



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR)

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity:

1	Corporate Identity Number (CIN) of the Listed Entity	L01222PN1976PLC017422
2	Name of the Listed Entity	Venky's (India) Limited
3	Year of incorporation	1976
4	Registered office address	"Venkateshwara House", S.No.114/A/2, Pune Sinhagad Road, Pune.
5	Corporate address	"Venkateshwara House", S.No.114/A/2, Pune Sinhagad Road, Pune.
6	E-mail	corp.sec@venkys.com
7	Telephone	020 71251530
8	Website	www.venkys.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are	BSE Limited and The National listed Stock Exchange of India Limited
11	Paid-up Capital	Rs.14,08,73,360/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Rohan Bhagwat Company Secretary Tel: 020 71251609, E-mail: rohan.bhagwat@venkys.com.
13	Reporting boundary- Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone. Company does not have any subsidiaries.

14. Name of assurance provider: NA

15. Type of assurance obtained: NA

#### II. Products/services:

##### 16. Details of business activities (accounting for 90% of turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Food and Beverages etc..	92.85%

**17. Products/services sold by the entity (accounting for 90% of the entity's turnover):**

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1	Sale of Grownup Commercial Broiler	146	19.89
2	Sale of Day Old Commercial Chicks	146	13.21
3	Sale of Refined Oil	1040	12.93
4	Sale of De-oiled Cake For Poultry Feed	1040	31.39
5	Animal Health Products	2100	5.97
6	Processed Chicken	1075	4.55
7	Poultry Feed	1080	4.91

**III. Operations:**

**18. Number of locations where plants and/or operations/ offices of the entity are situated:**

Location	Number of Plants	Number of Offices	Total
National	61	8	69
International	NA	00	00

**19. Markets served by the entity:**

a) Number of locations

Location	Number of Offices Total
National (No. of states)	11
International (No. of countries)	04

b) What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of export of Venky's (India) Limited is 0.1943% of the total turnover.

c) A brief on types of customers:

The Company is engaged in manufacturing of poultry and poultry related products, animal health products and de-oiled soya cake. The type of customers includes B2B customers as well as B2C customers. The Company's customers include farmers, HORECA Segment, pharma industries and individuals.



**20. Employees:**

**Details as at the end of Financial Year:**

a) Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	<b>EMPLOYEES</b>					
1.	Permanent (D)	3480	3390	97	90	3
2.	Other than Permanent (E)	291	280	96	11	4
3.	<b>Totalemployees (D + E)</b>	<b>3771</b>	<b>3670</b>	<b>97</b>	<b>101</b>	<b>3</b>
	<b>WORKERS</b>					
4.	Permanent (F)	1658	1404	85	254	15
5.	Other than Permanent (G)	154	120	78	34	22
6.	<b>Total workers (F + G)</b>	<b>1812</b>	<b>1524</b>	<b>84</b>	<b>288</b>	<b>16</b>

b) Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	<b>DIFFERENTLY ABLED EMPLOYEES</b>					
1.	Permanent (D)	4	4	100	0	0
2.	Other thanPermanent (E)	0	0	0	0	0
3.	<b>Total differentlyabled employees (D + E)</b>	<b>4</b>	<b>4</b>	<b>100</b>	<b>0</b>	<b>0</b>
	<b>DIFFERENTLY ABLED WORKERS</b>					
4.	Permanent (F)	0	0	0	0	0
5.	Other thanpermanent (G)	0	0	0	0	0
6.	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>00</b>	<b>0</b>	<b>0</b>

**21. Participation/ Inclusion/ Representation of Women:**

S. No.	Particulars	Total (A)	Number & % of Females	
			No. (B)	% (B/A)
1	Board of Directors	10	3	30
2	Key Management Personnel	2	0	0

**22. Turnover rate for permanent employees and workers:**

*(Disclose trends for the past 3 years)*

Particulars	FY 2023-24 (Turnover rate in current FY)			FY2022-23 (Turnover rate in previous FY)			FY2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	7.90%	10.00%	7.95%	6.88%	4.95%	6.83%	7.24%	5.83%	7.20%
<b>Permanent Workers</b>	3.41%	6.29%	3.86%	3.09%	3.03%	3.08%	3.61%	4.15%	3.68%

**IV. Holding, Subsidiary and Associate Companies (including joint ventures)**

**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of Holding/ Subsidiary/ Associate Companies/ Joint Ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of Share held by Entity	Does the entity indicated at column A, Participate in the Business Responsibility initiatives of the listed entity?(Yes/ No)
1	Venkateshwara Hatcheries Private Limited	Holding Company	51.02%	No.

**V. CSR Details**

24 . (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No) Yes**

(ii) Turnover (in Rs.Lakhs ): 3,73,814.60 /-

(iii) Net worth (in Rs.Lakhs): 1,37,023.88/-

**VI. Transparency & Disclosures Compliances:**

**25. Complaints/ Grievances on any of the principles (Principles 1 to 9) under the national guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)(If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The Company has grievance redressal mechanism in place wherein the persons from communities can approach the Company for reporting their grievance. The details of the redressal mechanism and the contact details of the management are placed on the website of the Company	NIL	NIL	NIL	NIL	NIL	NIL



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)(If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	NA	NA	NA	NA	NA	NA	NA
Shareholders	Yes. The investors can raise their complaints to the RTA of the Company i.e. Bigshare Services Pvt. Ltd. Alternatively, the investors can also contact the Company Secretary of the Company.	16	0	There are no investor complaints pending as on 31 <sup>st</sup> March 2024	19	0	There are no investor complaints pending as on 31 <sup>st</sup> March 2023
Employees and workers	Yes. The Company has an open door policy for its employees. The employees and workers can freely approach the respective Head of the Department including the Management. The Company is also having n various committees to address the grievances.	0	0	0	0	0	0
Customers	Yes. The Customers can submit their grievances to the dedicated Customer Care contact details provided on the products as well as on the website of the Company.	12	0	NIL	15	0	NIL
Value Chain Partners	A mechanism is in place under which value chain partners such as suppliers, vendors etc. may directly speak to the head of the concerned dept.	0	0	0	0	0	0

**26. Overview of the entity's material responsible business conduct issues:**

Please indicate material responsible business conduct & sustainability issues pertaining to environment & social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format :-

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water Usage	Risk	Majority of the Company operations are carried out in rural areas and the Company is dependent on such water bodies/ sources as available therein. It draws the water from in-house source, local corporation or water lifting permitted from irrigation department as the case may be. As the Company is involved in livestock operations availability of adequate water is key factor in the business.	The Company has the optimal usage of water by reducing the uses and always aims to reuse the water in its own units. The Company is having adequate mechanism to recycle the water and minimize its usage at all its units.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Uses of Electricity	Opportunity	The Company always tries to minimize the uses of electricity by using the latest electrical systems. The Company is also using electricity generated through solar power at some of its units.	NA	Financial Implication - Positive

### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES:

This section is aimed at helping businesses demonstrate the structures, policies & processes put in place towards adopting the NGRBC Principles & Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy &amp; Management Processes</b>									
1. a) Whether your entity's policy/ policies cover each principle & its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c) Web link of the policies, if available.	<a href="http://venkys.com/investors/">http://venkys.com/investors/</a>								
2. Whether the entity has translated the policy into procedures.(Yes/ No)	No								
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Some of the policies are applicable to the value chain partners.								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trust etc.) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies conform to National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business. Company has obtained certification for its food processing unit from FSSC 22000 (Food Safety System Certification 22000; Version 5.1); ISO 22000 : 2018 (Food safety management systems) and HACCP Management System as per Codex Alimentarius Commission, all by TUV Nord, India. Further the Company has also obtained ISO 9001:2015 and GMP certificate by Pune FDA for its AHP Unit.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NIL								
6. Performance of the entity against the specific commitments, goals & targets along-with reasons in case the same are not met.	NIL								



**Governance leadership & oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (*listed entity has flexibility regarding the placement of this disclosure*)

As a leader in poultry industry the Company has employed state of the art technology in its operations. The operations of the Company ensure that it shall not disturb the ecology and environmental balance surrounding to it. For this, the Company has adopted the latest technology which is at par with the global standards. The live bird operations of the Company ensure safety and optimal use of resources over the life-cycle of the product – from design to disposal. The waste generated from these operations is biodegradable in nature, is recycled and used in poultry activities and other allied activities like agriculture. The Company also regularly reviews and improves the process of new technology development, so as to incorporate social, ethical, and environmental considerations.

The Company along with its poultry farming operations also carries out the business of poultry feeds and feed supplements. The main ingredients of the poultry feed are Soya and Maize. The Company directly procures the agricultural produce like soya from local farmers in the area where company is operating, thereby eliminating the role of mediators. The Company while procuring good quality of material (Soya & Maize) from farmers gives them competitive rate in the market.

The Company is mindful of social and economic development of the society at large. India is a protein deficient country and the Company, being in the business of poultry, strives to provide protein rich sources of food at affordable prices. This is the foregoing objective of the Company resulting in promoting wellbeing of the society. Further, since most of the units of the Company are located in rural / remote areas, the Company assures to include local persons in its operations, develop the surroundings through better roads, aided education and medical help.

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

Mr. J. K. Handa, Chief Financial Officer (Email id: jk.handa@venkys.com).

9. **Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

No.

10. **Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency(Annually/ Half Yearly/ Quarterly/ Any other– please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies & follow up action	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, & rectification of any non-compliances	The Company is in compliance with applicable regulations. Statutory Certificates to that effect are provided by the CFO and the Managing Director to the Board, wherever applicable.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If Yes, provide name of the agency.										No								

**12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:**

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/ No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate & implement the policies on specified principles (Yes/ No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or human & technical resources available for the task (Yes/ No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/ No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**PRINCIPLE 1**

**Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable. -**

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

**Essential Indicators**

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	1	Principle 1 to 9	100%
Key Managerial Personnel	1	Principle 1 to 9	100%
Employees other than BoD and KMPs	1	Principle 1 to 9	85%
Workers	1	Principle 1 to 9	60%





## Venky's (India) Limited

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

### Monetary:

	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NIL	NA	NA	NA
Settlement	NIL	NIL	NA	NA	NA
Compounding Fee	NIL	NIL	NA	NA	NA

### Non-Monetary:

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NA	NA
Punishment	NIL	NIL	NA	NA

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.: Not Applicable.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. The Company has in place anti-corruption policy which is applicable to the employees, senior manager and directors of the Company. The same has been circulated amongst them.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Details	FY2023-24	FY2022-23
Directors	NIL	NIL
KMP	NIL	NIL
Employees	NIL	NIL

6. Details of complaints with regard to conflict of interest: NIL

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. : NA

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of Days Accounts Payable	53	46

9. Open-ness of business :

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (%)	FY 2022-23 (%)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	6%	4%
	b. Number of trading houses where purchases are made from	23	23
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	5%	4%
Concentration of Sales	a. Sale to dealers /distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	8371	8869
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	47%	47%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	13%	10%
	b. Sales (Sales to related parties / Total Sales)	41%	41%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	NIL	NIL

**PRINCIPLE 2**

**Businesses should provide goods and services in a manner that is sustainable and safe:**

**Essential Indicators**

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.:

The Company has a continuous process of R&D on its products so that the livestock requires less feed (input costs) and still provides optimum performance.

Location	Current Financial Year	Previous Financial Year	Details of improvements in environmental & social impacts
R & D	R&D activities for better products have an overall impact of less environmental impact and hence cannot be quantified in absolute terms.		
Capex	The Company has installed solar systems to generate electricity on some of its units. This has a positive impact on the environment.		



2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
 Yes. The company sources major of its raw materials directly from farmers who are engaged in best agricultural practices. This enables the farmers to get competitive rates for its produce.
- b. If yes, what percentage of inputs were sourced sustainably?  
 65%
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.  
 The Company has tied up with the Govt. Approved agencies for recycling its plastic waste generated in the Society. The Company is following the Central as well as State Govt. regulations strictly under Extended Producers Responsibility. The operations of the Company are of such nature which does not generate E-waste and Hazardous Waste materially. The minimal amount of E-waste and Hazardous Waste generated in the Company is being disposed of as per the Govt. guidelines.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.  
 Yes. In line with the Govt. Guidelines the Company disposed/treated of 246 MT's. of plastic waste during the FY 2023-24.

**PRINCIPLE 3**

**Businesses should respect and promote the well-being of all employees, including those in their value chains:**

**Essential Indicators**

1. a. Details of measures for the well-being of employees:

Category	% of Employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/ A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
<b>Permanent Employees</b>											
Male	3390	3390	100	3390	100	NA	NA	NIL	NIL	NA	NA
Female	90	90	100	90	100	90	100	NA	NA	NIL	NIL
<b>Total</b>	<b>3480</b>	<b>3480</b>	<b>100</b>	<b>3480</b>	<b>100</b>	<b>90</b>	<b>100</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>
<b>Other than Permanent Employees</b>											
Male	280	280	100	280	100	-	-	-	-	-	-
Female	11	11	100	11	100	-	-	-	-	-	-
<b>Total</b>	<b>291</b>	<b>291</b>	<b>100</b>	<b>291</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

b. Details of measures for the well-being of workers:

Category	% of Workers Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/ A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
<b>Permanent Workers</b>											
Male	1404	1404	100	1404	100	NA	NA	NIL	NIL	NIL	NIL
Female	254	254	100	254	100	NIL	NIL	NA	NA	NIL	NIL
<b>Total</b>	<b>1,658</b>	<b>1,658</b>	<b>100</b>	<b>1,658</b>	<b>100</b>	-	-	-	-	-	-
<b>Other than Permanent workers</b>											
Male	120	120	100	120	100	NA	NA	NIL	NIL	NIL	NIL
Female	34	34	100	34	100	NIL	NIL	NA	NA	NIL	NIL
<b>Total</b>	<b>154</b>	<b>154</b>	<b>100</b>	<b>154</b>	<b>100</b>	-	-	-	-	-	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	<b>FY 2023-24 Current Financial Year</b>	<b>FY 2022-23 Previous Financial Year</b>
Cost incurred on well- being measures as a % of total revenue of the Company	0.07%	0.06%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Current Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.68	99.83	Y	99.81	99.95	Y
Gratuity	97.50	91.56	Y	97.40	89.12	Y
ESI	46.48	68.00	Y	55.56	79.43	Y

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard:

Yes.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

No.



5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief:

As per the Grievance Redressal Policy of the Company, the Company has established a Grievance Redressal Committee which constitutes 6 Officials being male and female equal in number. The Committee constitutes senior officers from the Company having experience in Human Resources and Administration. Any employee can directly approach the Committee on given dedicated telephone number and e-mail id to report their grievance.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	They report to the committee as mentioned above or to the HR Department directly.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	3480	0	0	3425	0	0
Male	3390	0	0	3329	0	0
Female	90	0	0	96	0	0
<b>Total Permanent Workers</b>	1658	1066	64.29%	1636	991	60.57%
Male	1404	812	57.83%	1412	764	54.10%
Female	254	254	100%	224	224	100.00%

8. Details of training given to employees and workers:

Category	FY (2023-24)					PY (2022-23)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	3670	3670	100	3670	100	3329	3329	100	3329	100
Female	101	101	100	101	100	96	96	100	96	100
Other	0	0	0	0	0	0	0	0		0
<b>Total</b>	<b>3771</b>	<b>3771</b>	<b>100</b>	<b>3771</b>	<b>100</b>	<b>3425</b>	<b>3425</b>	<b>100</b>	<b>3425</b>	<b>100</b>
<b>Workers</b>										
Male	1524	1524	100	1524	100	1412	1412	100	1412	100
Female	288	288	100	288	100	224	224	100	224	100
Other	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1812</b>	<b>1812</b>	<b>100</b>	<b>1812</b>	<b>100</b>	<b>1636</b>	<b>1636</b>	<b>0</b>	<b>1636</b>	<b>100</b>

9. Details of performance and career development reviews of employees/ workers:

Category	FY 2023-24			FY 2022-23		
	Total (A)	Total (B)	% (B/A)	Total (C)	Total (D)	% (C/D)
<b>For Employee</b>						
Male	3670	3670	100	3329	3329	100
Female	101	101	100	96	96	100
Total	3771	3771	100	3425	3425	100
<b>For Worker</b>						
Male	1524	1524	100	1412	1412	100
Female	288	288	100	224	224	100
Total	1812	1812	100	1636	1636	100

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?  
Yes. 100% of the employees are covered under health and safety management.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
The plant level head is engaged in assessing the work –related hazards in association with the workers. In day to day work the risks are identified and addressed as per the requirement.
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)  
Yes.
- d. Do the employees of the entity have access to non-occupational medical and healthcare services? (Yes/ No).  
Yes.



11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2023-24	PY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees Workers	0 0	0 0
Total recordable work-related injuries	Employees Workers	0 0	0 1
No. of fatalities	Employees Workers	0 0	0 0
High consequence work related injury or ill-health (excluding fatalities)	Employees Workers	0 0	0 0

12. Describe the measures taken by the entity to ensure a safe and healthy work place:

The Company recognizes the importance of providing a safe and healthy working environment for all employees and workers. The Company meticulously follows all the safety guidelines as prescribed by the extant rules and regulations and always keeps the health and safety of its workforce on top priority.

13. Number of Complaints on the following made by employees and workers:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety	NIL					

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The Company has in place standard operating procedures in order to comply with state/local level extant regulations and ensure safety and hygiene protocols. Improvement and actions to make such SOPs more effective is a continuous and ongoing process.

**PRINCIPLE 4**

**Businesses should respect the interests of and be responsive to all its stakeholders:**

**Essential Indicators**

1. Describe the processes for identifying key stakeholder groups of the entity:

The Company has made the analysis and has identified the internal and external stakeholders. The stakeholders are identified by the Stakeholders Relationship Committee in interaction with the Senior Management of the Company. The details of which are as follows:

Internal Stakeholders:

- 1) Employees
- 2) Suppliers/ Vendors
- 3) Shareholders
- 4) Customers
- 5) Bankers

External Stakeholders: Government & Government Agencies

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Sr	Stakeholder Group	Whether identified as vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, News paper, Pamphlets, Advertisement, Community Meetings, Notice Board, website, other)	Frequency of Management (Annually/Half Yearly/Quarterly/ Others- please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
1	Employees	No	Meetings, emails, personal discussions	Regularly	Training, Skill Upgradation, Work-life balance
2	Suppliers/ Vendors	No	Meetings, emails, personal discussions	Regularly	Business development and growth, Quality Assessment, Better Services
3	Customers	No	Meetings, emails, SMS, digital platform	Time to time	Understanding customer needs and feedback
4	Shareholders	No	Meetings, emails, websites, newspaper advertisements	Quarterly	Shareholder Information, Corporate Governance, Investor concall
5	Bankers	No	Personal meetings, E-mails, Telephone	Regularly	Business related discussion and activities.
6	Government and Government Agencies	No	Personal meetings, written representations.	Case to case basis	Industry representation etc.





**PRINCIPLE 5**

**Businesses should respect and promote human rights:**

**Essential Indicators**

- Employees who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of Employees / workers Covered (B)	%(B/ A)	Total(C)	No. of Employees / workers Covered (D)	%(D/ C)
<b>Employees</b>						
Permanent	3480	3480	100	3425	3425	100
Other than permanent	291	291	100	304	304	100
<b>Total Employees</b>	3771	3771	100	3729	3729	100
<b>Workers</b>						
Permanent	1658	1658	100	1636	1636	100
Other than permanent	154	154	100	202	202	100
<b>Total Workers</b>	1812	1812	100	1838	1838	100

- Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total(A)	Equal to Minimum Wage		More than Minimum Wage		Total(D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)		No. (E)	% (E/ D)	No. (F)	% (F/ D)
<b>Employees</b>										
Permanent	3480	0	0	3480	100	3425	0	0	3425	100
Male	3390	0	0	3390	100	3329	0	0	3329	100
Female	90	0	0	90	100	96	0	0	96	100
Other than Permanent	291	0	0	291	100	304	0	0	304	100
Male	280	0	0	280	100	302	0	0	302	100
Female	11	0	0	11	100	2	0	0	2	100
<b>Workers</b>										
Permanent	1658	0	0	1658	100	3272	0	0	3272	100
Male	1404	0	0	1404	100	2824	0	0	2824	100
Female	254	0	0	254	100	448	0	0	448	100
Other than Permanent	154	0	0	154	100	402	0	0	402	100
Male	120	0	0	120	100	294	0	0	294	100
Female	34	0	0	34	100	108	0	0	108	100

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Stakeholder Group	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	NIL (Directors are paid sitting fees which does not constitute remuneration)	3	NIL
Key Managerial Personnel	2	NIL	0	NA
Employees other than BoD and KMP	3390	3,82,410	90	4,06,648
Workers	1404	2,55,360	254	2,59,910

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	5.73	5.80

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes. The company has in place the Stakeholder Relationship Committee / Grievance Redressal Committee for addressing any human rights issues caused or contributed by the business

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Grievance Redressal Committee is empowered to attend and provide redressal to the concerns raised and reported to the Committee. Further, other Statutory Committees like Internal Complaints Committee, Vigil Mechanism etc. are also empowered to address the issues based on the nature of complaint received.

6. Number of Complaints on the following made by employees and workers:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed During the Year	Pending Resolution at the end of Year	Remarks	Filed During the Year	Pending Resolution at the end of Year	Remarks
Sexual Harassment Discrimination at Workplace Child Labour Forced Labour/ Involuntary Labour Wages Other Human Rights related issues	NIL			NIL		



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7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees/workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has provided mechanism to report the grievances keeping the identity of the complainant confidential. Accordingly, adequate care is taken to protect aggrieved party. Further, if warranted, appropriate action is taken as per the applicable laws and rules and regulations against those who are found guilty.

9. Do human rights requirements form part of your business agreements and contracts?  
Yes, most of the Agreements provide for standard clause safeguarding human rights.

10. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	100%
Forced/ Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

NIL.

**PRINCIPLE 6**

**Businesses should respect and make efforts to protect and restore the environment:**

**Essential Indicators**

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	65313324 MJ	85305009 MJ
Total fuel consumption (E)	247911410 MJ	272596558 MJ
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	313224734 MJ	357901567 MJ
<b>Total energy consumed (A+B+C+D+E+F)</b>	313224734 MJ	357901567 MJ
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.008	0.008
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP**)	0.19	0.19
<b>Energy intensity in terms of physical output</b>	829.24	897.10
Energy intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	-	-

\* Conversion Factor : 1 Liter Diesel Fuel = 38 MJ, 1 Liter LDO = 38 MJ, 1 L furnace oil = 40.20 MJ

\*\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable.



3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	581 KL	116803 KL
(ii) Groundwater	17409 KL	15755 KL
(iii) Third party water	288507KL	337178KL
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	306497 KL	469736 KL
<b>Total volume of water consumption (in kilolitres)</b>	306497 KL	469736 KL
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.0081	0.0110
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.1875	0.2538
<b>Water intensity in terms of physical output</b>	0.8114	1.1774
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	13298 KL	11630 KL
<b>Total water discharged (in kilolitres)</b>	<b>13298 KL</b>	<b>11630 KL</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - NO.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:

Yes. The recycled water in ETP plant is used in the Poultry Farms and Plant Facilities.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please Specify Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
NOx	µg/M <sup>3</sup>	31.67	45.52
SOx	µg/M <sup>3</sup>	24.63	29.58
Particulate matter(PM10)	µg/M <sup>3</sup>	61.29	62.13
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No.



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7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

<b>Parameter</b>	<b>Unit</b>	<b>FY 2023-24 Current Financial Year</b>	<b>FY 2022-23 Previous Financial Year</b>
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1186	1290
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3476	3779
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0001	0.001
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.0028	0.0027
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		0.0123	0.0127
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional)– the relevant metric may be selected by the entity		-	-

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

No.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste <b>(A)</b>	246	200.93
E-waste <b>(B)</b>	-	-
Bio-medical waste <b>(C)</b>	-	-
Construction and demolition waste <b>(D)</b>	-	-
Battery waste <b>(E)</b>	-	-
Radioactive waste <b>(F)</b>	-	-
Other Hazardous waste. Please specify, if any. <b>(G)</b>	-	-
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G+ H)</b>	246	200.93
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Revenue from operations)	0.0000	0.0000
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.0000	0.0000
<b>Waste intensity in terms of physical output</b>	0.0000	0.0000
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

Category of waste	FY 2023-24	FY 2022-23
(i) Recycled	246	200.93
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	246	200.93





**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

Category of waste	FY 2023-24	FY 2022-23
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes:

The Company has tie-ups with Government approved waste management service providers for recycling and reducing its waste. None of the products of the Company use any toxic or hazardous materials.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:  
Not Applicable.

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-
-	-	-	-

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not applicable.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency(Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-
-	-	-	-	-	-

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

**The Company is in compliant with all the applicable norms.**

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-	-
-	-	-	-	-

## PRINCIPLE 7

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent:**

### Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.
- b. List of top 10 (Ten) trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	National Egg Co-ordination Committee (NECC)	National
2.	Poultry Breeders Co-ordination Association	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Not Applicable.

## PRINCIPLE 8

**Businesses should promote inclusive growth and equitable development:**

### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

**Not Applicable**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-
-	-	-	-	-	-



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2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the format:

Not Applicable.

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFsin the FY (In INR)
-	-	-	-	-	-	-
-	-	-	-	-	-	-

3. Describe the mechanisms to receive and redress grievances of the community.

Community can approach the Company through email/ telephone/ personal visit and in case of receipt of such grievances the Grievance Committee / Stakeholder Relationship Committee can address the concern.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	11%	1%
Directly from within India	67%	69%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	36.48%	37.86%
Semi-urban	29.58%	30.04%
Urban	17.51%	16.59%
Metropolitan	16.43%	15.51%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

**PRINCIPLE 9**

**Businesses should engage with and provide value to their consumers in a responsible manner:**

**Essential Indicators**

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Consumer can register their complaint to the customer service department / customer care through e-mail or telephonic call. Once the complaint is registered the same is sent to the relevant department for further steps. The complaints are disposed of on priority and informed to the customer.

- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product	25.10%
Safe and responsible usage	
Recycling and/or safe disposal	

- Number of consumer complaints in respect of the following: NIL.

Category	FY 2023-24 Current Financial Year		Remarks	FY 2022-23 Previous Financial Year		Remarks
	Received during the year-	Pending resolution at end of year		Received during the year-	Pending resolution at end of year	
Data privacy Advertising Cyber-security Delivery of essential services Restrictive Trade Practices Unfair Trade Practices Other	NIL			NIL		

- Details of instances of product recalls on account of safety issues:

Number	Reasons for recall
Voluntary recalls	NIL
Forced recalls	



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5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy:

The Company has in place Risk management plan.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No penalties/regulatory action has been levied or taken on the above-mentioned parameters.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: NIL.
- b. Percentage of data breaches involving personally identifiable information of customers: NIL.
- c. Impact, if any, of the data breaches : NA.