



Date: July 13, 2024

To,

The Manager, Listing Department BSE Limited P.J. Towers, Dalal Street, Mumbai – 400 001 Scrip Code: 543283	The Manager, Listing & Compliance Department National Stock Exchange of India Limited Exchange Plaza, Bandra, Kurla Complex, Bandra East, Mumbai – 400051 Scrip Symbol: BARBEQUE
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Dear Sirs,

Subject: Business Responsibility and Sustainability Report of Barbeque-Nation Hospitality Limited (the “Company”) for the financial year 2023-24

Ref.: Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

We hereby enclose the Business Responsibility and Sustainability Report of Barbeque-Nation Hospitality Limited (the “Company”) for the financial year 2023-24.

The aforementioned Report will also be made available on the Company's website at www.barbequenation.com.

This is for your information and records.

Thanking you.

Yours faithfully,

For Barbeque-Nation Hospitality Limited

Nagamani C Y
Company Secretary & Compliance Officer
M. No: A27475

Encl.: As above

BARBEQUE-NATION HOSPITALITY LIMITED

Registered & Corporate Office: “Saket Callipolis”, Unit No. 601 & 602, 6th Floor, Doddakannalli Village, Varthur Hobli, Sarjapur Road, Bengaluru-560035, Karnataka, India. **T:** +91 8069134900,
E-mail: corporate@barbequenation.com, **CIN:** L55101KA2006PLC073031 **www.barbequenation.com**

Business

Responsibility and Sustainability Report

WE ARE PLEASED TO PUBLISH OUR BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR) FOR THE FINANCIAL YEAR 2023-24. BEING A RESPONSIBLE CORPORATE CITIZEN, WE ARE MINDFUL OF OUR OPERATIONAL PRACTICES, FOCUSING ON ELIMINATING ANY NEGATIVE IMPACT ON OUR STAKEHOLDERS AND THE ENVIRONMENT. WE CONTINUOUSLY STRIVE TO GO BEYOND THE LEGAL REQUIREMENTS AND VOLUNTARILY TAKE STEPS TOWARDS A SUSTAINABLE SOCIETY AND SUSTAINABLE ENVIRONMENT.

We take great pride in serving our guests around the country and in overseas markets every day with safe, wholesome, and hygienic foods that are socially, environmentally, and economically sustainable. Our ability to consistently deliver quality that meets our requirements, as well as all applicable laws and regulations, is of critical importance to our continued success.

Established in 2006, Barbeque Nation stands as India's foremost casual dining restaurant chain, with 194 restaurants (comprising 8 international restaurants) as of March 31, 2024, showcasing a widespread presence and robust brand recognition.

Pioneering the renowned "over the table barbeque" concept, our distinct culinary offerings, inviting ambiance, and exceptional service collectively craft a unique dining experience for our guests. We are solidifying our position as a prominent player in the food services industry, with a well-established dine-in proposition and an expanding delivery segment.

We prioritize Environmental, Social, and Governance (ESG) concerns based on their significance to our stakeholders and the potential impact the business can exert.



“

As a conscientious corporate entity, we remain vigilant regarding our operational practices, diligently working to mitigate any adverse effects on our stakeholders and the environment at large.

We persistently endeavor to surpass mere legal obligations, proactively adopting measures to foster both a sustainable society and environment

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Our Sustainability Framework has 4 Pillars:

Culinary Excellence and Ethical Sourcing

Adherence to sustainable sourcing practices for seafood and meat, obtaining certifications such as BAP/HACCP to ensure responsible production. Reduction of artificial food colors, taste enhancers, and seasoning, prioritizing natural alternatives. Promoting responsible pesticide and fertilizer usage to support soil health.

Environmental Stewardship

Implementation of energy-efficient practices and utilization of renewable energy sources. Commitment to reducing Greenhouse Gas (GHG) emissions across our operations. Implementation of effective food waste management strategies to minimize environmental impact. Responsible disposal of used cooking oil to prevent environmental harm. Ongoing efforts to decrease the use of plastics in packaging materials and water bottles to combat plastic pollution.

Trees are very important part to reduce environmental pollution and mitigating climate change. A sapling plantation drive was conducted at CRPF, Yelahanka Campus to plant saplings and create awareness about the importance of plants in combating pollution and climate change.

Investment in Employee Growth and Well-being

Provision of comprehensive employee training programs to enhance skills and knowledge. Prioritization of employee welfare and benefits to ensure a supportive work environment. Promotion of safe and respectful workplaces through robust policies and practices. We also conducted a Yoga Session with a professional instructor in association with Jeevanmukthi NGO in the current year.

Community

At Barbeque Nation, we are deeply committed to community welfare. We prioritize food safety and make it a point to serve underprivileged children during milestones.

At Barbeque Nation, we recognize that our greatest competitive advantage lies in the exceptional quality of our workforce, exemplified by the outstanding contributions



they make each day. It is the dedication and service-oriented mindset of our frontline team members that truly sets us apart. With initiatives like “Her Power,” we empower women, while programs such as “Hunar ki Udaan” focus on skill development. Aligned with our CSR policy, we address hunger, promote education, and ensure environmental sustainability. Being recognized as a Great Place to Work fills us with pride, motivating us to foster a positive workplace and contribute to a more equitable society.

Hunar Ki Udaan

- Barbeque Nation introduced the “Hunar Ki Udaan” initiative with the aim of equipping economically disadvantaged youth with employable skills.
- This program, fully sponsored by Barbeque Nation, addresses the challenge faced by those who cannot afford formal Hotel Management Education.
- We partnered with over 50 Hotel Management Institutes to support this noble cause. Through “Hunar Ki Udaan,” we have successfully trained and provided employability to more than 500 youth across India, empowering them with the skills needed to pursue meaningful careers.



Her Power

- Barbeque Nation has launched an initiative “**HER Power**” to Empower Women in Restaurant Operations and bringing diversity at workplace
- We acknowledge that there is scarcity of female employees in Indian restaurant industry.
- Through this program we would like to partner with Hotel Management institutes to address gender imbalance in the industry by putting extra efforts to nurture female-force for Restaurant Industry.
- Last year our female workforce number was ~5% and we are aiming to make it 10% this year. We have already onboard ~300 female employees.

BARBEQUE NATION



HER POWER

Honor, Empowerment & Respect



PMKVY 4.0

- Barbeque Nation is actively working with National Skill Development & Tourism Hospitality Skill Council in various skill development projects. This year we have taken a target to train & develop ~3000 youth of the country.
- 200+ young aspirants have already been trained and provided placements in Barbeque Nation.



To ensure ethical conduct and regulatory compliance while fostering a culture of respect and accountability, we have established robust policies such as whistleblower, related party transactions, and anti-sexual harassment policies. These policies serve as guiding principles in our business operations.

We are deeply committed to the personal and professional growth of our employees, evident through the myriad of training and development programs we offer across all levels. By attracting and retaining a diverse talent pool, we cultivate a responsible workplace environment.

With one-third of our Board comprising Independent Directors and two women Directors, including an Independent Director, we demonstrate a commitment to board independence and gender diversity.

As a significant employer, we take pride in our role in generating local employment opportunities in the communities we serve. Our dedication to inclusion and diversity fuels innovation, drives company growth, and fosters an environment where every team member feels valued.

We are bolstering our dedication to ESG considerations, prioritizing adherence to regulations, sustainable sourcing practices, food security, and environmental impact.

Our approach involves judicious utilization of non-renewable resources, proactive measures to minimize food waste, and engagement in recycling initiatives wherever feasible. By integrating these practices into our operations, we affirm our commitment to sustainability and responsible corporate citizenship.

Our overarching goal is not only to achieve financial success but also to create sustainable growth pathways that benefit both our Company and the communities we operate in.

In the evolving landscape of India, factors such as increased access to education and a heightened emphasis on workplace diversity are empowering women to exert more significant influence within their families and communities. These transformative shifts are poised to have far-reaching effects on societal dynamics, ranging from workforce composition to the economic empowerment of women.

Awards

Excellence in our strategy and operations are validated by the numerous awards which are conferred upon us. We got the following prestigious awards:

- Most admired Dine in Restaurant of the Year in 7th edition of Pepsi images Food and Service Awards 2023.
- ET HospitalityWorld.com Restaurant and Nightlife Awards 2023 – Restaurant Chain of the Year 2023
- Best Buffet Restaurant in India award by Mr. TPS Grover president of “Food Critics & Bloggers Association”.
- Best BBQ & Grills Restaurant Award – Chandigarh

BEST BUFFET RESTAURANT IN INDIA award by Mr TPS Grover president of 'Food Critics & Bloggers Association' at Pacific Mall Dwarka outlet.



Best BBQ & Grills Restaurant Award - Chandigarh



As our company expands, we remain steadfast in prioritizing our Sustainability Framework, built on four key pillars. This framework not only strengthens our competitive position but also underscores our commitment to advancing Sustainable Development Goals (SDGs).

Kayum Razak Dhanani
MANAGING DIRECTOR

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L55101KA2006PLC073031
2.	Name of the Listed Entity	Barbeque-Nation Hospitality Limited
3.	Year of Incorporation	2006
4.	Registered Office Address	“Saket Callipolis” Unit No. 601 & 602, 6 th Floor, Doddakannalli Village, Varthur Hobli, Sarjapur Road, Bengaluru, Karnataka - 560035, India
5.	Corporate Address	“Saket Callipolis” Unit No. 601 & 602, 6 th Floor, Doddakannalli Village, Varthur Hobli, Sarjapur Road, Bengaluru, Karnataka - 560035, India
6.	E-mail ID	corporate@barbequenation.com
7.	Telephone	+91 80 6913 4900
8.	Website	www.barbequenation.com
9.	Financial year for which reporting is being done	FY2024 (April 1, 2023 to March 31, 2024)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. (BSE) and National Stock Exchange of India Ltd. (NSE)
11.	Paid up Capital (INR)	19,53,53,875/- (March 31, 2024)
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Bijay Sharma, Head of Investor Relations investor@barbequenation.com +91 80 6913 4900
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures made in this report are on a standalone basis and pertain only to Barbeque-Nation Hospitality Limited.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance provider	Not Applicable

II. Products/Services - As of March 31, 2024

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.	Operating and Managing Restaurant Business	Food and Beverages	100%

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

Sr. No.	Product/Service	NIC Code	% of total contributed Turnover
1.	Restaurants and Food Service Activities	Division 56 - 56301	100%

III. Operations

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

Location	Number of plants (Restaurants)	Number of offices	Total
National	186	6	192
International*	8	-	8

*International market is served through our subsidiary companies. We also have Indian subsidiaries which operates restaurants under the brands 'Toscano' and 'Salt' with 16 and 7 restaurants, respectively.

19. Market served under entity:

a. No. of Locations

Locations	Number
National (No. of States)	23
International (No. of Countries)*	4

*International market is served through our subsidiary companies.

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

Barbeque-Nation Hospitality Limited has no export earnings on standalone basis.

c. A brief on types of customers

Barbeque Nation, a culinary powerhouse renowned for its Indian cuisine-focused menu, invites patrons into a realm of affordable casual dining and culinary indulgence. With its all-you-can-eat offering and the interactive "over-the-table barbeque" concept, Barbeque Nation elevates dining to an unforgettable experience.

Attracting a diverse clientele, Barbeque Nation is frequented by families seeking quality time over sizzling grills, corporate groups indulging in team camaraderie, and social gatherings celebrating life's milestones.

Barbeque Nation isn't just a restaurant; it's a destination for memorable festivities. From vibrant New Year parties to joyous Holi celebrations, and from extravagant Ramadan menus to glittering Diwali soirees, every occasion finds its perfect setting here.

IV. Employees

20. Details as at the end of the Financial Year:

a. Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent (D)	7,440	6,822	92%	618	8%
2.	Other than Permanent (E)	478	478	100%	-	0%
3.	Total employees (D+E)	7,918	7,300	92%	618	8%

Note: The Company does not have any workers as defined in the guidance note on BRSR.

b. Differently abled Employees and workers

We don't have any differently abled employees as of March 31, 2024

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22%
Key Management Personnel	4*	1	25%

*including 2 Board members i.e. Managing Director, and Chief Executive Officer & Whole-Time Director

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	93.2%	129%	95.5%	88.1%	90.5%	88.2%	63.3%	54.3%	63.1%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding/subsidiary/associate companies/joint ventures**

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated in column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Barbeque Nation MENA Holding Limited, Dubai	Subsidiary	100.00%	No. The subsidiary/associate companies have their own business responsibility (BR) initiatives and generally do not participate in the BR initiatives of the Company. However, there are instances where the Barbeque Nation group of companies make joint commitments to support BR initiatives such as COVID-19 relief measures.
2.	Barbeque Nation Holdings Pvt. Ltd., Mauritius	Subsidiary	100.00%	
3.	Barbeque Nation (Malaysia) SDN. BHD.	Subsidiary	100.00%	
4.	Red Apple Kitchen Consultancy Private Limited, India	Subsidiary	82.43%	
5.	Barbeque Nation Restaurant LLC, Dubai	Subsidiary	100.00%	
6.	Barbeque Nation International LLC, Oman	Subsidiary	49.00%	
7.	Barbeque Nation Bahrain W.L.L., Bahrain	Subsidiary	99.00%	
8.	Blue Planet Foods Private Limited	Subsidiary	11.77% (Red Apple holds 41.49%)	

VI. CSR Details

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

(ii) Turnover (in Rs.): Rs. 1,045.63 Crores (FY 2023-24)

(iii) Net worth (in Rs.): Rs. 416.15 Crores (FY 2023-24)

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:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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	Y*	-	-	-	-	-	-
Investors (other than shareholder)	Y**	-	-	-	-	-	-
Shareholders	Y**	-	-	-	-	-	-
Employees and Workers	Y***	14	-	-	4	-	-
Customers	Y****	2,422	-	-	2,838	-	-
Value Chain Partners	Y*****	-	-	-	-	-	-

No complaints have been received from communities, value chain partners, shareholders and investors during the FY 2022-23 and FY 2023-24.

*There are several mechanisms in place to receive and address grievances from the community such as access to the e-mail ID of the Compliance officer, Website, Customer help-line/Toll-free number, Barbeque Nation App and every outlet. The grievances from the shareholders are addressed by the Compliance officer along with Stakeholders' Relationship Committee of the Board.

**The board has constituted several Committees with an adequate delegation of powers to focus effectively on issues and ensure expedient resolution of diverse matters. The Stakeholders' Relationship Committee deals with all the grievances and complaints of the Investors and Shareholders.

***The details of the grievance redressal mechanism for employees and workers are provided in Principle 3, point No. 6.

****The various mechanisms in place to receive and respond to consumer complaints and feedback are Customer helpline number/Toll-free number, website, Barbeque Nation App and every outlet. Also, we have a Guest Satisfaction Index that is arrived at daily for every outlet, wherein 20% of the guests are contacted for their feedback. Based on the feedback relevant actions are taken.

*****Complaints/Grievances from Value Chain Partners are addressed by relevant Departments on a case-to-case basis. Policies & grievance redressal mechanisms are accessible at <https://www.barbequenation.com/corporate-governance-policies>

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

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

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.	Environmental Sustainability	R	Environmental sustainability has become very important for all businesses.	We comply with applicable legal requirements which relate to our environmental aspects. The Company prevents pollution, reduces waste and minimizes the consumption of resources. We educate, train and motivate employees to carry out tasks in an environmentally responsible manner and encourage environmental protection among suppliers.	Negative
2.	Training & Skill Development of employees	O	HR Team organizes several trainings for employees to induction and upskill. We also collaborate with our external partners to train our employees	Not Applicable	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 NGRBC Principles and Core Elements. We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

Principle P1:

Transparency & Accountability

- Code of Business Conduct
- Whistle Blower Policy
- Code of conduct for board of directors and senior management personnel
- Policy on board diversity
- Policy on related party transactions

Principle P2:

Product Responsibility

- Sustainable Sourcing Policy
- Food Safety Management System

Principle P3:

Employee Development

- Code of Conduct for Employees & Ethics Policy
- Anti-Sexual Harassment Policy/ POSH Policy
- Equal Opportunity Policy

Principle P4:

Stakeholder Engagement

- Corporate Social Responsibility Policy
- Charter of the Stakeholders' Relationship Committee

Principle P5:

Human Rights

- Human Rights Policy
- Anti-Sexual Harassment Policy/ POSH Policy
- Equal Opportunity Policy

Principle P6:

Environment Principle

- Environment, Health and Safety (EHS) Policy
- Corporate Social Responsibility Policy

Principle P7:

Public Advocacy

- Public Advocacy Policy

Principle P8:

Inclusive Growth

- Corporate Social Responsibility Policy

Principle P9:

Customer Value

- Guest Satisfaction Index
- Data Privacy Policy
- Information Security Policy

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9															
Policy and management processes																								
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)	Yes																							
c. Web Link* of the Policies, if available.	https://www.barbequenation.com/corporate-governance-policies																							
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y															
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N															
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.	All the Policies has been made and adopted as per the Companies Act, 2013 and the rules made thereunder, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and National Guidelines on Responsible Business Conduct, 2019 released by the Ministry of Corporate Affairs.																							
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	At Barbeque Nation, we have established specific goals and targets to prioritize environmental protection, employee safety, and customer safety. Our strategies and operations are centered around these commitments, ensuring a sustainable and secure environment for all.																							
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Not Applicable																							
Governance, leadership, and oversight																								
7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure).	The report commences with a message from our Managing Director, offering insights and direction at the outset.																							
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Corporate Social Responsibility and Sustainability Committee of the Board of Directors is entrusted with the implementation and oversight of Business Responsibility Policies, as well as decision making on sustainability related matters. This committee, comprised of the following members as of March 31, 2024, is responsible for ensuring adherence to these policies and driving sustainability initiatives.																							
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.	<table border="1"> <thead> <tr> <th>Name of Director</th> <th>Category of Directorship</th> <th>Chairperson/Member</th> </tr> </thead> <tbody> <tr> <td>Mr. T N Unni</td> <td>Non-Executive, Independent Director</td> <td>Chairman</td> </tr> <tr> <td>Mr. Abhay Chaudhari</td> <td>Non-Executive, Independent Director</td> <td>Member</td> </tr> <tr> <td>Mr. Kayum Dhanani</td> <td>Managing Director</td> <td>Member</td> </tr> <tr> <td>Mrs. Suchitra Dhanani</td> <td>Non-Executive Director</td> <td>Member</td> </tr> </tbody> </table>									Name of Director	Category of Directorship	Chairperson/Member	Mr. T N Unni	Non-Executive, Independent Director	Chairman	Mr. Abhay Chaudhari	Non-Executive, Independent Director	Member	Mr. Kayum Dhanani	Managing Director	Member	Mrs. Suchitra Dhanani	Non-Executive Director	Member
Name of Director	Category of Directorship	Chairperson/Member																						
Mr. T N Unni	Non-Executive, Independent Director	Chairman																						
Mr. Abhay Chaudhari	Non-Executive, Independent Director	Member																						
Mr. Kayum Dhanani	Managing Director	Member																						
Mrs. Suchitra Dhanani	Non-Executive Director	Member																						

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by the Director/ Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against the above policies and follow up action	The review has been conducted by both the Corporate Social Responsibility and Sustainability Committee and the Chief Executive Officer & Whole-Time Director. They are responsible for overseeing and evaluating these processes to ensure alignment with our sustainability objectives.									The review occurs annually with the Corporate Social Responsibility and Sustainability Committee, while with the Chief Executive Officer & Whole-Time Director, it takes place quarterly. This ensures regular monitoring and assessment of our sustainability initiatives at both committee and executive levels.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Ensuring compliance with the laws of the land is the initial step in responsible business conduct. A review of compliance with all relevant statutory requirements, aligned with the principles of the National Guidelines on Responsible Business Conduct, has been conducted by the respective committees of the Board.																	

11. Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency:

No, internal assessment and evaluation of policy efficacy are conducted as integral components of our standard business operating policies and procedures.

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

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

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. 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 that 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.



We steadfastly uphold the highest standards of governance, embedding principles of integrity, fairness, transparency, and accountability into every facet of our operations. Our commitment is reflected in the establishment of comprehensive structures, policies, and procedures meticulously designed to enforce these principles. By proactively preventing breaches and swiftly addressing any violations, we prioritize safeguarding the interests of all stakeholders.

Essential Indicators

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

We've implemented an innovative online Learning Management System (LMS) to tailor the learning journey of everyone, fostering a culture of continuous development and advancement among our workforces.

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	1	All Principles	100%
Key Managerial Personnel	1	All Principles	100%
Employees other than BoD and KMPs	Multiple Training Programs	Employees have been given training on Principle 1 and other Principles as applicable to their respective functional area	100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format. (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

The disclosures made by the Company pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 are available on the Company's website at <https://www.barbequenation.com/stock-exchange-filings>

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
The disclosures made by the Company pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 are available on the Company's website at https://www.barbequenation.com/stock-exchange-filings	

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

The Code of Conduct for the Board of Directors & Senior Management comprehensively addresses concerns regarding anti-corruption and anti-bribery policies. The said code is accessible at <https://www.barbequenation.com/corporate-governance-policies>

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

No disciplinary action has been initiated by any law enforcement agency against any of the Directors, Key Management Personnel (KMPs), or employees for charges related to bribery or corruption.

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

No complaint was received with regard to conflict of interest against any of the Directors, KMPs or any other employee.

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

Not Applicable

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	93	99

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, in the following format:

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 purchase are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentrations of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	5.41%	-
	b. Sales (Sales to related parties/Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)*	100%	100%
	d. Investments (Investments in related parties/Total Investments made)*	100%	100%

*The Company has granted loans or advances in the nature of loans to, and made investments in subsidiaries only.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.



We prioritize implementing secure procurement practices for sourcing food ingredients, aiming to cater to diverse dietary preferences and promote healthy eating habits. Embracing sustainable sourcing as a fundamental element of our Environmental, Social, and Governance (ESG) strategy, our goal is to create value for stakeholders while preserving natural resources. Our primary focus is on procuring ingredients from certified sources, including seafood and meat obtained from organizations accredited with BAP/HACCP and other quality and sustainability certifications.

Through our Vendor Runway Program – Unnati, we aspire to establish and maintain a compliant vendor ecosystem in Tier 2 and Tier 3 cities, fostering responsible sourcing practices across our supply chain. Additionally, we conducted hygiene audits for all operational restaurants throughout the year, conducted by an external agency, Cotecna Inspection India Private Limited. Notably, all our operational outlets achieved a score exceeding 81% in these audits.

We remain steadfast in our commitment to continually improve in these areas and are dedicated to making positive contributions by providing sustainable and safe goods and services to our stakeholders.

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 Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R & D	Not Applicable	Not Applicable	-
Capex	-	-	-

For the financial year 2023-24, the following eco-friendly measures have been incorporated in all new restaurants opened during the year with a capex of Rs. 1,80,02,422.

- Smoke eliminators have been installed to reduce CO level inside the outlets in addition to air scrubbers that cleans the air before releasing it in the environment.
- Grease traps in conjunction with ETP/STPs ensures efficient and effective wastewater treatment before discharging.
- IOT Based Electricity management: Use of Variable Frequency Device (VFD) panels that automatically detects power requirements and adjust all equipment operations to save power.

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

Yes. The Company has procedure in place for sustainable sourcing.

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

Sustainable sourcing is fundamental to our values, underpinning our commitment to responsible business practices. We are actively involved in sustainable sourcing initiatives to advance our sustainability objectives. Our endeavors encompass minimizing dependence on ingredients with artificial additives and improving procurement practices for seafood and meat, focusing on suppliers certified with rigorous standards such as BAP/HACCP.

Acknowledging the importance of sustainable supplier development, we foster partnerships with like-minded organizations. We have broadened our procurement channels to include Micro, Small, and Medium Enterprises (MSMEs) and Self-Help Groups (SHGs). Additionally, our Vendor Runway Program - Unnati, is designed to establish compliant vendor ecosystems in Tier 2 and Tier 3 cities, providing guidance on regulatory compliance, including adherence to FSSAI regulations.

Presently, a significant portion of our prawn supply, around 70%, originates from facilities compliant with Best Aquaculture Practices (BAP), holding 2-Star certification. Our basa fish is sourced from HACCP-certified facilities, ensuring adherence to critical food safety standards. Moreover, 80%+ of our chicken products are procured from processors certified for food safety compliance. We also prioritize the use of biodegradable and food-safe cleaning chemicals across our operations.

In addition to our sourcing initiatives, we actively engage in market reporting to assess and address sustainability challenges. Our commitment to sustainable sourcing is unwavering as we continue to enhance environmental stewardship and promote the well-being of all stakeholders.

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:

Not applicable, considering the nature of the business.

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:

EPR is not applicable, considering the nature of the business.

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



Our workforce serves as the backbone of our operations, embodying our brand values and identity. Through thoughtfully crafted initiatives and policies, we strive to maintain a consistent brand experience throughout the employee journey, from recruitment to ongoing employment. Recognizing the significance of diversity and effective management practices, we consider these elements vital for our future growth and expansion.

In our commitment to cultivating safe and respectful workplaces, we actively engage with initiatives such as the 'Great Place to Work.' The accolades received from reputable institutions affirm our employee-centric culture and robust HR practices. These recognitions include our rankings in prestigious lists such as India's Best Companies to Work for and Best Large Workplaces in Asia. Notably, our representation as the sole entity from the food service sector underscores our dedication to excellence.

To nurture a culture of continuous learning and development among our workforce, we have implemented an online Learning Management System (LMS), enabling personalized learning experiences for each individual. Additionally, our comprehensive Environment, Health and Safety (EHS) Policy reflect our commitment to providing a safe and healthy work environment. We have established various grievance redressal channels to ensure that our employees feel supported and valued, with their concerns addressed promptly and fairly.

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		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	6,822	6,822	100%	6,822	100%	NA	NA	6,822	100%	-	-
Female	618	618	100%	618	100%	618	100%	NA	NA	-	-

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

Category	Total (A)	% of employees covered by									
		Health insurance		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)
Total	7,440	7,440	100%	7,440	100%	618	100%	6,822	100%	-	-
Other than permanent employees											
Male	478	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	478	-	-	-	-	-	-	-	-	-	-

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

Not Applicable

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.16%	0.15%

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

Benefits	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 the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI*	100%	NA	Y	100%	NA	NA

*All Applicable employees are covered under ESI.

3. Accessibility of workplaces:

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

Yes, the offices and the outlets are accessible with elevators and ramps for persons with disabilities.

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, the entity does have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

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

Gender	Permanent Employees	
	Return to work rate	Retention rate
Male	100%	81%
Female	100%	50%
Total	100%	78%

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	Employee Helpdesk: Every employee within the organization has the opportunity to address their daily concerns through a mobile application to the centralized HR Shared Services (HRSS) team. The HRSS team is responsible for promptly resolving these grievances within a 24-hour timeframe.
Other than Permanent Workers	
Permanent Employees	Employee Happiness Index: At our organization, we firmly believe that happy employees lead to satisfied customers. To gauge the happiness and satisfaction levels of our employees, we conduct quarterly surveys. These surveys involve a comprehensive questionnaire designed to gather feedback on various aspects of their work life, organizational culture, and physical amenities. The findings from these surveys, along with areas of improvement identified, are shared with the respective Business Manager and Cluster Manager for resolution. Additionally, the survey scores have a direct impact on the Balance Score Card of stakeholders.
Other than Permanent Employees	
	Open House: On a monthly basis, the designated HRBP (Human Resource Business Partner) visits our outlets to conduct Open House Sessions with all employees working in each location. During these sessions, employees have the opportunity to voice any specific grievances they may have directly to the HRBP.
	Voice of Employee (VOE): Our organization provides a platform known as Voice of Employee (VOE), enabling employees to report any instances of illegal, dishonest, or fraudulent activity or misconduct directly to the Core Value Committee. Upon receipt of a reported complaint, the Core Value Committee conducts a thorough investigation and takes appropriate actions, as necessary.
	SKIP Session: Periodically, the respective Cluster Manager conducts SKIP sessions with outlet employees to address and resolve any specific issues they may be facing. During these sessions, employees have the opportunity to share their concerns, and the Cluster Manager works towards finding suitable solutions. On Periodical basis, Respective Cluster Manager conducts SKIP session with outlet employees to understand and solve any specific issues.

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

There are no employee association(s) or unions recognized by the Company.

8. Details of training given to employees and workers:

We prioritize the holistic development of our employees, blending both personal and professional growth initiatives across all levels and departments. Our commitment to cultivating a responsible workplace is underscored by our endeavors to attract and retain a diverse talent pool.

In the fiscal year 2021-22, we launched an online Learning Management System (LMS) designed to cater to the developmental needs of our workforce. This platform offers a comprehensive range of courses tailored to enhance competency levels across various roles, from entry-level positions to outlet leadership roles. The LMS provides structured learning activities and certifications aligned with the technical proficiencies required for different positions. Moreover, it serves as a hub for accessing e-learning modules aimed at personal growth and skill enhancement. We have broadened the scope of LMS courses to encompass employees at all tiers, including frontline staff, and collaborated with digital learning content creators to develop engaging video-based training modules for enhanced learning experiences.

Additionally, we have established the Barbeque Nation Leadership Academy in Delhi and Kolkata, focusing on identifying and nurturing promising leaders within our organization. This academy offers a transparent career advancement pathway, outlining the requisite learning and competency benchmarks for promotions, complemented by organization-backed development initiatives. Notably, around 1,500 high-potential employees were promoted to various roles last year as a testament to the success of this initiative.

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	6,822	6,822	100%	6,822	100%	8,537	8,537	100%	8,537	100%
Female	618	618	100%	618	100%	500	500	100%	500	100%
Total	7,440	7,440	100%	7,440	100%	9,037	9,037	100%	9,037	100%

9. Details of performance and Career development reviews of employees:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	6,822	6,822	100%	8,114	8,114	100%
Female	618	618	100%	500	500	100%
Total	7,440	7,440	100%	8,614	8,614	100%

* Performance appraisal done 100% for all the eligible employees during the year and previous year. Balance were not eligible for performance appraisal as they worked for less than 3 months during the respective financial year.

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, we are dedicated to establishing and preserving a secure and healthy work environment through the establishment and maintenance of a robust health and safety management system. Our Environment, Health, and Safety (EHS) policy offers directives and measures for ensuring the well-being of all individuals within the Barbeque Nation environment, including employees, visitors, vendors, customers, and contractors. This policy aims to prevent any activities undertaken by employees from endangering the health and safety of themselves or others.

The objectives of our effectively implemented health and safety management system include:

- Comply with all Health & Safety Legislation, Regulations, Codes of Practice, and Guidance Notes. Provide and maintain safe and healthy working conditions for all employees and those working on our behalf.
- Identify risks and, if elimination is not possible, control them to an acceptable level.
- Value the contributions of all employees in the realm of Health & Safety equally with their other contributions to the business.
- Require every employee and those working on our behalf to take personal responsibility in preventing harm to themselves and others.
- Actively work to prevent all workplace accidents and near-miss incidents.
- Encourage the open reporting of all accidents and near-miss incidents and their investigation to prevent recurrence.
- Provide necessary information, instruction, and training to enable employees to fully cooperate with us in achieving compliance with the policy.
- Routinely monitor and review EHS performance to achieve continuous improvement.
- Set Health & Safety targets and maintain an improvement plan to address areas needing improvement.
- The occupational health and safety management system covers all outlets and offices. The Cluster Manager oversees the implementation of EHS Standards at all outlets, with support from the entire Outlet team. The Cluster Manager conducts monthly reviews of EHS status and documents the proceedings.

The responsibility of the Business Manager in implementing EHS Standards at the outlet includes:

- Cultivating a “Safe Work Culture”;
- Conducting induction sessions for new employees on Health and Safety Practices Organizing meetings, trainings, and awareness campaigns;
- Ensuring effective EHS inspections, adherence to rules and procedures, and implementation of permit systems;
- Fostering continuous awareness through motivational talks, safety meetings, and slogans Maintaining effective housekeeping;
- Keeping records of EHS compliance for all statutory requirements.

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

The EHS policy outlines processes to systematically identify work-related hazards and assess risks on both routine and non-routine bases.

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

Yes, employees have the option to communicate any work-related hazards to the Business Manager, and they are equipped with the necessary training to mitigate these risks by taking appropriate measures to ensure their safety.

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

Yes, all employees are included in accident insurance, health insurance, and ESI coverage as per their eligibility.

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

Safety Incident/Number	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	0.79	1.11
Total recordable work- related injuries	14	19
No. of fatalities	-	-
High consequence work- related injury or ill-health (excluding fatalities)	-	-
	-	-

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

We have implemented a strong EHS management system with clearly defined roles and responsibilities to ensure effective execution of safety measures. Our Prevention of Sexual Harassment (PoSH) Policy is designed to foster a safe and respectful work environment, free from all forms of harassment, and to safeguard employees from sexual harassment. Under the PoSH policy, a grievance redressal mechanism is in place to provide an efficient process for addressing and resolving any instances of harassment, including sexual harassment, ensuring the well-being of all employees. Details regarding the grievance redressal mechanism for addressing various concerns are outlined in point 6.

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

Category	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 Conditions	14	0	All the complaints have been resolved during the year	4	0	All the complaints have been resolved during the year
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	All outlets underwent evaluations for health, safety, and working conditions in line with the EHS Policy, in addition to the statutory assessments conducted by FSSAI, Fire Services, etc. Additionally, our Internal Audit team conducts monthly reviews of all outlets across various parameters.
Working Conditions	

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

We implement various measures to guarantee the safety and well-being of both our customers and staff members. Regular audits and safety inspections are carried out to maintain the seamless and secure functioning of our operations. Our team undergoes frequent training sessions on fire safety and emergency evacuation protocols to effectively manage any potential emergencies, ensuring the safe evacuation of individuals with diverse abilities. Additionally, we prioritize continuous improvement in our safety practices to uphold the highest standards of security for all stakeholders.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.



As custodians of stakeholders' trust, our Board oversees strategic stewardship to drive value creation for all stakeholders. We prioritize responsible corporate citizenship and are committed to operational practices that mitigate negative impacts on stakeholders and the environment. With a Stakeholders Relationship Committee established, we acknowledge risk management as an integral to our business strategy. Proactively managing risks is essential to safeguarding value for our stakeholders.

Essential Indicators

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

Stakeholders encompass individuals or groups whose interests are influenced or may potentially be influenced by an organization's actions. Our identification of key stakeholders, both internal and external, is based on their direct impact on our operations and where our business can make the most significant difference. Barbeque-Nation Hospitality Limited acknowledges its stakeholders to include current and prospective customers, employees, shareholders, investors, regulatory bodies, media outlets, and the community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	N	Customer Feedback/Customer Satisfaction Index (CSI) for each outlet, BBQ loyalty program (SMILES), Website, Social Media Platforms	Ongoing	Customer Satisfaction, Safety & Security
Employees	N	Notice Boards, Website, Employee Survey feedback, Annual Performance Review, Meetings, Trainings, Internal Applications such as Zing HR, KOKO	Ongoing	Working condition, Employee performance, Employee Satisfaction
Shareholders	N	AGM, Investor meets, Investor Grievance redressal mechanism	Ongoing	Business Strategies and Performance
Regulatory Authorities	N	Regulatory Filings	Ongoing	Legal Compliance
Media	N	Press Releases, Social Media Platforms, Media interactions	Ongoing	Information dissemination, communicating Company's perspective
Community	Y, Underprivileged communities (particularly Children at Risk) around its business locations;	Corporate Social responsibility initiatives	Ongoing	Social welfare

PRINCIPLE 5: Businesses should respect and promote human rights.



We are dedicated to safeguarding the human rights of all individuals affected by our business, particularly our employees and those who are vulnerable or marginalized. We have implemented policies such as Anti-Sexual Harassment and Equal Opportunity Policies, along with accessible grievance redressal mechanisms, to address any human rights-related grievances.

Essential Indicators

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

Training sessions on Prevention of Sexual Harassment (PoSH) have been conducted to raise awareness about our PoSH Policy and the grievance redressal mechanisms accessible to all employees. Below are the statistics detailing the number of employees who have undergone this training.

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)
Permanent	7,440	7,440	100%	8,614	8,614	100%
Other than Permanent	478	423	88.5%	423	423	100%
Total Employees	7,918	7,863	99.3%	9,037	9,037	100%

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

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)
Permanent										
Male	6,822	-	-	6,822	100%	8,114	-	-	8,114	100%
Female	618	-	-	618	100%	500	-	-	500	100%
Other than Permanent										
Male	478	-	-	478	100%	423	-	-	423	100%
Female	0	-	-	0	100%	0	-	-	0	-

3. Details of remuneration/salary/wages:

a. Median remuneration/wages

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (Rs. in million)	Number	Median remuneration/ salary/wages of respective category (Rs. in million)
Board of Directors (BoD)	7	23.41	2	-
Key Managerial Personnel*	1	8.13	1	2.24
Employees other than BoD and KMP	7,298	0.24	617	0.17

*Managing Director and Whole Time Director are not included in the Key Managerial Personnel for median remuneration workings, but are included in the Board of Directors.

The Company is not paying any remuneration to Managing Director and Non-Executive Directors except the sitting fee to the Independent Directors for attending the Board & Committee meetings.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % total wages	5.6%	3.9%

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 Chief People Officer serves as the central contact person for addressing human rights impacts or issues resulting from or influenced by our business operations.

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

Internal mechanisms have been established to address grievances concerning human rights matters. The POSH Committee is designated to handle complaints related to sexual harassment. For other human rights concerns, individuals can approach the 'Core Value Committee' directly, where the Chief People Officer collaborates to resolve the issue effectively.

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

Category	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
Sexual Harassment	2	-	All the complaints have been resolved during the year itself	2	-	All the complaints have been resolved during the year
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, in the following format:

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	2
Complaints on POSH as a % of female employees/ workers	0.32%	0.40%
Complaints on POSH upheld	2	2

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

The Whistle Blower Policy, Anti-Sexual Harassment Policy provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

Yes. The Sustainable Sourcing Policy of the Company provides for safeguarding and protecting basic human rights requirement by its suppliers and business partners.

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%
Others – please specify	-

All the assessments have been done by the entity during the course of operations of business and according to applicable regulations and EHS policy of the organization.

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

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.



We have implemented a range of initiatives aimed at minimizing our business's environmental footprint, including adopting effective energy conservation measures and waste management protocols across all our restaurant and office locations. Our employees undergo regular training programs focusing on waste segregation and the responsible disposal of hazardous materials like used oil and batteries, facilitated by authorized vendors.

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	1,20,415 GJ	1,29,601 GJ
Energy consumption through other sources (C) (Solar/Wind)	-	-
Total energy consumed from renewable sources (A+B+C)	1,20,415 GJ	1,29,601 GJ
From non-renewable sources		
Total electricity consumption (D)	1,17,994 GJ	1,33,445 GJ
Total fuel consumption (E)	54,712 GJ	59,656 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	2,93,121 GJ	1,93,101 GJ
Total energy consumed (A+B+C+D+E+F)	2,93,121 GJ	3,22,702 GJ
Energy intensity per rupee of turnover (Total energy consumed/revenue from operations)	280.3 GJ/ Crore	300.5 GJ/ Crore

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

Parameter	FY 2023-24	FY 2022-23
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	76.9 GJ/ Crore	83.8 GJ/ Crore
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.

N – No. Independent assessment/evaluation/assurance has been carried out by an external agency.

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:

The Company's operations do not fall under the purview of the Performance, Achieve, and Trade (PAT) Scheme established by the Government of India.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	4,32,373	3,66,406
(iii) Third party water*	2,35,026	3,77,974
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	6,67,399	7,44,380
Total volume of water consumption (in kilolitres)	6,67,399	7,44,380
Water intensity per rupee of turnover (Total Water consumption/Revenue from operations)	638.3 KL/Crore	693.2 KL/Crore
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	175.2 KL/Crore	193.2 KL/Crore
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Municipal water supply

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

N – No. Independent assessment/evaluation/assurance has been carried out by an external agency.

4. Provide the following details related to water discharged:

Not Applicable

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

N – No. Independent assessment/evaluation/assurance has been carried out by an external agency.

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

Not Applicable

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NO _x	mg/Nm ³	21.9	21.9
SO _x	mg/Nm ³	36.9	36.9
Particulate matter (PM)	mg/Nm ³	42	42
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

N – No. Independent assessment/evaluation/assurance has been carried out by an external agency.

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

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	5,027*	6,755*
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	26,975	30,025
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO ₂ equivalent/ Crores of Turnover	30.6	34.3
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ Crores of Turnover	8.4	9.5
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
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.

N – No. Independent assessment/evaluation/assurance has been carried out by an external agency.

*In addition to the above Scope 1 emissions, following are the emissions from the biogenic sources:

FY 2023-24	FY 2022-23
16,520 T CO ₂ e	17,135 T CO ₂ e

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

We are strategically adopting and executing effective energy conservation measures at every feasible juncture. These efforts are efficiently directed towards conserving energy consumption across all our restaurants and office facilities.

Key initiatives undertaken by the Company to promote energy conservation and reduce greenhouse gas emissions include:

- Implementation of LED lighting systems to minimize energy consumption during operations. Deployment of an IoT-based Electricity Management system, featuring Variable Frequency Device (VFD) panels in new outlets. These panels automatically detect power requirements and optimize equipment operations to conserve power.
- Ongoing efforts to implement an energy management system for AC units and refrigerators to monitor and optimize energy usage.
- Adoption of briquette coal, which emits lower carbon compared to wood charcoal.
- Introduction of an IoT-based Electricity Management system, integrating VFD panels in new outlets to optimize power consumption.
- Phasing out single-use plastic bottles across all outlets, resulting in an anticipated annual reduction of approximately 100 tonnes of plastic waste.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	154.25	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	0.71	2.46
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G) - Used Oil	0.47	1.05
Other Non-hazardous waste generated. Please specify, if any (H) - Food waste	1,980	-
Total (A+B + C + D + E + F + G + H)	2,135.42	3.51
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	2.0423 Tons/ Crore of Turnover	0.0033 Tons/ Crore of Turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.5605	0.0009
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*	-	3.50
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	3.50

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

Parameter	FY 2023-24	FY 2022-23
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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.

N – No. Independent assessment/evaluation/assurance has been carried out by an external agency.

*All material sent to recyclers/Composters through authorized collectors.

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:

Waste segregation, encompassing both wet and dry waste, is a compulsory procedure practiced across all outlets. It is integrated into our routine employee training programs. All waste materials are directed towards recycling through approved collectors. Regarding e-waste, we prioritize asset reuse, and when items reach the end of their lifecycle, they are handed over to authorized recyclers or collectors. Additionally, batteries and used oil are disposed of responsibly through approved vendors.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:

No operations or offices of the entity are situated in or around ecologically sensitive areas. Therefore, there is no requirement for environmental approvals or clearances in this regard.

12. Details of environmental impact assessments 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). If not, provide details of all such non-compliances, in the following format:

Yes, the entity is compliant with the applicable environmental law/regulations/guidelines in India.

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.

2

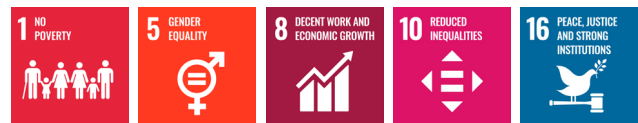
b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	National Restaurant Association of India (NRAI)	National
2	Retail Association of India (RAI)	National

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

Not applicable, as no adverse orders from regulatory authorities have been received during the year.

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



We are dedicated to fostering inclusive growth and equitable development among all our stakeholders. Through investments in our team members’ success, providing opportunities for career advancement, and fostering an inclusive and diverse culture, we ensure that everyone has the chance to achieve a fulfilling and dignified livelihood. Serving as a significant employer, we take pride in creating local job opportunities in the communities where we operate. As we expand, we prioritize efforts in inclusion and diversity, recognizing their role in fostering innovative thinking, driving Company growth, and cultivating a positive work environment for our team members.

Our Corporate Social Responsibility and Equal Opportunity policies reflect our commitment to promoting inclusive growth and equitable development. In engaging with the community, especially vulnerable and marginalized groups near our operations, we extend invitations to children from nearby NGOs to partake in celebrations for new outlet launches, accompanied by gift hampers. We remain dedicated to making a positive and lasting impact on all our stakeholders for sustainable long-term success.

Essential Indicators

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

The requirement of undertaking Social Impact Assessments (SIA) of projects was not applicable to the Company.

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

There was no project involving R&R during the FY 2022-23 or 2023-24.

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

There are several mechanisms in place to receive grievances from the community such as access to e-mail ID, Website, Customer help-line/Toll-free number, Barbeque Nation App, and every outlet. The grievances from community are addressed accordingly

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	25.96%	10.00%
Directly from within India	97.76%	98.29%

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	-	-
Semi-Urban	-	-
Urban	11.84%	10.70%
Metropolitan	88.16%	89.30%

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



We are dedicated to ensuring our customers remain deeply engaged and delighted through our commitment to operational excellence. Our goal is to consistently exceed customer expectations, thereby strengthening the trust we share with our customers and communities. The exceptional service provided by our well-trained team members plays a pivotal role in delivering high-quality experiences at Barbeque Nation. To continuously improve and add value for our customers, we have implemented various mechanisms to receive and address consumer complaints and feedback.

Essential Indicators

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

To ensure effective communication with consumers, we have established multiple avenues for feedback and complaint resolution. These include a dedicated customer helpline number and toll-free service, as well as a user-friendly interface on our website. Additionally, we conduct regular surveys through our Guest Satisfaction Index, reaching out to guests daily to gather their insights.

Moreover, we take a proactive approach to address consumer concerns by promptly sharing actionable feedback with outlet managers. This ensures that any issues raised are swiftly addressed and corrective measures are implemented for continuous improvement. By fostering open communication channels, we aim to enhance customer satisfaction and strengthen our relationship with consumers.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	4.1%
Safe and responsible usage	4.5%
Recycling and/or safe disposal	8.0%

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

The Company is dedicated to developing products and solutions that not only meet but surpass customer expectations, thereby driving business profitability. Our relentless pursuit of excellence is aimed at achieving higher levels of customer satisfaction:

Category	FY 2023-24			FY 2022-23		
	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
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	2,422	-	-	2,838	-	-

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

We take great efforts to serve the food with best quality ingredients and the best of the preparation methods. We have no instances of any product recall.

5. 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:

The following initiatives have been taken to ensure cyber security and customer privacy:

- Regular upgrades are performed for network infrastructure and applications to meet evolving requirements.
- Recent upgrades include the adoption of Nutanix server technology and updates to the ERP system.
- Cloud components from providers like AWS and Azure are utilized to ensure the adoption of the latest technology stack.
- Firewalls are regularly updated to mitigate vulnerability risks.
- Trend Micro anti-virus software with dual-layer protection (gateway & endpoint) is deployed.
- SD-WAN technology is employed for internal data movement, enhancing network security.
- Vulnerability Assessment and Penetration Testing (VAPT) by Messrs. KPMG Assurance and Consulting Services LLP completed and suggested improvements are incorporated.
- Periodic backups are taken for business continuity.
- Disaster recovery site has been setup and backups are moved at scheduled intervals.
- Implemented effective external attack surface management - use of perimeter firewalls and exposing lesser services to external attacks.

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

No regulatory actions have been taken concerning advertising, essential services, cyber security, data privacy, or product recalls in our Company's history.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: Nil
- b. Percentage of data breaches involving personally identifiable information of customers:
Not Applicable
- c. Impact, if any, of the data breaches: Not Applicable