

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L52602MH1996PLC192090
2	Name of the Listed Entity	Future Consumer Limited
3	Year of incorporation Date	1996 10 th July
4	Registered office address	Knowledge House, Shyam Nagar, Off. Jogeshwari Vikhroli Link Road, Jogeshwari (East), Mumbai – 400 060
5	Corporate address	Knowledge House, Shyam Nagar, Off. Jogeshwari Vikhroli Link Road, Jogeshwari (East), Mumbai – 400 060
6	E-mail	investor.care@futureconsumer.in
7	Telephone	022-40552200
8	Website	www.futureconsumer.in
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	Rs. 1,19,822.08 Lakhs
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. Samson Samuel Managing Director samson.samuel@futureconsumer.in
13	Reporting boundary	Standalone basis

II. Products/services

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

S. No	Description of Main Activity	Description of Business Activity	NIC Code	% of Turnover of The Entity
1	FMCG	Manufacturing of packaged food, home care, personal hygiene care and packaged staple products	46909	100%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No	Product/Service	Description of Business Activity	NIC Code	% of total Turnover contributed
1	Home Care and Personal Care	Sourcing, Manufacturing Packaging, Branding, Distribution of home care and personal care products	46909	23%
2	Staples	Sourcing, marketing Packaging, branding, and distribution of food staples	46909	69%
3	Grain Milling - Rice	Sourcing, Manufacturing and packaging of rice products	46909	8%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	Corporate Office -1 Distribution Centre-0	5
International	-	-	-

17. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	17
International (No. of Countries)	-

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

Not Applicable

c. A brief type of customers

Future Consumer Limited serves a diverse customer base across all age groups and geographic locations, with operations in six states. By actively engaging with stakeholders, we gain valuable insights that enable us to offer superior products and services. Our business partners with e-commerce platforms, retail stores, and institutional clients, allowing us to meet varied needs and preferences. This diverse customer base ensures broad market coverage and tailored product offerings, positioning Future Consumer Limited as a leader in delivering quality and customer satisfaction.

IV. Employees**18. 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)
EMPLOYEES						
1.	Permanent (D)	15	9	60%	6	40%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	15	9	60%	6	40%
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

c. Differently abled employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1	1	100%	-	-
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	3	50%
Key Management Personnel	2	0	0%

20. Turnover rate for permanent employees and workers

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.21	0.74	1.1	1.20	0.63	1.11	2.27	1.97	0.01
Permanent Workers	-	-	-	-	-	-	-	-	-

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Aadhaar Wholesale Trading and Distribution Limited	Subsidiary	100	No
Appu Nutritions Private Limited	Subsidiary of NDFPL	76	No
Aussee Oats India Limited	Subsidiary of FCL Tradevest	50 + One equity share	No
Aussee Oats Milling (Private) Limited	Subsidiary	50 + One equity share	No
Bloom Foods and Beverages Private Limited	Subsidiary	100	No
Delect Spices and Herbs Private Limited	Subsidiary of FCL Tradevest	99.82	No
FCEL Overseas FZCO	Subsidiary	60	No
FCL Tradevest Private Limited ("FCL Tradevest")	Subsidiary	100	No
Fonterra Future Dairy Private Limited#	Joint Venture	50	No
Hain Future Natural Products Private Limited	Joint Venture	40.92	No
Integrated Food Park Limited	Subsidiary of FCL Tradevest	100	No
MNS Foods Limited	Associate	32.88	No
Nilgiris Franchise Limited	Subsidiary of NDFPL	100	No
Nilgiri's Mechanised Bakery Private Limited	Subsidiary of NDFPL	84.73	No
Sublime Foods Limited ("Sublime")	Subsidiary of FCL Tradevest	51	No
The Nilgiri Dairy Farm Private Limited ("NDFPL")	Subsidiary	100	No
FCL Speciality Foods Private Limited	Subsidiary of Sublime	100	No

*The percentage of shares held in step-down subsidiaries represents the percentage held by the Company and/or by its subsidiaries.

Joint venture has been terminated

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes*

(ii) Turnover: ₹ 217.48 Lakhs

(iii) Net worth: ₹ (29,542.87) Lakhs

* For FY 2023-24 CSR spending is not applicable in view of average net loss incurred during the three immediately preceding financial years.

VII. Transparency and Disclosure

23. 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) <i>(If Yes, then provide web-link for grievance redress policy)</i>	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	-	Nil	-	-	Nil	-	-
Investors (other than shareholders)	investor.care@futureconsumer.in	Nil	-	-	Nil	-	-
Shareholder	-	3	Nil	-	2	0	-
Employees	https://futureconsumer.in/investors.aspx#policies-code	Nil	-	-	Nil	-	-
Customers	care@futureconsumer.in	Nil	-	-	Nil	-	-
Value Chain Partners	-	Nil	-	-	Nil	-	-
Others (Regulatory Body)	-	Nil	-	-	Nil	-	-

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and 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.	Sustainable Products	O	The products of the Company are focused on use of recyclable material as customers are preferring sustainable products to reduce carbon footprint and production waste.	-	Positive

2.	Renewable Energy	O	Transition to renewable sources of energy is considered to be key for an organisation's long-term sustainability. The Company is exploring various way to shift to renewable sources across its operations.	-	Positive
3.	Sustainable supply chain	O	The Company believes long term association with suppliers and consider them as long-term partners in growth. Sustainably procured raw materials preserve the environment's resources, business resources, and offer consumers ethical shopping options.	-	Positive

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)
4.	Occupational Health & Safety	R	Failure to ensure health and safety may hamper the smooth running of operations, impact manpower availability and may lead to litigation. The Company endeavours to provide healthy work environment to all its employees.	The Company conducts various safety trainings and drills to ensure the safety of their workers.	Positive
5.	Training and Skill Development	O	The Company works towards upskilling their employees and providing trainings in order to enhance their skills and knowledge. This helps in enhanced productivity and turnover.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management Process									
1. (a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
(b) Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
(c) Web Link of the Policies, if available	https://futureconsumer.in/investors.aspx#policies-code								
2. Whether the entity has translated the policy into procedures	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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 your entity and mapped to each principle.	Nil								

5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	No specific targets have been set by FCL.*
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable
Government Leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Samson Samuel Managing Director DIN No.: 07523995
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, currently the Company does not have a specific Committee responsible for sustainability related issues, however may look forward to having the same in place in times to come.

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
Performance against above policies and follow up action	The Board periodically reviews the policies of the Company to ensure strict adherence and implementation of the policies across its operations.									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	FCL ensures complete compliance with all the legal and statutory requirements.									
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.	During the reporting period, FCL did not conduct any independent assessment of its policies, but the Board periodically conducts internal assessments of the policies.									

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)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specifiedc 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

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. Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / Principles covered under the training programs and its impact	% of persons in respective category covered by the awareness
Board of Directors	Although the Company did not conduct specific ESG trainings for its employees and Board of Directors, it remains committed to emphasizing the importance of sustainable operations through its ongoing initiatives and efforts.		
Key Managerial Person			
Employees			
Workers			

3. 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 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	Nil				
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 Nil			
Punishment			

4. 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.

Monetary

Case Details Name of the regulatory/ enforcement agencies/ judicial institutions

Not Applicable

5. 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.

Future Consumer Limited is committed to maintaining honest and ethical business practices, guided by our comprehensive Anti-Bribery and Anti-Corruption Policy, available on our website. This policy underscores our dedication to eliminating corruption and malpractices, ensuring full compliance with all applicable laws and regulations.

Key objectives of our policy include:

- Ensuring compliance with judicial laws and regulations.
- Providing guidelines for giving and receiving gifts, commercial courtesies, and hospitality.
- Mandating adherence to anti-corruption laws.

Our Human Resources Department plays a crucial role in this effort by training employees on anti-bribery and anti-corruption measures. The Head of Human Resources is responsible for monitoring and implementing the policy across the company. Additionally, the Board of Directors appoints officers or external agencies to investigate suspected corruption or bribery incidents and to take appropriate actions against wrongdoers.

Policy can be accessed at: <https://futureconsumer.in/investors.aspx#policies-code>

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

Particulars	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs		
Employees		
Workers		

7. Details of complaints regarding conflict of interest:

	FY 2023-24		FY 2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors		Nil		
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				
Employees				
Workers				

8. 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

Nil

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe Essential Indicators

1. 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.

	Current Financial YearFY 2023-24	Previous Financial YearFY 2022-23	Details of improvements in environmental and social impacts
R&D			
Capex		Nil	

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

Yes, Future Consumer Limited has a procedure for sustainable sourcing. At the subsidiary level, the Company has been constantly working on developing a deep understanding of agricultural practices and connecting with farmers at multiple levels. The organic raw materials are procured from well-established organisations working directly with farmers. Along with this the Company has been into farm gate procurement and establishing collection centres in hub and spokes models. FCL's subsidiaries also have a sustainable transportation model where it switching from conventional fuels to CNG and further worked on establishing a network for Electric vehicles.

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

The Company is currently not recording the percentage of inputs sourced sustainably for FCL's operations, however the same is being actively undertaken across its subsidiaries.

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.

Future Consumer Limited adheres to the Plastic Waste Management Rules, 2016, and complies with the Maharashtra Pollution Control Board regulations. The Company has processes in place to ensure the safe disposal of waste generated across its operations. a. To reclaim plastics safely for recycling, the Company collaborates with authorized vendors. Due to the nature of its operations, the Company does not generate hazardous waste. b. To reduce waste generation, FCL uses mono-layer film in its CareMate Tissue products. Additionally, the Company employs flexo printing technology with non-toluene, environmentally friendly, and consumer-safe inks. The Company also responsibly discards carton waste by sending it to authorized scrap vendors.

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.

FCL is not registered under the Extended Producer Responsibility plan.

PRINCIPLE 3**Businesses should respect and promote the well-being of all employees, including those in their value chains****1 (a) Details of measures for the well-being of employees:**

% of Employees covered

Category	Total (A)	Health insurance care facilities		Accident insurance		Maternity Benefits		Paternity benefits		Day care facilities	
		No. (B)	(B/A)%	No. (C)	(C/A)%	No. (D)	(D/A)%	No. (E)	(E/A)%	No. (F)	(F/A)%
Permanent Employees											
Male	9	9	100%	0	0	0	0	9	100%	0	0
Female	6	6	100%	0	0	6	100%	0	0	0	0
Total	15	15	100%	0	0	6	40%	9	60%	0	0

Other than Permanent Employees Not Applicable

(b) Details of measures for the well-being of workers:

The Company currently does not employ workers.

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

Benefits	FY 2023-24 Current Financial Year		FY 2022-23 Previous Financial Year	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Yes	100%	Yes
Gratuity	100%	No	100%	No
ESI	100%	Yes	100%	Yes
Others (please Specify)	NA	NA	NA	NA

4. Accessibility of Workplace-

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.

5. The Company recognizes the importance of making its premises accessible to differently-abled individuals. Currently, FCL's office is equipped with ramps and handrails to ensure smooth and convenient access for everyone.
6. **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.**

The organization values the rights of all individuals and promotes equal opportunities. The Company's Equal Opportunity Policy is available with the Human Resource department of the Company.

7. Return to work and Retention rates of permanent employees and workers that took parental leave. Employee Data

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0	0%	0	0%
Female	0	0	0	0
Total	0	0%	0	0%

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

Yes/No (If Yes, then give details of the mechanism in brief)

Permanent Employees	Yes. Future Consumer Limited prioritizes ethical and transparent business practices, encouraging stakeholders to voice concerns freely. The Company implements policies like the Code of Conduct, Whistle Blower Policy, and POSH Policy to facilitate employees in reporting issues. An Internal Complaints Committee (ICC) addresses grievance through a structured mechanism, enabling complaints via physical or electronic means. This ensures prompt reporting of any violations or incidents that may affect the Company's reputation.
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

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

Category	FY 2023-24			FY 2022-23		
	Total Employees/Workers In respective category (A)	Number of employees/workers In respective category who are a Part of association(s) Or unions (B)	Percentage % (B/A)	Total Employees/Workers In respective category (C)	Number of employees/workers In respective category who are a Part of association(s) Or unions (D)	Percentage % (D/C)
Total Permanent Employees	15	-	-	62	-	-
Male	9	-	-	49	-	-
Female	6	-	-	13	-	-

12. Details of training given to employees and workers:

Category	Total FY 23 (A)	Health and safety (B)	% (B / A)	Skill development (C)	% (C / A)	Total FY22 (D)	Health and safety (E)	% (E/D)	skill development (F)	% (F/D)
Employees Male Female Total	FCL is committed to optimizing employee performance and enhancing their knowledge and skills through comprehensive training programs. These initiatives cover key areas such as skill development, health and safety, policy adherence, and quality management. Specialized trainings like Total Productive Maintenance (TPM) are designed to boost team efficiency, improve overall productivity, and reduce operational costs, ultimately driving the organization towards greater success.									

14. Details of performance and career development reviews of employees and worker:

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	(B/A) %	Total (A)	No. (B)	(B/A) %
Employees						
Male	9	1	11%	49	4	8.16%
Female	6	0	0%	13	1	7.69%
Total	15	1	7%	62	5	8.06%

16. 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 of such a system?

Yes. The Company has deployed health and safety management system across all the sites and offices of FCL and in its third-party units.

(b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

(c) The Company is committed to achieve accident-free operations. It also has in place EHS processes for identifying work-related hazards, assessing risks, and resolving EHS issues through meetings, internal audits, and improvement initiatives.

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

(e) Yes. The company maintains an incident response register to document work-related hazards. Employees receive periodic safety training to ensure a safe and secure working environment.

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

Yes, the employees are provided with non-occupational medical and healthcare services. The Company has a group-level insurance tie-up with TPA medical professionals to provide insurance services to all employees. Family members of the eligible employees can also avail priority treatment and various alternate healthcare packages.

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

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

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

FCL is dedicated to providing a safe and healthy workplace for all employees. The Company conducts periodic meetings and audit to ensure compliance with environmental and sustainability management systems (ESMS) and identifies areas for improvement. The EHS processes help in identifying and addressing material issues. Emergency response frameworks are implemented across manufacturing units and corporate offices. Regular Hazard Identification and Risk Assessments (HIRA) are conducted, ensuring compliance with safety and environmental standards. The Company uses signboards to effectively communicate and warn about risk areas.

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

	FY 2023-24			FY 2022-23		
	(Current Financial Year)			(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 and Safety			Nil			

20. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices Working Conditions	The Company internally has been assessing the Health and Safety practices and working conditions for its employees and workers.

22. 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.

There were no corrective actions undertaken by the organisation as there were no significant risks or concerns identified.

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.

Future Consumer Limited uses the power-interest matrix to classify stakeholders based on their influence and engagement with the company. This tool helps to manage relationships by understanding stakeholders' levels of impact and involvement.

The stakeholders are categorized as:

High Power-High Interest: These key stakeholders require close collaboration and engagement due to their significant impact and high interest in the company. Strategies focus on meeting their needs, including lenders and investors.

High Power-Low Interest Stakeholders with considerable power but limited interest needs to be kept informed about major developments to mitigate risks. This group includes government officials and customers.

Low Power-High Interest Although they have limited influence, stakeholders with high interest, such as vendors and employees, should be engaged and informed to enhance the company's reputation and success.

Low Power-Low Interest: Stakeholders with minimal power and interest, like employees' families and the local community, require basic awareness and responsiveness to address potential issues.

This categorization helps Future Consumer Limited tailor its communication and engagement strategies effectively across different stakeholder groups.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable and Marginalized Group	Channels of communication	Frequency of engagement	Purpose and Scope of engagement
1	Customers	No	Store Communications, Advertisements, Electronic communication such as WhatsApp and Emails	Quarterly and need basis	Updates about various schemes, Complaint Resolution and Query clarification
2	Investors	No	Email /Website/newspaper	Quarterly and need basis	Financial and Operational Performance
3	Vendors	No	Email and Meetings	Need basis	Feedback from market, Operational Lapses, Adherence to processes, Accounts, Supply Planning
4	Government Officials	No	Direct engagement	As and when required	Following all the laws and regulations
5	Employees	No	Email and Meetings and Electronic Communications	Need basis	Operational, Health & Safety and other Department updates.

PRINCIPLE 5

Businesses 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	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees/worker s covered (B)	% (B / A)	Total (C)	No. of employees/worker s covered (B)	% (D / C)

Employees

Permanent	The Company did not undertake any specific Human Rights related trainings during the reporting period.			62	20	-32.25
Other permanent				-	-	-
Total Employees				62	20	32.25

Workers

Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

3. 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)	

Employees Permanent

Male	9	1	11%	8	89%	49	-	-	49	100%
Female	6	-	-	6	100%	13	-	-	13	100%

Other than Permanent

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Workers Permanent

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Other than Permanent

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	1,21,86,152	2	-
Key Managerial Personnel	2	89,24,378	0	0
Employees other than BoD and KMP	9	11,75,197	6	9,16,225
Workers	0	0	0	

*Board of Directors included Independent Directors who are eligible for only sitting fees

7. 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)

The Internal Complaints Committee (ICC) is entrusted with addressing matters and impacts concerning human rights issues.

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

Future Consumer Limited is committed to protecting human rights throughout its value chain, including communities, consumers, and vulnerable groups. The Company ensures that its Joint Ventures and Subsidiaries also uphold this commitment. Grievance mechanisms are accessible to all individuals affected by the Company's operations. This policy is overseen by departmental heads and reviewed by senior management. The Board of Directors or its Committee is promptly informed of relevant instances as needed.

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

	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	
	1	1	Nil			

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

The Company is committed to creating a safe environment for all its stakeholders. To achieve this FCL has put in place an employee grievance mechanism and has an Internal Complaints Committee ("ICC") that works on receiving and redressing complaints. POSH policy has also been implemented that helps the employees report cases of Sexual harassment by mailing at posh@futureconsumer.in or contact the helpline desk 022-40552200.

12. Do human rights requirements form part of your business agreements and contracts? (Yes/No) Yes, all business agreements and contracts of FCL ensures Human Right requirements.

13. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour Forced/involuntary labour Sexual harassment Discrimination at workplace Wages Others – please specify	The Company internally in the regular course has policy to assess and ensure that the human rights are not violated.

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

Not Applicable

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:

The Company did not conduct any major production during the reporting period, hence there was no material consumption.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)	-	16507.98
Total fuel consumption (B)	-	396.30
Energy consumption through other sources (C)	-	11970
Total energy consumption (A+B+C)	-	28874.28
From non-renewable sources		
Total electricity consumption (D)		-
Total fuel consumption (E)		-
Energy consumption through other sources (F)		-
Total energy consumed from non-renewable sources (D+E+F)		-
Total energy consumed (A+B+C+D+E+F)		-
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		-
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)		-
Energy intensity in terms of physical output		-
Energy intensity (optional)- 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

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:

The Company did not conduct any major production during the reporting period, hence there was no material consumption.

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface Water	-	
(ii) Ground Water	-	84800
(iii) Third Party Water	-	129550
(iv) Seawater / desalinated water	-	
(v) Others	-	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	-	207400
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	-	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output		
Water intensity (optional) – 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. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

No

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

The Company did not conduct any major production during the reporting period, hence there was no material consumption

Parameter	Please specify unit	FY 2023-24	FY 2022-23
		(Current FY)	(Previous FY)
NOx	Microgram /M.cub	-	19
SOx	Microgram /M.cub	-	16.2
Particulate matter (PM)	Microgram /M.cub	-	64
Persistent organic Pollutants (POP)	NA	-	NA
Volatile organic Compounds (VOC)	NA	-	NA
Hazardous air Pollutants (HAP)	Nil	-	Nil
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.

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

The Company did not conduct any major production during the reporting period, hence there was no material consumption.

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (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	-	56.82
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	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – 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.

Currently, the company's operations are paused but will resume in the near future

7. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details.

Currently, the Company's operations are paused so, it has not undertaken any projects related to reduce the greenhouse gas emissions.

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

The Company did not conduct any major production during the reporting period, hence there was no material consumption.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	616884.3
Total (A+B + C + D + E + F + G+ H)	-	616964.3
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (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

(i) Recycled	Not applicable
(ii) Re-used	
(iii) Other recovery operations	
Total	

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

Category of waste	
(i) Incineration	80
(ii) Landfilling	NA
(iii) Other disposal operations	NA
Total	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.

- 9. 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.**

Future Consumer Limited complies with the Plastic Waste Management Rule 2016 mandated by the Maharashtra Pollution Control Board (MPCB). Additionally, the company has collaborated with local Producer Responsible Organizations (PRO) across the country to recycle plastic waste at the end of its life cycle. FCL ensures that all plastic used in its products is recyclable.

- 10. 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:**

The company's operations are not situated in or around ecologically sensitive areas.

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

FCL has not undertaken projects requiring environmental impact assessment during the financial year.

- 12. 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

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.

None

(b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to

Not Applicable

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.

No adverse orders were received from any authority requiring corrective action by the company.

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

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

The Company has not undertaken any projects that require social impact assessment during the financial year under review.

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

SL 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 PAFs in the FY (In INR)
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None

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

Future Consumer Limited believes that their business can thrive by inclusive growth and support from the community. As a responsible organization, we are eager to create a sustainable business model to ensure and activate their future growth drivers. FCL redresses the grievances of the community by maintaining cordial relationships with concerned stakeholders.

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

	FY 2023-24	FY 2022-23
	Amount in lakhs	Amount in lakhs
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighbouring districts	-	-

Principle 9

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

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

The Company has a mechanism to address consumer complaints and feedback. It operates through a dedicated email ID where complaints are received and promptly forwarded to relevant internal stakeholders for effective resolution

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

	As percentage of total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	0%

Recycling and/or safe disposal	0%
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4. Number of consumer complaints in respect of the following:

No consumer complaints were registered during the year 2023-2024.

	FY 2024		Remarks	FY 2023		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	-	-	-	-	-	-

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

There were no product recalls during the reporting period.

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

FCL has a separate framework for monitoring and reviewing cybersecurity risks overseen by its Risk Management Committee, integral to its Risk Policy.

7. 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 as there were no instances reported.