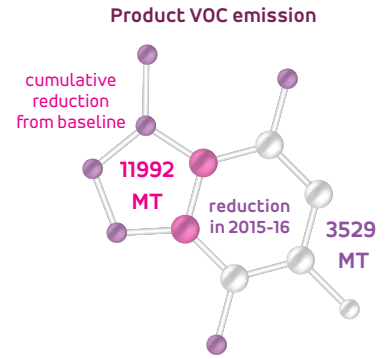
Key initiatives for reducing energy consumption

- Deployed translucent roof sheets for natural lighting
- Ensured natural ventilation through turbo ventilators
- Upgraded old AC units
- Installed occupancy sensors for AC
- Used timers for street lights
- Improved power factor
- Used timers for process equipment
- Installed roof mounted solar plants
- Replaced old motors and air compressors by VFDs
- Changed the ball mill to a basket mill
- Conducted energy audit for power saving and action planning
- Implemented an online energy monitoring system

Key initiatives for water, effluent and waste management

- Reused treated water from the ETP
- Used bio-block in urinals
- Commissioned a new ETP with ozoniser
- Improved measurement system with flow meters
- Utilized high pressure jet pump to optimize the water usage in cleaning processing vessels
- Upgraded the ETP
- Used recycled plastic in our pails for all premium brands
- Utilized recycled paper and recycled used paper
- Recycled plastic and e-waste
- Commenced co-processing of hazardous waste in cement plant

Product and Customer



Eco Express Painting

Our green painting service, launched during the year, that uses only certified green products with quick application and lower drying time for all surfaces inside a home

ROYALE ASPIRA

- FICCI Sustainability Award - 2015 for Best Green Product
- Plastic container contains 20% recycled materials
- 5 year performance warranty

ROYALE ATMOS

- Absorbs formaldehyde and various other household mal-odours
- Emits a pleasant fragrance
- Comes with an easy stain removal coating

GENIE POLISH

- No exposure related risk and consequent respiratory disease threat
- Reliable pricing, superior productivity, faster turnaround time
- Constitutes up to 84% renewable raw materials

Voice of Customer

We launched the Voice of Customer (VOC) portal to closely connect our employees with the customer experience and their feedback. Through this initiative, we categorise call types on numerous parameters and assess them to make process and service improvements. We use the tremendous response generated from the portal to provide unmatched service and generate path-breaking products.

The customer's **problem** is actually **OURS**

Do we offer effective solutions always?
Listen to the **Voice of Customer** to find out

Ankleshwar plant

won the **National Level Award**

on Safety in the Aditya Birla

Group sponsored

Manufacturing Today event

Behaviour based safety at Ankleshwar plant

Initiated two years ago, this year we built upon this program to create a culture of personal risk assessment to promote a safety conscious working environment. Under this program, we also conducted a BBS readiness assessment at Patancheru.

Salient features

08 steering committee meetings during the year

6,000 safety conversations were conducted

Benefits

109 unsafe acts stopped during Safe UnSafe Acts conversation

157% increase in proactive reporting



The Occupational Health Centre at **Patancheru plant** received a certificate of appreciation from the Director of Factories, Telangana State in recognition of maintenance of **best occupational health centre** as per the statute.

Learning from the root cause analysis of the **fatality** that occurred during the year, we have developed a robust plan for implementing projects to reduce **man-machine interface** for eliminating such occurrences

Occupational Health and Safety

Safety Management System

- ⦿ Outcome based safety standards
- ⦿ Stringency in incident investigation and deployment of corrective / preventive action across sites
- ⦿ Involvement of Senior Management in reportable incidents review
- ⦿ Process compliance to applicable safety standards

Building Culture and Capability

- ⦿ Site specific initiatives on addressing occupation health and safety issues
- ⦿ Focus on behavioural aspect
- ⦿ Training and capability building of people
- ⦿ Award schemes to recognise good OHS practices

Occupational Health and Wellness

- ⦿ Focus on reducing the man-machine interface across plants
- ⦿ Tie-up with professional health service partner
- ⦿ Revamping of OHC infrastructure and implementation of IT tool
- ⦿ Defensive driving programmes for the employees / contract employees

Employee Development

Management Development Programs

Tie-up with India's premier B-Schools to provide mid-managers with functional and general management inputs for enabling better professional growth.

Internal Job Posting

Internal platform for addressing job vacancies through internal deployments to provide cross-functional expertise to the employees. This year we could achieve 18 such conversions.

People Review Process

A process for discussions around targeted development for employees, to prepare them for leadership positions in alignment with future business imperatives.

Sampark Helpdesk Policy

A centralised helpdesk providing a simple and robust communication platform for systematic and time-bound resolution of queries related to Compliance, Payroll, Policies and Benefits.

Diversity & Inclusion

Key changes related to Diversity & Inclusion (D&I)

created a new policy for **Child Care Support & Leave**

implemented the **Sabbatical Policy**

revised the **Employee Safety Guidelines**
Travel Safety Policy

new **Crèche** for R&T Turbhe

Key initiatives under gender readiness audit

Enhancing the OHCs

Better washrooms

Better changing rooms / Lockers

Role shifts in case of pregnancies

Better awareness of POSH

Maternity Conversation Guide



5S - Better Employee Relations at Manufacturing Locations



Samvaad
(Communication)

850+ employees covered under Code of Conduct drive

Successfully tracked and closed 6000+ greivances



Sangam
(Inclusive Participation)

"Net Volume Concept" of settlement implemented for the first time at Sriperumbudur plant



Samarthya
(Development)

Disha Meet for cross-functional development

Catalyst - a transition program for new promotees



Shikhar
(Inclusive Growth)

Holistic Growth Plan enabled promotion of 16 employees

i-Rise was introduced as a growth plan for diploma Officers



Samriddhi
(Welfare)

Employee Wellness agenda in coordination with Health Spring

The LWF schemes benefits were extended to CLs

Corporate Social Responsibility

**TOTAL
CSR SPEND
FOR FY 2015-16**
₹ 34.44
crores

Vocational Training

₹ 18.00
crores



Key initiatives

- § Training painters through Asian Paints Color Academy (modern facilities to upgrade skills and train)
- § Mobile Color Academy- self sufficient mobile vans to train beneficiaries

Health and Hygiene

₹ 4.18
crores



Key initiatives

- § Mobile healthcare units for senior citizen
- § Distribution of aids to differently abled people
- § Medical camps- free diagnosis, treatment and medicine
- § Provision of safe drinking water and construction of toilet complexes in communities and village schools

Education

₹ 5.80
crores



Key initiatives

- § Magic Bus Training Program: focusing on holistic development of children through sports
- § Infrastructural support to schools: desks & benches, structural renovation, learning centres, painting walls, basic sanitation facilities, mobile van educational facilities
- § Teachers capability building
- § Digital literacy & vocational training
- § Coaching of rural students on competitive exams, computer skills and English communication

Water Recharge

6.46
crores



Key initiatives

- § Various water harvesting initiatives like integrated watershed, recharge structures and lake desilting around our manufacturing facilities
- § Awareness creation on water conservation and its importance



All values in the report are as of 31st March 2016.
Please e-mail your suggestions, views and opinions to
sustainability@asianpaints.com

Asian Paints Limited
6A, Shantinagar, Santacruz(E)
Mumbai, Maharashtra - 400055