

Business Responsibility and Sustainability Report

FY2023-24

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

Sr. No	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the Company	L15420UP1931PLC065243
2.	Name of the Company	Bajaj Hindusthan Sugar Limited
3.	Year of Incorporation	1931
4.	Registered Office Address	Golagokaranath, Lakhimpur Kheri, Uttar Pradesh, 262802, India
5.	Corporate Address	Bajaj Bhawan, B-10, Sector 3, Jamnalal Bajaj Marg, Noida - 201 301, NCR Delhi, India
6.	Email Address	kadhikari@bajajhindusthan.com
7.	Telephone	05876233754
8.	Website	http://www.bajajhindusthan.com/
9.	Financial Year Reported	April 1, 2023 to March 31, 2024
10.	Name of the Stock Exchanges where shares are listed	Bombay Stock Exchange (BSE) and National Stock Exchange (NSE)
11.	Paid-up Capital	127.74 Crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Kausik Adhikari Tel. Number – 022-22049056 Email Address - kadhikari@bajajhindusthan.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 basis
14.	Name of assurance provider	Not applicable for this financial year
15.	Type of assurance obtained	Not applicable for this financial year

II. Products/Services

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

Sr. No	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacturing	Sugar	78%
		Industrial Alcohol	11%
		Power based on bagasse	11%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sr. No	Product/Service	NIC Code	% of total turnover contributed
1	Sugar	1702	78%
2	Industrial Alcohol	1101	11%
3	Power based on bagasse	3501	11%

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

Location	Number of plants	Number of offices	Total
National	14*	3**	17
International	Nil	Nil	Nil

* All 14 plants are located in Uttar Pradesh

**Offices are located in Mumbai, Noida and Lucknow

19. Markets served by the Company**a. Number of locations**

Locations	Number
National (No. of States)	18
International (No. of Countries)	_*

* While the company does not engage in direct exports, it contributes to the export market through a different channel. Specifically, refined sugar produced by the company is exported indirectly via merchant exporters. This process is conducted in compliance with the company's sugar export quota, which is issued by the Ministry of Consumer Affairs, Food and Public Distribution. This approach allows the company to participate in the global market, albeit indirectly, and adhere to the regulatory guidelines set by the relevant authorities.

b. What is the contribution of exports as a percentage of the total turnover of the Company?

There are no direct exports made by the Company. However, refined sugar is exported through Merchant Exporters against the Company's sugar export quota issued by Ministry of Consumer Affairs Food and Public Distribution.

c. Types of customers

The Company has various customers depending on its different products. The primary customers of the Company are:

Various grades of Alcohol/ Ethanol:

- Oil companies in case of Ethanol for blending it with petrol
- Industrial customers who make alcohol-based chemicals, drug paints, ink, etc. for industrial alcohol
- Liquor companies using Alcohol for making liquor

Sugar:

- Institutional buyers like food, beverages manufacturers, dairy processing, bakery, biscuits, sweets, supermarkets, etc. Sales and distribution of sugar is done through appointed mill-wise, area-wise sugar agents distributing sugar for both household consumption and institutional sales.

Bagasse:

- Industrial units consume bagasse for making paper or use as fuel for making eco-ply boards.

IV. Employees**20. Details as at the end of Financial Year****a. Employees and workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1,734	1,728	99.65%	6	0.35%
2.	Other than Permanent (E)	87	86	98.85%	1	1.15%
3.	Total employees (D+E)	1,821	1814	99.62%	7	0.38%
WORKERS						
4.	Permanent (F)	1,107	1107	100%	0	0%
5.	Other than Permanent (G)	4,446	4446	100%	0	0%
6.	Total workers (F+G)	5,553	5553	100%	0	0%

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D+E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F+G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Female	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY2024			FY2023			FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.53%	0.00%	14.53%	17.81%	0	17.77%	12.28%	25%	12.31%
Permanent Workers	7.68%	0.00%	7.68%	7.31%	0	7.13%	7.31%	0	7.31%

Note: This includes employees/workmen who have retired during the year.

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

23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Bajaj Aviation Private Limited	Subsidiary	100%	No
2	Bajaj Power Generation Private Limited	Subsidiary	100%	No
3	Phenil Sugars Limited	Subsidiary	98.01%	No
4	Bajaj Hindusthan (Singapore) Private Limited	Subsidiary	100%	No
5	P.T Batu Bumi Persada Indonesia	Subsidiary	99%	No
6	P.T Jangkar Prima Indonesia	Subsidiary	99.88%	No
7	Bajaj Ebiz Private Limited	Associate	49.50%	No

VI. CSR Details

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

(ii) Turnover (in ₹ Lacs): 6089.37 Crore

(iii) Net worth (in ₹ Lacs): 4492.98 Crore

VII. Transparency and Disclosure Compliances

25. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY2024			FY2023		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders	Yes	3	Nil	N.A.	1	Nil	N.A.
Employees and workers	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Customers	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Value Chain Partners	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Others (Anonymous)	N.A.	Nil	Nil	N.A.	Nil	Nil	N.A.

26. Overview of the Company’s material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, 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	Climate change	Risk	The impact of climate change on agriculture, including sugar production, is significant. Variations in rainfall patterns, temperatures, and extreme weather events directly affect crop yields and quality. Additionally, rising greenhouse gas emissions pose regulatory and reputational risks.	The company invests in climate-resilient crop varieties, implements efficient irrigation techniques, and explores alternative energy sources to reduce greenhouse gas emissions.	Negative
2	Water Management	Risk	As a sugar company, Bajaj Hindusthan Sugar requires a significant amount of water for its operations. The environmental risks of water scarcity and pollution can profoundly impact the company’s functioning, leading to disruptions in the supply chain and increased operational costs.	BHSL effectively implements a Zero Liquid Discharge system across its distilleries, allowing for water reuse. Utilizes recycled water for horticulture, ferti-irrigation, and moistening the cane yard, minimizing water scarcity risks.	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)
3	Labour Rights	Risk	The company's labor practices and supply chain management carry social risks, including potential violations of labor rights and substandard working conditions.	BHSL strengthens labor policies, conducts regular audits, and provides training on workers' rights. Establishes grievance mechanisms, ensures fair wages, and prioritizes safe working conditions across the supply chain.	Negative
4	Land Use	Risk	Sugar production necessitates substantial land use, which can contribute to deforestation, land degradation, and loss of biodiversity. The company may encounter reputational risks and regulatory hurdles due to its environmental impact.	The Company adopts agroforestry practices, reforests degraded areas, and engages in biodiversity conservation. Collaborates with environmental organizations, adheres to land-use regulations, and promotes sustainable land management practices.	Negative
5	Ethical Business Practices	Risk	The company must ensure that its business practices align with ethical standards and legal requirements. Instances of corruption, bribery, and other unethical behaviors can adversely impact the company's reputation, result in regulatory and legal risks, and harm the communities where the company operates.	The Company implements robust anti-corruption policies, conducts due diligence on business partners, and fosters transparency. Regularly trains employees on ethical conduct, monitors compliance, and actively engages with local communities to build trust.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether the Company's policy/policies cover each principle and 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. Weblink of the policies, if available (Policies mentioned can be accessed at the weblink https://www.bajajhindusthan.com/investorcorner-policies.php)	1. Code of Conduct for Directors and Senior Management 2. Nomination and Remuneration Policy 3. Policy on Materiality and Dealing with Related Party transactions 4. Code of Fair Disclosure of UPSI 5. Policy for inquiry in case of leak of UPSI								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
		6. Code of Conduct for Reg, Mon and Rep of Trading by Insiders 7. Determination of materiality of events and dissemination policy 8. Board Performance Evaluation 9. Succession Plan for Board and Senior Management 10. Policy on Vigil Mechanism 11. Familiarisation Programme for Independent Directors 12. Risk Management Policy 13. Policy on Material Subsidiaries 14. Business Responsibility Policy 15. Policy on Archiving and Preservation of Documents 16. Code of Conduct for Independent Directors 17. Dividend Distribution Policy 18. CSR Policy 19. Cybersecurity Policy								
2	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	Yes, the policies are to the extent in conformity with National Voluntary Guidelines (NVG) and National Guidelines on Responsible Business Conduct (NGRBCs) issued by the Ministry of Corporate Affairs.								
5	Specific commitments, goals and targets set by the Company with defined timelines, if any.	In alignment with its commitment to uphold the highest standards of corporate governance, the company has meticulously established a timeline for adhering to legal and regulatory compliances								
6	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	The company has demonstrated a satisfactory performance in meeting these targets								
Governance, leadership and 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)	<p>The company is committed to a sustainable future, transcending traditional profitability to prioritize environmental, social, and governance (ESG) considerations. Recognizing that sustained growth is contingent on proactive ESG management, the company has implemented strategic initiatives to address inequalities, enhance stakeholder trust, and contribute to environmental preservation. This commitment extends to the entire value chain, with efforts to reduce carbon emissions, minimize waste, and adopt renewable energy sources. The company also prioritizes fostering an inclusive workplace that promotes diversity and employee well-being. To ensure ethical conduct and accountability, robust governance practices and a whistle-blower mechanism have been established, reinforcing regulatory compliance and stakeholder trust. Despite persistent challenges, the company remains dedicated to continuous improvement and innovation, actively engaging with stakeholders and transparently communicating its sustainability initiatives. The company's growth strategy integrates ESG considerations, with a focus on excelling in Environment, Health, and Safety (EHS) and making substantial progress towards a more sustainable future. This unwavering commitment to sustainability underscores the company's aspiration to positively impact society and the environment.</p>								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Ajay Kumar Sharma Managing Director								
9	Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Corporate Social Responsibility (CSR) Committee is responsible for making decisions on sustainability related Issues.								

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 and follow up action	Board committees									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board committees									Quarterly								

11	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No. However, the procedures and adherence to regulations undergo review by internal auditors and regulatory bodies, where applicable. Departmental and business heads are responsible for evaluating policies, and their approval is sought by the management or board								

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 Principle material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and 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

Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

Essential Indicator:

1. **Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	2	62.5%
Key Managerial Personnel	1	1	100%
Employees other than Board of Directors and KMPs	73	8	10.96%
Workers	224	22	9.82%

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:**

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) 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	Not Applicable				
Settlement					
Compounding fee					

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Not Applicable				
Punishment					

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.**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. **Does the Company 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 organization firmly upholds the principles of ethics, transparency, and accountability as the basis of its business operations. This commitment is exemplified through the adoption of essential codes and policies, including the "Code of Conduct for Directors and Senior Management," the "Code of Fair Disclosure," and the "Vigil Mechanism Policy." These guidelines are binding not only on directors and employees but also extend to vendors, suppliers, distributors, and other critical business associates. By adhering to these standards, the company fosters a culture of integrity and responsible conduct.

- These documents are available on the website of the Company at:
 - o Code of Conduct,
 - o BHSL - Code of Fair disclosure of UPSI
 - o BHSL-Policy on Vigil Mechanism

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

	FY2024	FY2023
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY2024		FY2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	Not Applicable	None	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	Not Applicable	None	Not Applicable

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 conflict of interest.

- Not Applicable

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Number of days of accounts payables*	101	124

*Company's business is of seasonal nature, hence payable days considered on average 150 days

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	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	83%	81%
	b. Number of dealers / distributors to whom sales are made	33	34
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	57.50%	58.18%

Parameter	Metrics	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.09%	0.09%
	b. Sales (Sales to related parties / Total Sales)	0.10%	0.18%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100.00%	100.00%
	d. Investments (Investments in related parties / Total Investments made)	100.00%	100.00%

*Mainly purchases of sugar cane from cane societies

Leadership Indicators-

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
None	Not Applicable	Not Applicable

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? **(Yes/No)** If yes, provide details of the same.

- Yes, The Company maintains a robust code of conduct to guide the behaviour of its directors, senior management, and independent directors. In adherence to this code, directors are expected to uphold their independence rigorously. If any circumstances arise that compromise an official's independence, directors are obligated to promptly inform the board of directors. Transparency and timely disclosure are essential to maintaining the highest standards of corporate governance. Additionally, directors play a pivotal role in ensuring the company adheres to best corporate governance practices. Their active participation in implementing these practices contributes to the company's overall integrity and success. This code underscores the commitment to ethical conduct, transparency, and accountability, fostering a culture of trust and responsibility within the organization. All parties are expected to uphold these principles in their professional capacities.
 - o Code of Conduct for Directors and Senior Management
 - o Code of Conduct for Independent Directors

Principle 2: Business should provide goods and services in a manner that is sustainable and safe

Essential Indicator:

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

Segment	FY2024	FY2023	Details of improvements in environmental and social impacts
R & D	Nil	Nil	–
Capex	Nil	Nil	–

2. a. Does the entity have procedures in place for sustainable sourcing? **(Yes/No)**

> Yes

b. If yes, what percentage of inputs were sourced sustainably?

> The company's primary raw material is sugarcane, constituting approximately 90% of its total input. The company consistently prioritizes sourcing from local farmers.

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.

(a) Plastics (including packaging)	The company efficiently manages waste disposal through the implementation of an effective tool Extended Producer Responsibility (EPR). By adhering to EPR principles, the company takes responsibility for the entire lifecycle of its products, including their eventual disposal.
(b) E-waste	The company ensures responsible handling of electronic products that are no longer needed, malfunctioning, or approaching the end of their useful life. These items are promptly handed over to authorized dealers.
(c) Hazardous waste	The company ensures responsible handling of hazardous waste by collaborating with authorized dealers. This approach minimizes any adverse impact on the environment and the local community.
(d) Other waste.	The company repurposes waste, such as bagasse, in environmentally responsible ways. This includes using it for biofuel or biogas generation, as well as transforming it into fertilizers for agricultural purposes. By adopting these practices, the company minimizes its environmental impact and actively contributes to a circular economy where waste becomes a valuable resource.

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, The Company adheres to Extended Producer Responsibility (EPR) guidelines, which apply to its operations. Specifically, for Plastic Waste Management, the organization collaborates with a third-party service provider. The waste collection plan aligns seamlessly with the EPR plan submitted to the Central Pollution Control Board. Notably, the company has successfully achieved the EPR target assigned for Plastic Waste Management in the fiscal year 2023-24, as stipulated by the Central Pollution Control Board.

Leadership Indicators –

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material*	
	FY2024	FY2023
Molasses: Molasses is the only by-product obtained in the preparation of sugar. Molasses is mainly used for the manufacture of alcohol, yeast and cattle feed. Alcohol in turn is used to produce ethanol, rectified spirit, potable liquor and downstream value-added chemicals such as acetone, acetic acid, butanol acetic anhydride, etc. Our maximum quality of absolute alcohol is being utilised as green fuel i.e. 10% blending with the Petrol. Besides, it is being important roles in livestock feeding, due to nutrient, appetising and physical properties of its sugar content	More than 10%.	More than 10%
Bagasse : Bagasse is a fibrous residue of cane stalk that is obtained after crushing and extraction of juice (30% of sugar cane). Bagasse is usually used as a biofuel in furnaces to produce steam, which in turn is used to generate power. It is also used as a raw material for production of paper and as feedstock for cattle.	More than 10%.	More than 10%
Fly ash : Fly ash is the residual output from the boiler furnace after bagasse has completely burnt out. This fly ash is used as a substitute for firewood. It is rich in potassium and is also used by local farmers as manure for improving soil health and also filling and reclamation of low lying area.	More than 10%.	More than 10%
Press mud : Press mud also known as Oliver cake or press cake, is the residual output after the filtration of the juice (approx. 4% of Sugar cane). It is mixed with distillery spent wash to produce high quality bio-manure, which used to improve soil chemical, physical and biological properties, enhance the crop quality and yield and maintain the C & N ratio of soil.	-	-

*The Company distils 100% of Molasses and sell only reserved component in the market.

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY2024			FY2023		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	4281.39	0	0	331.77	3162.27
E-waste	0	0	0.413	0	0	0.25
Hazardous waste	0	0	1.551	0	2.505	4.813
Other waste	0	0	0	0	0	0

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
None	

Principle 3: Business should respect and promote the wellbeing 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)
Permanent employees											
Male	1728	27	1.56%	70	4.05%	0	0.00%	0	0%	0	0%
Female	6	2	33.33%	0	0.00%	1	16.67%	0	0%	0	0%
Total	1734	29	1.67%	70	4.05%	1	16.67%	0	0%	0	0%
Other than Permanent employees											
Male	86	0	0.00%	0	0%	0	0%	0	0%	0	0%
Female	1	0	0.00%	0	0%	0	0%	0	0%	0	0%
Total	87	0	0.00%	0	0%	0	0%	0	0%	0	0%

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)
Permanent workers											
Male	1107	1107	100%	1107	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	1107	1107	100%	1107	100%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	4446	4441	99.89%	4441	99.89%	0	0%	0	0%	0	0%
Female	0	0	0.00%	0	0.00%	0	0%	0	0%	0	0%
Total	4446	4441	99.89%	4441	99.89%	0	0%	0	0%	0	0%

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

	FY24 Current Financial Year	FY 23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company*	0.0066%	0.0065%

*Total revenue from operation considered to calculate the percentage. The Company spent 39,90,821 and 41,36,680 INR respectively in FY2024 and FY2023 on well-being.

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

The Company also offers provisions for PF, Gratuity and ESI to the employees and the details are provided below:

Benefits	FY2024			FY2023		
	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	95%	99%	Y	95.81%	98.62%	Y
Gratuity	95%	91%	Y	95.70%	90.80%	Y
ESI	None	None	N.A.	none	none	NA
Others- please specify	None	None	N.A.	none	none	NA

3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

- Yes

4. Does the Company 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, The Company currently does not have a formal equal opportunity policy as mandated by the relevant act. However, it places significant importance on providing equal opportunities to all individuals. Discrimination based on disabilities is strictly prohibited within the organization.

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	Not Applicable		Not Applicable	
Female				
Total				

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.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes. The company encourages employees and workers to initially discuss their grievances with their respective Unit HR Head. If the issue remains unresolved, they have the option to escalate it to the Zonal HR Coordinator. Finally, if the Zonal HR Coordinator is unable to address the concern satisfactorily, employees may further escalate the matter to the HR Head of the company. This structured process ensures that grievances are handled effectively and transparently
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY2024			FY2023		
	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)
Total Permanent Employees	1734	0	0%	1778	0	0
-Male	1728	0	0%	1774	0	0
-Female	6	0	0%	4	0	0
Total Permanent Workers	1107	1025	92.59%	1108	1007	90.43%
-Male	1107	1025	90.51%	1108	1007	90.43%
-Female	0	0	0.00%	0	0	

8. Details of training given to employees and workers:

Category	FY2024					FY2023				
	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)
Employees										
Male	1816	8	0.44%	65	3.58%	1855	5	0.26%	57	3.07%
Female	5	0	0.00%	0	0.00%	5	0	0	0	0
Total	1821	8	0.44%	65	3.58%	1860	5	0.26%	57	3.07%
Workers										
Male	5553	22	0.40%	202	3.64%	5640	39	0.69%	377	6.68%
Female	0	0	0.00%	0	0.00%	0	0	0	0	0
Total	5553	22	0.40%	202	3.64%	5640	39	0.69%	377	6.68%

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

Category	FY2024			FY2023		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	1814	1552	85.46%	1855	1855	100%
Female	7	4	80.00%	5	5	100%
Total	1821	1556	85.45%	1860	1860	100%
Workers						
Male	5553	5520	99.41%	5640	5640	100%
Female	0	0	0.00%	0	0	0%
Total	5553	5520	99.41%	5640	5640	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, The Company has successfully implemented an occupational health and safety management system that encompasses all employees, including contractual workers.

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 company employs a systematic approach to identify work-related hazards. This process involves utilizing tools such as Hazard Identification and Risk Analysis (HIRA) and Job Safety Analysis (JSA). Additionally, safety audits conducted by third parties and cross-functional teams contribute to a comprehensive assessment.

c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N)

- Yes, The Company has established a robust system to facilitate hazard reporting for all workers. Employees can submit written reports through suggestion boxes or communicate verbally with their supervisors or safety officers. This proactive approach ensures timely identification and resolution of work-related hazards, promoting a safer work environment for everyone.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

- Yes, the Company ensures that all employees and workers have access to non-occupational medical and healthcare services.

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

Safety Incident /Number	Category	FY2024	FY2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.303	0
	Workers	0	0.05
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	1	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

- The Company adheres to a Safety, Health, and Environment Policy, which is approved by the Board of Directors. In addition, the following measures are implemented to foster a secure and healthy workplace:

Fair Compensation: Ensuring timely payment of living wages to meet employees’ basic needs and economic security.

Safe Environment: Providing a workplace that prioritizes safety and hygiene, upholding the dignity of all employees.

Continuous Learning: Facilitating skill and competence development through equal and non-discriminatory access to learning opportunities.

Harassment-Free Workplace: Establishing systems and practices that promote a harassment-free environment, allowing employees to discharge their responsibilities with confidence.

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

The Company did not receive any complaints from employees and workers during the current reporting period. The details are provided below:

Category	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	None	None	None	None	None	NA
Health & Safety	None	None	None	None	None	NA

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	None
Working Conditions	

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.

- None

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

- Yes, all employees and workers are covered by life insurance, and in the event of an employee's death, they are also covered by a compensation package.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

- Measures are taken as part of our due diligence activity to ensure that statutory dues have been deducted and deposited by the value chain partners.

3. Provide the number of employees/workers having suffered grave consequences due to work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2024	FY2023	FY2024	FY2023
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) –

- No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	None
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

- Not Applicable

Principle 4: Business 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 Company.**

The Company acknowledges individuals, groups, and institutions that contribute value to the business chain as core stakeholders. Bajaj Hindusthan Sugar recognizes both internal stakeholders, including employees and leadership, and external stakeholders such as regulators, investors, and the community.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee	No	Email, Notice Boards, Intranet	Regularly	Talent Management, new opportunities, instructions
Community	Yes	Committee Meetings, pamphlets	Regularly	Need assessments
Suppliers	No	Email, website	Regularly	Query redressal
Shareholders	No	Emails, Website, newspapers	Quarterly	Business performance updates, announcements, etc.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company prioritizes regular engagement with key stakeholders, proactively sharing strategic updates and performance insights. Through ongoing communication and feedback-seeking, alignment of expectations is ensured. Additionally, the board receives timely updates on relevant developments, actively seeking their valuable input and feedback.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, The Company ensures that stakeholder inputs are carefully considered and seamlessly integrated into relevant processes and policies.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

The organization engages in development initiatives and provides essential guidance to small and marginalized cane growers, emphasizing sustainable agricultural practices. Recognizing the critical role of soil and water in crop growth and yield, BHSL conducts programs aimed at preserving soil fertility, ensuring water availability, and maintaining soil health. These efforts empower farmers to effectively manage these vital resources and sustain productive land.

Principle 5: Business should respect and promote human rights

Essential Indicators

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

Category	FY2024			FY2023		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	1734	0	0%	1778	0	0
Other than Permanent	87	0	0%	82	0	0
Total Employees	1821	0	0%	1860	0	0%

Category	FY2024			FY2023		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Workers						
Permanent	1107	0	0%	1108	0	0
Other than Permanent	4446	0	0%	4532	0	0
Total Workers	5553	0	0%	5640	0	0

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

Category	FY2024					FY2023				
	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)
Employees										
<i>Permanent</i>										
Male	1728	0	0	1728	100%	1774	0	0	1774	100%
Female	6	0	0	6	100%	4	0	0	4	100%
<i>Other than Permanent</i>										
Male	86	0	0	86	100%	81	0	0	81	100%
Female	1	0	0	1	100%	0	0	0	0	0
Workers										
<i>Permanent</i>										
Male	1107	0	0	1107	100%	1108	0	0	1108	100
Female	0	0	0	0	0%	0	0	0	0	0
<i>Other than Permanent</i>										
Male	4446	0	0	4446	100%	4532	0	0	4532	100
Female	0	0	0	0	0%	0	0	0	0	0

3. Details of remuneration/salary/wages, in the following format:

a. The details are provided below:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	8	81,03,372	-	-
Key Managerial Personnel (KMP)*	3	56,40,260	-	-
Employees other than BoD and KMP	1818	5,84,494	5	9,44,628
Workers	5553	3,55,982	-	-

*There was 3 KMPs including the Managing Director

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Gross wages paid to females as % of total wages	0.18%	0.15%

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/No)

- Yes, In each region of the company's offices and locations, there exists an Internal Complaints Committee (ICC) responsible for addressing matters related to human rights, including the prevention of sexual harassment (POSH). Any employee found to be involved in any form of harassment may face significant disciplinary action from company management. The Committee ensures that all complaints are promptly and efficiently addressed. For any other incidents of human rights violations, individuals can report them to the Unit HR head or the Zonal HR Coordinator.

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

- Employees and workers may contact the Unit HR Head to lodge any complaint related to human rights. If the complaints remain unresolved within the specified timeframes, employees have the option to escalate the matter to the Zonal HR Coordinator. In exceptional cases, employees can directly approach the Head of HR with their complaint.

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

The details are provided below:

Category	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL	NIL	N.A.	NIL	NIL	N.A.
Discrimination at workplace	NIL	NIL	N.A.	NIL	NIL	N.A.
Child Labour	NIL	NIL	N.A.	NIL	NIL	N.A.
Forced Labour/ Involuntary Labour	NIL	NIL	N.A.	NIL	NIL	N.A.
Wages	NIL	NIL	N.A.	NIL	NIL	N.A.
Other Human rights related issues	NIL	NIL	N.A.	NIL	NIL	N.A.

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

- The organization ensures that investigations into complaints are conducted within a grievance redressal system, minimizing stress for all parties involved. A strict commitment to confidentiality is maintained throughout the process. The company's well-defined hierarchy ensures that all complaints receive prompt and effective resolution. In cases of discrimination or harassment, employees are encouraged to first contact their Unit HR Head, followed by the Zonal HR Coordinator (1st escalation point), and ultimately the HR Head (Final escalation point).

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

- No

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	NIL
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Other- please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

- Not Applicable

Leadership Indicators**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

- The organization demonstrates strong commitment to upholding human rights by promptly addressing all complaints and taking decisive actions to prevent further violations. This approach fosters an environment of respect and accountability throughout the entire organization. In cases related to human rights, employees are encouraged to first contact their Unit HR Head, followed by the Zonal HR Coordinator (1st escalation point), and ultimately the HR Head (Final escalation point).

2. Details of the scope and coverage of any Human rights due diligence conducted.

- Not Applicable

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

- Presently, all the offices and units are not accessible by differently abled visitors

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

Principle 6: Business 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	FY24 (Current Financial Year) (GJ)	FY23 (Previous Financial Year) (GJ)
From renewable sources		
Total electricity consumption (A)	NIL	Nil
Total fuel consumption (B)	3,30,07,961.48	8,23,39,399
Energy consumption sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	3,30,07,961.48	8,23,39,399

Parameter	FY24 (Current Financial Year) (GJ)	FY23 (Previous Financial Year) (GJ)
From non-renewable sources		
Total electricity consumption (D)	45,803.7152	5,29,988
Total fuel consumption (E)	27,511.7051	22,265
Energy consumption sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	73,315.42	5,52,253
Total energy consumed (A+B+C+D+E+F)	3,30,81,276.90	8,28,91,652
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/INR)	0.00054	0.00131
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/INR)	0.0000237	0.00005733
Energy intensity in terms of physical Output (GJ/MT)	22.72	58.57
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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, none of BHSL's sites/ facilities are designated consumers under the PAT scheme of the Government of India.
3. **Provide details of the following disclosures related to water, in the following format:**

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	24,73,802.60	23,03,628
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	24,73,802.60	23,03,628
Total volume of water consumption (in kilolitres)	24,73,802.60	23,03,628
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/INR)	0.0000406	0.0000364
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/INR)	0.000001775	0.000001593
Water intensity in terms of physical Output (KL/MT)*	1.6989	1.6277
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

*The Company considered the amount of "Sugar" and "Alcohol" produced during the financial year.

4. Provide the following details related to water discharged:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	168314	-
- 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	-	-
(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	15,99,054	8,36,560
Total water discharged (in kilolitres)	17,67,368	8,36,560

* Irrigation of farmers' field in accordance with the MOEF&CC notification GSR-35E dated 14.01.2016

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 Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

- BHSL has effectively put a Zero Liquid Discharge system in place across its distilleries. This significant step was realized through the investment in treatment facilities, allowing for the reuse of treated water. The recycled water is utilized for various activities, including horticulture, ferti-irrigation for local farmers, and moistening the cane yard. BHSL remains dedicated to maximizing resource use and maintaining superior production quality by continually improving its capabilities

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

Parameter	Unit	FY2024	FY2023
NOx	mg/Nm ³	Nil	Nil
SOx	mg/Nm ³	Nil	Nil
Particulate matter (PM)	mg/Nm ³	1038.83	722.33
Persistent organic pollutants (POP)*	Mg/Nm ³	Nil	Nil
Volatile organic compounds (VOC)*	Mg/Nm ³	Nil	Nil
Hazardous air pollutants (HAP)*	Mg/Nm ³	Nil	Nil
Others – please specify Mercury, Cadmium, Chromium etc.	Mg/Nm ³	Nil	Nil

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

*Other air emissions i.e. Persistent Organic Pollutants (POP) Volatile Organic Compounds (VOC) and Hazardous Air Pollutants (HAP) are not being monitored currently.

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

The details are provided below:

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2127.25	2,506
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	9109.85	1,19,247
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Kg CO ₂ / Rupee of turnover	0.000000184	0.00000192
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Kg CO ₂ / Rupee of turnover	0.00000000806	0.000000084
Total Scope 1 and Scope 2 emission intensity in terms of physical output*	Metric tonnes of CO ₂ equivalent / Metric tonnes	0.007717397	0.07920
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	NA	NA

*The Company considered the amount of "Sugar" and "Alcohol" produced during the financial year.

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

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

BHSL, has embarked on a journey to conserve energy. This initiative aims to cut down on energy use and reduce emissions. Some of BHSL's distillery and sugar facilities harness bagasse, a residual product of sugar manufacturing, to generate eco-friendly power. The company is dedicated to systematically reducing its greenhouse gas emissions by pinpointing and addressing the primary sources of these emissions.

A lush green plantation surrounds all of BHSL's manufacturing units, covering 33% of the area. This green cover is expanding with each passing year. In addition, BHSL has incorporated the Miyakawi plantation method into its operations over the past two years.

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

The required details are provided below:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4281.39	4003.73
E-waste (B)	1.904	2.51
Bio-medical waste (C)	NA	0
Construction and demolition waste (D)	NA	0
Battery waste (E)	NA	0
Radioactive waste (F)	NA	0
Other Hazardous waste. Please specify, if any. (G)	10.2	0

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	1.41
Total (A+B + C + D + E + F + G + H)	4293.494	4007.65
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR)	0.000000071	0.0000000634
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/INR) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000000308	0.000000002772
Waste intensity in terms of physical output* (MT waste generated/MT production)	0.0027	0.0028
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	4281.85	678.17
(ii) Re-used	0	0
(iii) Other recovery operations	0.413	1158.94
Total	4282.263	1837.11
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	9.676	1.07
(ii) Landfilling	0	0
(iii) Other disposal operations	0	2169.47
Total	9.676	2170.54

*The Company considered the amount of "Sugar" and "Alcohol" produced during the financial year.

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 establishment. 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.

- BHSL is committed to the efficient transformation of raw materials into products. During the process of sugar manufacturing and distillation, by-products and residues are generated. These are effectively used as fertilizers for biogas and green power production. BHSL manages hazardous lubricant oil by sorting it based on viscosity and storing it in MS drums. This waste is combined with bagasse and processed in a boiler before disposal through the TSFD, adhering to CPCB consent guidelines. BHSL has embraced the Extended Producer Responsibility (EPR) approach for managing plastic waste, ensuring its responsible disposal. Discarded electronic devices are given to authorized recyclers. BHSL prides itself on its responsible and sustainable waste management practices, aiming to reduce environmental impact and foster a cleaner, healthier environment.

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:

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.
None			

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

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
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Not Applicable, there were no such impact assessments conducted during the current financial year

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, Environment protection Act and rules thereunder (Y/N).

If not, provide details of all such non-compliances, in the following format:

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
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Yes, the Company is in compliance with all the environment related applicable legislations.

Leadership Indicators -

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area –

Units in Budhana and Gangnauli

(ii) Nature of operations:

1) Budhana – Sugar Unit

2) Gangnauli – Sugar and Distillery Unit

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	3,34,458	15,61,960
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	3,34,458	15,61,960
Total volume of water consumption (in kilolitres)	3,34,458	15,61,960
Water intensity per rupee of turnover <i>(Water consumed / turnover)</i>	-	0.0000247
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	1,25,324	11,59,464
Total water discharged (in kilolitres)	1,25,324	11,59,464

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. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY2024	FY2023
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The company is yet to formulate its GHG inventory for Scope 3 emissions.	The company is yet to formulate its GHG inventory for Scope 3 emissions.
Total Scope 3 emissions per rupee of turnover	Kg CO ₂ /Rupee turnover		
Total Scope 3 emission intensity kg CO ₂ /T of Cementitious material	Kgs		

Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

- NO

3. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

- Not Applicable

4. If the entity provided below taken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of wet scrubber to the boiler	The air pollution control devices wet scrubber or ESP at all Boilers	Helped in controlling Emission within the limits as per norms
2	Dense plantation done to control fugitive emissions	Dense plantation is being carried out for maintenance of plantation on more than 33% of the area.	Control of fugitive emissions resulting in maintenance of Ambient Air Quality (AAQ) within the stipulated norms.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Wastewater recycling and reusing measures undertaken.	3R's recycle, reduce and reuse is implemented at all Sugar & Distillery units	Efficient utilisation of wastewater
4	Usage of ETP Outlet water to farmers through irrigation line.	The treated water is provided to farmers in line with the irrigation management plan.	Efficient utilisation of wastewater through ZLD process
5	Cooling arrangement for hot condensate done to re-use the cool condensate in different processes	Cooling towers are installed for cooling of hot condensate and reuse it suitably	Reduction the consumption of raw ground water
6	Small pits with smooth and clean inner surface have been constructed to collect gland cooling water.	The small pits with pit pump have been constructed to recycle gland cooling	This has helped to reduce the effluent load going to ETP
7	Tank of adequate capacity has been constructed to collect wash water generated during chemical / mechanical cleaning of evaporator tubes and discharge it in controlled manner to the ETP	Implemented	
8	Water for cleaning of various bodies is taken from cooled condensate in place of raw water.		
9	Separate cooling towers installed for power turbine and cooling of Mill bearing.	Implemented	Reduced dependency on repetitive addition of cold water to make up for the hot temperature
10	Water for hydraulic testing of various bodies is taken from process cooling tower in place of raw/cooled condensate.		
11	Water employed in SO ₂ gas cooler is being recycled through cooling tower		
12	ESP installation	Installed with boiler to control the emission within the limit.	Emissions well within norm
13	Utilisation of sugar treated water for crop irrigation	Effectively utilisation to treated water and to discharge in surface water	
14	Hydro jet Machine use for cleaning of tube	This helps to reduce the water consumption and effluent generation	

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

In pursuit of unbroken business continuity, The Company is transitioning all essential IT operations from their local data center to a cloud-based infrastructure. The company's SAP Landscape has been successfully migrated to the AWS cloud Mumbai Region and is now fully functional.

To safeguard business operations from potential disruptions or disasters, a disaster recovery site has been established in the AWS Hyderabad Region. This site is designed to achieve a Recovery Point Objective (RPO) of 30 minutes and a Recovery Time Objective (RTO) of 4 hours.

In addition, all other significant production data is currently being backed up on Tape Media according to a set schedule and is retained for a year. These backup tapes are securely stored in a fireproof vault. This approach ensures the preservation and safety of crucial data, further strengthening the company's business continuity strategy.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

- There was no reported adverse impact to the environment arising from the value chain of the company.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

- None

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.

BHSL has affiliations with 2 trade or industry chambers/ associations

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company 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	Sugar Technologist Association of India	National
2	All India Distillers Association, Delhi	National

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

Name of the authority	Brief of the case	Corrective action taken
The company, in its commitment to fair business practices, has not received any adverse orders related to anti-competitive conduct from regulatory bodies.		

Leadership Indicators

1. Details of public policy positions advocated by the Company:

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/Others- please specify)	Web Link, if available
NIL					

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

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
NIL					

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

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	Amount sent on R&R activities during FY 2023-24 (In INR)
NIL						

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

The company has established a Stakeholders' Relationship Committee to ensure swift resolution of any grievances or complaints from shareholders and investors. This committee's primary role is to address issues such as share transfers, non-receipt of annual reports, and unpaid dividends. Furthermore, the committee provides guidance on enhancing investor services and fostering stronger relationships with stakeholders.

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

	FY2024	FY 2023
Directly sourced from MSMEs/small producers	90%	90%
Directly from Within India	100%	100%

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	FY24 Current Financial Year	FY 23 Previous Financial Year
Rural	394	369
Semi-urban	-	-
Urban	-	-
Metropolitan	6	16

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

Leadership Indicators**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by the Company in the designated aspirational districts as identified by government bodies:

S. No	State	Aspirational District	Amount spent (In INR)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) –

The company, while not maintaining a distinct preferential procurement policy, ensures over 90% of its raw material procurement is sourced from local, small, and marginalized farmers. Upholding a non-discriminatory approach towards its suppliers, it has instituted an integrated procurement process.

(b) From which marginalized/vulnerable groups do you procure? – Farmers

(c) What percentage of total procurement (by value) does it constitute? – About 90%

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
Not Applicable			

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential indicators

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

- The Consumers can reach out to the Company through either emails, letters or telephone calls

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	None
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

Number of consumer complaints in respect of the following:	FY24(Current Financial Year)			FY23(Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. Does the Company have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, The Company has a cybersecurity policy in place and posted on the website of the company and can be accessed at Web-link:https://www.bajajhindusthan.com/bajajHindustanCMS/uploads/BHSL_Cyber_Security_Policy_10.05.2024.pdf

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.

- Not Applicable

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	NIL (No data breach incidence)
b. Percentage of data breaches involving personally identifiable information of customer	
c. Impact, if any, of the data breaches	

Leadership Indicators

1. Channels/platforms where information on products and services of the Company can be accessed (provide web-link, if available).

- Information relating to the products can be accessed through the company’s website (<https://www.bajajhindusthan.com/>)

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

- Required information as per statutory requirements is made available on the product packages

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

- Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/No)

- Information as per legal requirements is displayed on the product packages. However, there was no survey carried out during the financial year.