



Hawkins Cookers Limited

July 12, 2024

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400001

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for FY 2023-24.

In terms of the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24. The said Report also forms part of the Annual Report for the Financial Year 2023-24.

Thanking you,

Yours faithfully,
for Hawkins Cookers Limited

Brahmananda Pani
Company Secretary

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FOR FY 2023-24

SECTION A: GENERAL DISCLOSURES

This section contains an overview of the business, including markets served, financial performance, key employee statistics and mapping of risks and opportunities.

I. Details of the Listed Entity:

1. **Corporate Identity Number (CIN):**
L28997MH1959PLC011304
2. **Name of the Listed Entity:**
Hawkins Cookers Limited
3. **Year of incorporation:**
February 25, 1959
4. **Registered office address:**
F101, Maker Tower, Cuffe Parade,
Mumbai 400005, India
5. **Corporate address:**
F101, Maker Tower, Cuffe Parade,
Mumbai 400005, India
6. **E-mail:** ho@hawkinscookers.com
7. **Telephone:** +91-22-24440807, +91-22-22186607
8. **Website:** www.hawkinscookers.com
9. **Financial year for which reporting is being done:**
April 1, 2023, to March 31, 2024
10. **Name of the Stock Exchange(s) where shares are listed:**
Bombay Stock Exchange (BSE)
11. **Paid-up Capital:** Rs.5.29 crores
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**

Neil Vasudeva, Executive Director – Marketing,
Contact: +91-22-24440807,
Email: hbr@hawkinscookers.com
13. **Reporting boundary:**
All disclosures under this report are made on Standalone basis for Hawkins Cookers Limited.
14. **Name of the assurance provider:**
Not applicable.
15. **Type of assurance obtained:**
Not applicable.

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 entity
1.	Manufacturing	Metal and Metal Products (Business Activity Code - C7)	79%
2.	Trade	Wholesale Trading (Business Activity Code - G1)	18%

17. Product/Services sold by the entity (accounting for 90% of the entity's turnover):

Sr. No	Product/ Service	NIC Code	% of Total Turnover
1.	Manufacture of Pressure Cookers and Cookware	28997	79%
2.	Wholesale of Cookware	51392	18%

III. Operations

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

Location	No. of Plants	No. of Offices	Total
National	3	2	5
International	–	–	–

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	28 States and 7 Union Territories
International (No. of Countries)	32 in FY 2023-24 (68 since inception)

b. What is the contribution of exports as a percentage of the total turnover of the entity? 5.6%

c. A brief on types of customers:

Homemakers, chefs, dealers, and governmental and private institutions such as Canteen Stores Department, hotels, restaurants and corporates.

IV. Employees**20. Details as at the end of Financial Year 2023-24****a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	310	276	89%	34	11%
2.	Other than Permanent (E)	130	104	80%	26	20%
3.	Total employees (D+E)	440	380	86%	60	14%
Workers						
4.	Permanent (F)	283	283	100%	–	–
5.	Other than Permanent (G)	1,310	1,299	99%	11	1%
6.	Total Workers (F+G)	1,593	1,582	99%	11	1%

b. Differently abled employees and workers: None**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	2	18.18%
Key Management Personnel*	5	–	–

*The Four Executive Directors are included in both Board of Directors and Key Management Personnel.

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.1%	9.7%	11.0%	19.2%	26.9%	20.1%	11.8%	55.6%	16.5%
Permanent Workers	8.8%	–	8.8%	7.8%	–	7.8%	7.4%	–	7.4%

V. Holding, Subsidiary and Associate Companies (including joint ventures):**23. (a) Name of Holding/Subsidiary/Associate Companies/Joint ventures: Not applicable.****VI. CSR Details:****24. (i) whether CSR is applicable as per section 135 of the Companies Act, 2013 (Yes/No): Yes.**

(ii) Turnover (in Rs.) – Rs.1,024.15 Crores

(iii) Net Worth (in Rs.) – Rs.333.48 Crores

(For more Info refer **Annual Report on CSR in the Directors' Report** on Page No.8)

VII. Transparency and Disclosures Compliances**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC):**

The grievance redressal mechanism is in place. Every Hawkins product has the contact details of your Company, also published on <https://www.hawkinscookers.com/6.0.contact.html>. Periodic engagements with key stakeholders take place through meetings, conferences, appraisals, town halls.

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redress policy	Email IDs to receive grievance	FY 2023-24			FY 2022-23		
				Complaints filed during the year	Complaints pending resolution at close of the year	Remarks	Complaints filed during the year	Complaints pending resolution at close of the year	Remarks
Communities	Yes	https://www.hawkinscookers.com/VigilMechanism.aspx	ho@hawkinscookers.com edfa@hawkinscookers.com enquiry@hawkinscookers.com hbr@hawkinscookers.com	–	–	–	–	–	–
Investors (other than shareholders)	Yes	https://www.hawkinscookers.com/VigilMechanism.aspx	cosec@hawkinscookers.com	–	–	–	–	–	–

Business Responsibility & Sustainability Report (Continued)

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redress policy	Email IDs to receive grievance	FY 2023-24			FY 2022-23		
				Complaints filed during the year	Complaints pending resolution at close of the year	Remarks	Complaints filed during the year	Complaints pending resolution at close of the year	Remarks
Shareholders	Yes	https://www.hawkinscookers.com/VigilMechanism.aspx	cosec@hawkins.cookers.com	9	-	-	10	-	-
Employees and workers	Yes	https://www.hawkinscookers.com/VigilMechanism.aspx	govhclsr@gmail.com	7	1	Since Resolved	15	2	Since Resolved
Customers	Yes	https://www.hawkinscookers.com/VigilMechanism.aspx	conserve@hawkinscookers.com cs@hawkins.in enquiry@hawkinscookers.com	14	-	-	10	-	-
Value Chain Partners	Yes	https://www.hawkinscookers.com/VigilMechanism.aspx	enquiry@hawkinscookers.com hbr@hawkinscookers.com sales@hawkinscookers.com	7	1	Since Resolved	4	-	-
Other (Individual Complaints)	Yes	https://www.hawkinscookers.com/VigilMechanism.aspx	edfa@hawkinscookers.com enquiry@hawkinscookers.com hbr@hawkinscookers.com	-	-	-	1	-	-

26. Overview of the entity’s material responsible business conduct issues

Sr. 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	Opportunity	The pressure cooker reduces consumption of natural resources like cooking fuel and trees.	-	Positive
2.	Plastics	Risk	Reducing use of plastics is desirable.	Fully EPR compliant. Plastic packaging is 100% recyclable. Packaging redesigned to reduce use of plastics by 15%.	Positive
3.	Effluents and emissions	Risk	Proper management of effluents and emissions is required.	ETPs are operational at all plants. The treated water is recycled and used appropriately. Reduced particulate matter around 90%. 22,570 trees planted. Rainwater harvested.	Positive
4.	Energy conservation	Risk	Improving energy efficiency is desirable.	Solar panel installed in plant. More energy efficient lights and fans used.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the following NGRBC principles and core elements:

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity’s 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

<p>c. Web Link of the Policies, if available</p>	<p>1. Business Responsibility and Sustainable Policy https://www.hawkinscookers.com/download/BRSPolicy.pdf 2. The Corporate Governance Code of Conduct https://www.hawkinscookers.com/3.4.the_code.html 3. Equal Opportunity Policy https://www.hawkinscookers.com/download/Equal%20Opportunity%20Policy.pdf 4. Vigil Mechanism/Whistle Blower Policy https://www.hawkinscookers.com/VigilMechanism.aspx 5. Privacy Policy https://www.hawkinscookers.com/8.0.privacy_policy.html 6. CSR Policy https://www.hawkinscookers.com/CSRPolicy.pdf 7. Related Party Transactions Policy https://www.hawkinscookers.com/Rpt.aspx 8. Remuneration Policy https://www.hawkinscookers.com/download/RemunerationPolicy.pdf 9. Dividend Distribution Policy https://www.hawkinscookers.com/download/DividendDistributionPolicy.pdf</p>																	
<p>2. Whether the entity has translated the policy into procedures. (Yes / No)</p>	Y	Y	Y	Y	Y	Y	Y	Y	Y									
<p>3. Do the enlisted policies extend to your value chain partners?</p>	<p>Appropriate policies extend to our value chain partners as applicable.</p>																	
<p>4. Name of the national and international codes/certifications/labels/standards adopted by your entity and mapped to each principle.</p>	<p>Your company is in compliance with all laws governing legal, financial, regulatory, environmental and pollution control matters. Pressure cookers and cookware have certification of BIS and carry ISI mark as applicable. We have BIS certification: IS 2347 for pressure cookers, IS 14756 for stainless steel cookware, IS 1660 for wrought aluminium utensils and IS 9873 for miniature cooker and cookware.</p>																	
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Your company has set its operations in line with Environment, Social and Governance (ESG) goals with specific commitments, goals and targets in areas such as sustainable sourcing, energy efficiency, water conservation, reduced use of plastic and paper, treatment of waste and water discharge, use of solar energy, rainwater harvesting and planting trees around the vicinity of the factories.</p>																	
<p>6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.</p>	<p>We appropriately monitor performance and take corrective action whenever required.</p>																	
<p>Governance, leadership and oversight</p>																		
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related Challenges, targets and achievements</p>	<p>Neil Vasudeva (DIN:09208715), Executive Director – Marketing: “Our main contribution is in providing, in the Pressure Cooker, a product that cooks two times faster than the ordinary open pot, saving in the process time, fuel and money for millions of homemakers in the country on a regular basis.”</p>																	
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies.</p>	<p>Subhadip Dutta Choudhury (DIN:00141545) Chairman of the Board of Directors & Chief Executive Officer.</p>																	
<p>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.</p>	<p>Yes, Neil Vasudeva (DIN:09208715), Executive Director – Marketing, is the Business Responsibility and Sustainability Head.</p>																	
<p>10. Details of Review of NGRBCs by the Company:</p>																		
<p>Subject for Review</p>	<p>Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee</p>									<p>Frequency (Annually/Half-yearly/Quarterly/Any Other)</p>								
<p>Performance against above policies and follow up action Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</p>	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide name of the agency.</p>	<p>The review is done by a Director or other employees/committees.</p>									<p>At least once annually or more often.</p>								
<p>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide name of the agency.</p>	P1	P2	P3	P4	P5	P6	P7	P8	P9	<p>No, assessments of the working of its policies is carried out as part of the internal review of your Company.</p>								

Business Responsibility & Sustainability Report (Continued)

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

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.

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 & awareness programs on any of the Principles during FY 2023-24:

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 (BoD)	6	Regulatory developments in corporate governance, Companies Act, SEBI, Environmental and safety issues, Risk assessment and mitigation, Corporate Social Responsibility, Business environment.	100%
Key Management Personnel (KMP)	12	Regulatory developments in corporate governance, Companies Act, SEBI, Environmental and safety issues, Risk assessment and mitigation, Corporate Social Responsibility, Skills development, Business environment, Team building.	100%
Employees other than BoD and KMP	104	Code of Conduct, Creating a respectful workplace (POSH), Skill Development, Safety and Health, Team building, Management of Self.	63%
Workers	134	Code of Conduct, Creating a respectful workplace (POSH), Skill Development, Health, Safety, Environment & Fire (HSEF), Team building, Management, Human Rights.	79%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amounts paid in proceedings (by the entity or by Directors/ KMPs) with regulators/law enforcement agencies/Judicial institutions, in the financial year.

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (INR)	Brief of the case	Has an appeal has been preferred? (Yes/No)
Penalty	1	State Tax Officer, Gujarat	Rs.2,85,204/-	Mismatch between place of supply in the invoices and e-way bill.	Yes

3. Of the instances disclosed in Question 2 above, details of Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Appeal preferred vide acknowledgement no. AD240524034017H	First Appellate Authority, Goods and Services Tax.

- 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:** The Corporate Governance Code of Conduct and the Vigil Mechanism/Whistle Blower Policy, which encourage ethical dealings, are available at the website of our Company at https://www.hawkinscookers.com/3.4.the_code.html and <https://www.hawkinscookers.com/VigilMechanism.aspx>. All the value chain partners are informed to be ethical in all their dealings and to not take or offer bribes from/to any company employee.
- Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:** None.
- Details of complaints with regard to conflict of interest:** None.
- 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:** Not applicable.

8. Number of days of accounts payables

	FY 2023-24	FY 2022-23
Number of days of accounts payables	38	32

9. Openness 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.

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	72%	74%
	b. Number of dealers/distributors to whom sales are made	9379	8583
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	8%	8%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	-	-

b. Sales (Sales to related parties/Total Sales)	0.01%	0.01%
c. Loans & advances (Loans & advances given to related parties/Total Loans & advances)	-	-
d. Investments (Investments in related parties/Total Investments made)	-	-

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the Principles during FY 2023-24:

Total awareness programs held	Topics/Principles covered	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
9	Industry standards, environment and social impacts, ESG goals, BIS compliances, health and safety, prohibition of discrimination and corruption and legal compliances, product details and safety features, service support, complaints handling.	33.52%

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 Corporate Governance Code of Conduct that applies to all members of the Board deals with the proper processes for handling of conflict of interest and is available at https://www.hawkinscookers.com/3.4.the_code.html.

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.

	FY 2023-24	FY 2022-23	Details of Improvements in environmental and social impacts
R&D	95%	98%	1. Reduction of plastic usage by reducing size of plastic polybags and lid bags. 2. Installation of RECD on all DG sets. 3. Installation of auto riveting machine.
Capex	92%	53%	1. Replacement of old mercury bulbs with LED tubelights. 2. Replaced old conventional fans with BLDC energy efficient fans. 3. Solar panels. 4. Acid recycling system. 5. Effluent Treatment Plant RO Revamping. 6. Safety system improvements.

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? 42.07%.

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. Your Company follows Extended Producer Responsibility (EPR). E-waste and hazardous waste are disposed through authorised agencies. Aluminium scrap is recycled. Under the "Cashback" scheme run through dealers, consumers can get a rebate on purchase of new Hawkins products on return of old pots and pans.

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 (PCBs)? If not, provide steps taken to address the same. Yes. The waste collection plan is in line with the guidelines prescribed by PCBs.

Business Responsibility & Sustainability Report (Continued)

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products or for its service ? If yes, provide details.** LCA is done by in-house experts with BIS and other applicable standards.

NIC Code	Name of the Product/ Service	% of the 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
28997	Manufacture of Pressure Cookers and Cookware	79%	Cradle to gate	No	No
51392	Wholesale of Cookware	18%	Cradle to gate	No	No

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/Assessment (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.** None.

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

Indicate Input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Narrow Range Valve	0.31%	0.31%
Die Cast Products	1.64%	1.22%
Cast Iron Products	0.34%	0.10%
Vent Weight	5.52%	5.54%
LM6 for Diecast	0.87%	0.93%

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

	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	117.00*	-	-	70.00*
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

* Plastic waste generated due to plastic packaging is safely disposed as per EPR Action Plan in line with guidelines given by the Central Pollution Control Board.

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
Pressure Cookers and Cookware	0.39%

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Percentage of Employees Covered											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care facilities	
		Number (B)	%age (B/A)	Number (C)	%age (C/A)	Number (D)	%age (D/A)	Number (E)	%age (E/A)	Number (F)	%age (F/A)
Permanent Employees											
Male	276	276	100%	-	-	NA	NA	-	-	89	32%
Female	34	34	100%	-	-	34	100%	NA	NA	33	97%
Total	310	310	100%	-	-	34	11%	-	-	122	39%
Other than Permanent Employees											
Male	104	104	100%	-	-	NA	NA	-	-	-	-
Female	26	26	100%	-	-	26	100%	NA	NA	-	-
Total	130	130	100%	-	-	26	20%	-	-	-	-

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

	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care facilities	
		Number (B)	%age (B/A)	Number (C)	%age (C/A)	Number (D)	%age (D/A)	Number (E)	%age (E/A)	Number (F)	%age (F/A)
Workers											
Male	283	94	33%	–	–	NA	NA	–	–	–	–
Female	–	–	–	–	–	–	–	NA	NA	–	–
Total	283	94	33%	–	–	–	–	–	–	–	–
Other than Permanent Workers											
Male	1299	–	–	–	–	NA	NA	–	–	–	–
Female	11	–	–	–	–	9	82%	NA	NA	9	82%
Total	1310	–	–	–	–	9	1%	–	–	9	1%

Note: All the factory locations have well-staffed and well-equipped ambulance rooms or an ESI hospital close by.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.39%	0.44%

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

Benefit	FY 2023-24			FY 2022-23		
	No of Employees covered as a % of total employees*	No of Workers covered as a % of total Workers*	Deducted and deposited with 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 authority (Y/N/N.A.)
PF	100%	85%	Yes	100%	85%	Yes
Gratuity	100%	21%	Yes	100%	21%	Yes
ESI	–	68%	Yes	–	65%	Yes

* 100% of employees and workers who are eligible for the benefits as per statute are covered.

3. Accessibility of workplaces:

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are taken by the entity in this regard. Yes. Physical accessibility for differently abled employees is available at the premises of your Company, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. Yes. Your Company has an Equal Opportunity Policy in place available at the website at <https://www.hawkinscookers.com/download/Equal%20Opportunity%20Policy.pdf>.

5. Return to work and Retention rates of permanent employees and workers that took parental leave. Not applicable for FY 2023-2024, as the one employee who had proceeded on maternity leave from January 2024, is only due for return in July 2024.

6. 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 Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes, including discussions through the normal chain of command, the Vigil Mechanism/ Whistle Blower Policy, Policy on Prevention of Sexual Harassment at the Workplace, Town Halls and regular meetings between Management and Union Committee members.

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

Category	FY 2023-24			FY 2022-23		
	Total Employees/Workers in respective category (A)	No. of Employees/Workers who are part of association(s) or Union (B)	% (B/A)	Total Employees/Workers in respective category (C)	No. of Employees/Workers who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	8	5	63%	8	5	63%
Male	8	5	63%	8	5	63%
Female	–	–	–	–	–	–
Total Permanent Workers	283	283	100%	308	308	100%
Male	283	283	100%	308	308	100%
Female	–	–	–	–	–	–

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% B/A	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	380	111	29%	299	79%	317	89	28%	114	36%
Female	60	12	20%	48	80%	36	4	11%	14	39%
Total	440	123	28%	347	79%	353	93	26%	128	36%
Workers										
Male	1,582	1,227	78%	973	62%	1,556	1,357	87%	1,040	67%
Female	11	–	–	–	–	10	–	–	–	–
Total	1,593	1,227	77%	973	61%	1,566	1,357	87%	1,040	66%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	380	252	66%	317	246	78%
Female	60	32	53%	36	28	78%
Total	440	284	65%	353	274	78%
Workers						
Male	1,582	283	18%	1,556	308	20%
Female	11	–	–	10	–	–
Total	1,593	283	18%	1,566	308	20%

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 of such system? Yes, across all locations.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? Several processes are followed, including the following:

- i. Machines have safety guards, photo cells and necessary interlock wherever possible.
- ii. New machines are procured with these safety features without exception.
- iii. Safety Committees at each plant meet regularly to discuss actions and suggestions to further improve safety.

iv. Factory managers and shop managers take rounds of the factory floor daily to assess and mitigate work-related risks.

v. Third party and internal safety audits are performed at periodic intervals.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) Yes. Your Company follows the Hazard Identification and Risk Assessment (HIRA) System. All workers are requested to report work related hazards and potential risks to reporting management and senior management. Workers evaluate the situation and are empowered to stop the work and remove themselves to a safer place away from such risks.

d. **Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)** Yes, all the factory locations have well-staffed and well-equipped ambulance rooms or an ESI hospital close by for any medical assistance, occupational or non-occupational, and all employees/workers are covered by the Company's Medical Benefits or insurance policies as applicable.

11. **Details of safety related incidents** (including the contractual workforce):

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.2	-
Total recordable work-related injuries (per one million-person hours worked)	Employees	-	-
	Workers	1.0	-
No. of fatalities	Employees	-	-
	Workers	-	-
No. of high consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

1. Safety Committees at all plants meet regularly to improve workplace safety.
2. Plant managers or other senior personnel do inspections to assess safety and give suggestions for improvements.
3. Workers undergo health check-ups as per statutory guidance.
4. Personal Protective Equipment (PPE) supplied.
5. Periodic cleaning of HVAC (Heating, Ventilation & Air Conditioning) ducts.
6. Fire alarms, fire extinguishers set up across all the locations.
7. On-site emergency plan in place to mitigate work related hazards.
8. Access to Ambulance and first aid at all plants.

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

	FY 2023-24			FY 2022-23		
	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 condition	12	3	Since Resolved	16	4	Since Resolved
Health & safety	10	-	-	12	1	Since Resolved

14. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety	60%
Working Conditions	60%

15. **Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.** The Safety Committees review potential safety hazards or safety-related incidents and recommend the actions to be taken. Action Taken Report is prepared for assessment and review, and corrective actions are cascaded through the organisation.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers (Y/N).** Yes.
2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.** The returns filed by value chain partners in applicable cases are scrutinised along with statutory compliance supporting where applicable to ensure that the statutory dues have been deducted and deposited by them as required under law.
3. **Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:** No such cases.
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)** Yes.
5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners)
Health and Safety Practices	-
Working Conditions	-

6. **Provide details of any corrective action 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: 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.

Key external and internal stakeholders are identified basis their importance and impact on the business, upstream and downstream.

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

Stakeholders Group	Whether identified as Vulnerable and Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	Yes	Email, telephone, mass media (newspaper, television, digital and social media).	As required	Feedback on products, query resolutions, new product development, incentive scheme.
Value Chain Partners (including Vendors and Suppliers)	Yes	Email, telephone, in-person and virtual meetings, apps, intranet and virtual communications.	As required	Query and grievance redressal on supply chain management, market intelligence and learning.
Employees and workers	Yes	Email, telephone, in-person and virtual meetings, notice board, intranet and town halls.	As required	Training and assistance programs, resolution of issues and performance against plans.
Investors (including shareholders)	Yes	Email, website, in-person and virtual meetings, Annual Report.	As required	Business Performance, Research and Development, general updates, dividend updates.
Government and Regulatory authorities	No	Website, emails, filings and meetings.	As required	Compliances, legal approvals and dispute resolution.
Communities	Yes	Meetings and focussed group discussions.	As required	Queries and grievance redressal, product promotion and employment opportunities.

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.

1. Annual General Meeting.
2. Board Meetings.
3. Interaction between Executive Directors and various Stakeholders during the course of their work.
4. Risk Management Committee evaluates materiality of various risks.

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.

1. Suggestions and advisories of the Government/Regulators are implemented, as applicable.
2. Regular reviews are done for the pollution control compliances of our vendors.
3. Regular townhalls are done with the employees.
4. Investors are invited to ask questions at the AGM which are duly responded to.
5. Customers are updated about our products and their benefits through advertisements, messaging, product cartons and instruction manuals provided with the products.
6. Dealers are provided written benefits circulars and web/app based status of qualifications for benefits.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups: The following actions were taken to address the concerns of vulnerable/marginalised stakeholder groups:

1. The CSR program aims to educate marginalised and vulnerable sections of society by sensitising them to the benefits of better health through reduced exposure to indoor air pollution from the chulha, fuel saving, money saving and better nutrition through use of the pressure cooker.
2. Your Company has established a Skill Development Program for unemployed youth as Apprentices and under the Employment Promotion Program. Your Company has also contacted various educational and training institutions for Job opportunity and Skill development programs initiated under Apprenticeship training program.

3. Your Company has also made concerted efforts to reach out to small shareholders, prior to their shares being transferred to the IEPF as per statute, by sending these shareholders several rounds of letters, followed up by in-person visits.
4. Your Company continues to make efforts to reach out to ex-employees who have not claimed their Provident Fund and has published notices in the offices and on the website.
5. Dealers who have a credit balance lying with the Company are informed from time to time.
6. Your Company has also identified Micro and Small suppliers and service providers and provides preferential payment terms as applicable.

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:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	310	192	62%	274	192	70%
Other than Permanent	130	–	–	79	–	–
Total Employees	440	192	44%	353	192	54%
Workers						
Permanent	283	–	–	308	–	–
Other than Permanent	1,310	958	73%	1,258	991	79%
Total Workers	1,593	958	60%	1,566	991	63%

2. Details of minimum wages paid to employees and workers, in the following format: Your Company provides more than the statutory minimum wages to all employees and workers.

Category	FY 2023-24					FY 2022-23				
	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										
Permanent	310	–	–	310	100%	274	–	–	274	100%
Male	276	–	–	276	100%	246	–	–	246	100%
Female	34	–	–	34	100%	28	–	–	28	100%
Other than Permanent	130	–	–	130	100%	79	–	–	79	100%
Male	104	–	–	104	100%	71	–	–	71	100%
Female	26	–	–	26	100%	8	–	–	8	100%
Workers										
Permanent	283	–	–	283	100%	308	–	–	308	100%
Male	283	–	–	283	100%	308	–	–	308	100%
Female	–	–	–	–	–	–	–	–	–	–
Other than Permanent	1,310	–	–	1,310	100%	1,258	–	–	1,258	100%
Male	1,299	–	–	1,299	100%	1,248	–	–	1,248	100%
Female	11	–	–	11	100%	10	–	–	10	100%

3. Details of remuneration/salary/wages:

a. Median remuneration/wages

	Male		Female	
	No.	Median remuneration/salary/wages (In Rs. Lakhs)	No.	Median remuneration/salary/wages (In Rs. Lakhs)
Board of Directors (BoD)*	4	374.62	–	–
Key Managerial Persons (KMP)	1	138.43	–	–
Employees other than BoD and KMP#	271	11.94	34	10.33
Workers#	283	5.89	–	–

* Only Wholtime Directors are considered.

Only Permanent are considered.

b. Gross wages paid to females as % of total wages paid by the entity

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages#	4.7%	4.3%

Only Permanent are considered.

Business Responsibility & Sustainability Report (Continued)

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. The Personnel department is responsible for addressing such human rights impacts or issues.
5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.** Mechanisms in place are the normal chain of command, Town Halls, escalation to higher levels under an open-door policy, the Vigil Mechanism/Whistle Blower Policy and joint management and union committee members meetings.
6. **Number of Complaints on the following made by employees and workers:**

	FY 2023-24			FY 2022-23		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other Human rights related issues	-	-	-	-	-	-

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

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

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.** The Equal Opportunity Policy prohibits discrimination. The Vigil Mechanism/Whistle Blower Policy protects complainants from adverse consequences. Any individual who raises a genuine concern in good faith will not suffer any form of retribution, even if it is later discovered that the complaint is unfounded.
9. **Do human rights requirements form part of your business agreements and contracts? (Yes/No)** Yes. Business communications by your Company include clauses, where relevant, on compliance with applicable laws and/or regulatory requirements and clauses pertaining to anti-bribery.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%

11. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above:** There were no such significant risks/concerns.

Leadership Indicators

1. **Details of a business process being modified/introduced as of result of addressing human rights grievance/complaints.** The Vigil Mechanism/Whistle Blower Policy of your Company covers human rights grievance/complaints.
2. **Details of scope and coverage of any human rights due diligence conducted.** Internal and external assessments are done periodically for safety, health and working conditions. Compliance with all applicable laws and regulations is monitored regularly.
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?** Yes.
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	-
Discrimination at Workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-

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

Parameter (Giga Joules/GJ)	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	58.22	68.70
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	58.22	68.70

From non-renewable sources		
Total electricity consumption (D)	45482.87	51086.05
Total fuel consumption (E)	1345.41	1276.08
Energy consumption through other sources (F)	–	–
Total energy consumed from non-renewable sources (D+E+F)	46828.28	52362.13
Total energy consumed (A+B+C+D+E+F)	46886.50	52430.83
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.000005	0.000005
Energy intensity per rupee of turnover adjusted for Purchasing power parity (Total energy consumed/Revenue from operations adjusted for PPP)	0.000005	0.000005
Energy intensity in terms of physical output	0.01	0.01
Energy intensity (Total energy consumed/Rs. Crore turnover)	45.78	52.13

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of 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 following disclosures related to water**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	–	–
(ii) Groundwater	66999	54636
(iii) Third party water	7767	8917
(iv) Seawater / desalinated water	–	–
(v) Others	8600	6840
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	83366	70393
Total water consumption (in kilolitres)	83366	70393
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.000008	0.000007
Water intensity per rupee of turnover adjusted for Purchasing power parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.000008	0.000007
Water intensity in terms of physical output	0.010	0.0091
Water intensity (Total water consumption/Rs. Crore turnover)	81.40	69.98

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

4. **Provide the following details related to water discharged:**

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	–	–
- With treatment – please specify the level of treatment	–	–
(ii) To Ground water		
- No treatment	92.70	80.10
- With treatment – please specify the level of treatment	–	–
(iii) To Seawater		
- No treatment	–	–
- With treatment – please specify the level of treatment	–	–
(iv) Sent to third parties		
- No treatment	–	–
- With treatment – please specify the level of treatment	–	–
(v) Others		
- No treatment	–	–
- With treatment – ETP, STP	18903.03	18877.50
Total water discharged (in kilolitres)	18955.73	18957.60

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

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.** Yes. Zero Liquid Discharge (ZLD) has been implemented at our Thane Plant. High-capacity ETPs (Effluent Treatment Plant) and STPs (Sewage Treatment Plant) are operational at all plants. The treated water is recycled and used in gardening, cooling towers and flushing toilets.
6. **Please provide details of air emissions (other than GHG emissions) by the entity.**

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	ug/m3	58.57	85.74
SOx	ug/m3	30.55	23.65
Particulate Matter (PM)	mg/m3	63.91	60.58
Persistent Organic Pollutants (POP)	ppm	–	–
Volatile Organic Compounds (VOC)	ppm	0.02	–
Hazardous Air Pollutants (HAP)	ppm	0.33	0.81
Others - Carbon Emissions	ppm	0.37	–

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. Yes, the following NABL accredited labs have conducted the assessment of factories: Thane Plant–Sadekar Enviro Engineers Pvt. Ltd., Hoshiarpur Plant–Eco Paryavarana Labs, Jaunpur Plant–Enhance Envirotech Solution.

Business Responsibility & Sustainability Report (Continued)

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
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	2138.13	2452.14
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)		8005.93	9113.74
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		0.000001	0.000001
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)		0.000001	0.000001
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.001	0.002
Total Scope 1 and Scope 2 emission intensity (Total Scope 1 and Scope 2 GHG emissions/ Rs. Crore Turnover)		9.9	11.3

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 entity have any project related to reducing Green House Gas (GHG) emission? If Yes, then provide details. Yes. RECD (Retrofit Emission Control Device) were installed on all DG (Diesel Generator) sets to reduce particulate matter. Use of renewable energy such as a system of solar panels was installed to generate electricity. Energy efficient LED bulbs and BLDC Fans were installed. Plantation was undertaken in the vicinity of the factories.

9. Provide details related to waste management by the entity:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4.31	8.70
E-waste (B)	1.93	1.02
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	809.91	-
Battery waste (E)	0.41	-
Radioactive waste (F)	-	-
Other Hazardous waste (process waste, residue, sludge etc.) (G)	115.52	107.45
Other Non-hazardous waste generated Please specify, if any. (H) (Break-up by composition i.e. by materials relevant to the sector)	180.07	145.72
Total (A+B+C+D+E+F+G+H)	1112.15	262.89

Waste intensity per rupee of turnover (Total waste generated/ Revenue operations)	0.0000001	0.00000003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.0000001	0.00000003
Waste intensity in terms of physical output	0.00014	0.00003
Waste intensity (Total waste generated/Rs. Crore Turnover)	1.08	0.26
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	-	-
(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	-	-
(ii) Landfilling	109.70	101.55
(iii) Other disposal operations	1002.45	161.34
Total	1112.15	262.89

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

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes. Your Company follows 3R (Reduce, Reuse and Recycle) Waste Management Policy which is explicit from the following:

1. Effluent from toilets and canteen are treated in STP using the Moving Bed Biofilm Reactor (MBBR) process.
2. Effluents from manufacturing processes are treated in ETP.
3. Disposal of the sludge generated is done through government-approved waste management firms.
4. Plastic packaging is reduced wherever possible.
5. Treated water is re-used for various activities such as gardening, flushing in toilets, cooling towers.
6. 100% biodegradable plastic garbage bags are used.
7. Paper and printing consumption is reduced by digitising processes.
8. Jumbo bags, carbon cartons and process waste is reused.
9. Recyclable packaging is used.

Business Responsibility & Sustainability Report (Continued)

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: Not applicable.
12. Details of Environmental Impact Assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable.
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): Yes.

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.** Not applicable.
 - (ii) **Nature of operations.** Not applicable.
 - (iii) **Water withdrawal, consumption and discharge.** Not applicable.
2. **Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2023-24	FY 2022-23
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	2142	1790
Total Scope 3 emissions per rupee of turnover		0.0000002	0.0000002
Total Scope 3 emission intensity (Total Scope 3 emissions per Rs. Crore turnover)		2.09	1.78

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.

3. **With respect to the ecologically sensitive areas reported at Question 11 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 has undertaken 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:**

S. No.	Initiative taken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1.	Acid Recycling	Installed Acid Recycling Plant to reuse acid. This helps to reduce acid waste and procurement.	7.02 KL Sulphuric Acid recycled in FY 2023-24.
2.	Retrofit Emission Control Device (RECD)	Installed RECD in all DG sets.	Reduced Particulate Matter emission by 89%.

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.** Your Company has a Risk Identification and Mitigation Policy comprising of a Policy & Framework for Control of Risks: operational risks, financial risks, strategic risks, hazards & security risks and other risks. It is based on the principles of prevention, preparedness, response and recovery. The Risk Management Committee does periodic assessments and revises risk mitigation plans appropriately. Corrective actions are taken to ensure uninterrupted services to the consumer. In FY 2023-24, your Company implemented an internal On-site Emergency Plan to cater to any exigency.
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.** Not applicable.
7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.** Not applicable.

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:** 5
- b. **List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.**

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Bombay Chamber of Commerce	National
2	Advertising Standards Council of India	National
3	Media Research Users Council	National
4	Indian Society of Advertisers	National
5	All India Pressure Cooker Industries Association	National

Business Responsibility & Sustainability Report (Continued)

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.** Not applicable.

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

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)	Web Link, if available
1.	Advocated use of pressure cookers for saving fuel up to 52% and cut down exposure to noxious fumes by up to 75%.	Campaigns published in the leading newspaper in majority of states.	Yes	Annually	https://www.savewithpressurecookers.com/

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.** No SIA needed as per applicable laws.
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:** Not applicable.
3. **Describe the mechanisms to receive and redress grievances of the community.** The email ID enquiry@hawkinscookers.com is used by the community to report grievances. The email ID cs@hawkins.in is printed on all product cartons. They are dealt with by the appropriate Company officials and suitably communicated.

4. **Percentage of input material sourced from suppliers:**

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	52%	29%
Directly from within the State	41%	40%

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

Location	FY 2023-24	FY 2022-23
Rural	–	–
Urban	15%	17%
Semi-urban	24%	23%
Metropolitan	61%	60%

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):** Not applicable.
2. **Provide Information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:** Your Company has spent the majority of its CSR expenses in FY 2023-24 in public service and awareness campaigns about how housewives can save fuel, time and money, and improve health, by reducing exposure to the harmful effects of *chulha* smoke for their families and themselves, by cooking in pressure cookers on LPG cylinders. These campaigns were published in the leading national newspapers in the majority of states in India and are very likely to have been seen by people from all socio-economic strata including those from the designated aspirational districts. Your Company also spent substantial amount on skill training under The Apprentice Act, 1961 under CSR.
3. **(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)** No.
(b) From which marginalised /vulnerable groups do you procure? None.
(c) What percentage of total procurement (by value) does it constitute? Not applicable.
4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:** 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:** No adverse order.
6. **Details of beneficiaries of CSR projects:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Apprentices	247	76%
2	Akhand Jyoti Eye Hospital	1143	100%
3	Awareness Campaign in newspapers*		

* These campaigns were published in the leading national newspapers in the majority of states in India and are very likely to have been seen by people from all socio-economic strata including those from the vulnerable and marginalised groups at large.

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**
Your Company has a wide network of 876 Company-trained and authorised service centres, whose service performance is periodically assessed by us. Feedback is systematically taken from consumers who receive service, to assess their satisfaction with the quality of service and the service provider. Customers can reach us on email or phone with their issues, which are attended by the Consumer Service team. The email id has been printed on each product carton.
- Turnover of products and services as a percentage of turnover from all products/service that carry information about:**

	As a % to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

- Number of consumer complaints in respect of the following:**

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending Resolution at the end of the year		Received during the year	Pending Resolution at the end of the year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary Recalls	-	-
Forced Recalls	-	-

- 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.**
Yes, The privacy policy is available on website at https://www.hawkinscookers.com/8.0.privacy_policy.html.
- 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.** Your Company regularly assesses and strengthens its cyber security based on internal and expert assessment, taking into account the latest developments in the field.
- Provide the following information relating to data breaches:**
 - Number of instances of data breaches.** None.
 - Percentage of data breaches involving personally identifiable information of customers.** None.
 - Impact, if any, of the data breaches.** None.

Leadership Indicators

- Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).** Such information may be accessed on the Company's website www.hawkinscookers.com and on leading e-commerce channels such as Amazon, Flipkart and Bigbasket.
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.** Each product has a manual with complete instructions on how to use the product safely and responsibly. Such instructions and manuals are also available on the Company's website and through videos.
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services:** Your company does not fall under the category of essential services. However, should any consumer face any disruption, he or she may contact us using the details published on our website or our products.
- 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.** Yes. The product label, carton and cookbook have all relevant information. The website has additional information.

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 a whole? (Yes/No) Yes.