



July 18, 2024

To,
BSE Limited
P. J. Towers,
Dalal Street,
Mumbai - 400 001
Scrip Code: 532687

National Stock Exchange of India Limited
Exchange Plaza,
Bandra- Kurla Complex,
Bandra, Mumbai - 400 051
Symbol: REPRO

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-2024

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby enclosed the Business Responsibility and Sustainability Report which forms part of the Annual Report of the Company for the Financial Year 2023-24.

This is for your information and records.

Thanking you,

Yours faithfully,
For Repro India Limited

Almina Shaikh
Company Secretary & Compliance Officer

Encl: as above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L22200MH1993PLC071431
2.	Name of the Listed Entity	Repro India Limited
3.	Year of incorporation	1993
4.	Registered office address	11th Floor, Sun Paradise Business Plaza, B Wing, Senapati Bapat Marg, Lower Parel, Mumbai-400 013
5.	Corporate Address	11th Floor, Sun Paradise Business Plaza, B Wing, Senapati Bapat Marg, Lower Parel, Mumbai-400 013
6.	E-mail id	investor@reproindia.com
7.	Telephone	+91-022-71914000
8.	Website	www.reproindia.com
9.	Financial Year for which reporting is being done	April 01, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	(a) BSE Limited (BSE) (b) National Stock Exchange of India Limited (NSE)
11.	Paid – up Capital (in ₹)	14,29,72,880
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name – Almina Shaikh Designation - Company Secretary and Compliance Officer Email – investor@reproindia.com Telephone: +91-022-71914000
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)	The disclosures under this report are made on Standalone basis for Repro India Limited.
14.	Name of assurance provider	Not Applicable as the Company does not fall under the purview of External Assurance as per SEBI Requirements
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.	Printing, Reproduction of recorded media	Printing of Books on behalf of the Publishers.	99.34%

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

Sr. No.	Product/Service	NIC Code*	% of total Turnover contributed
1.	Printing of magazines and other periodicals, books and brochures, maps, atlases, posters etc.	18112	99.34%

*As per National Industrial Classification - Ministry of Statistics and Programme Implementation.

III. Operations

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

Location	Number of Plants	Number of offices	Total
National	3	2	5
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	17

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

(₹ in Lakhs)

Particulars	Revenue	Export	% of total Turnover
Consolidated	47,946	4,577	9.54%
Standalone	31,767	4,577	14%

c. A brief on types of customers:

The Company caters to its customers through different segments:

Publisher Segment: This segment focuses on providing bulk printing services and other associated services to the publishers.

Retail Segment: Under this category, the Company serves retail customers (end users) directly through various channel partners such as Amazon, Flipkart, etc.

IV. Employees

20. Details as at the end of Financial Year:

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)	268	254	95%	14	5%
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total Employees (D + E)	268	254	95%	14	5%
WORKERS						
4	Permanent (F)	100	100	100%	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total Employees (F +G)	100	100	100%	NIL	NIL

b. Differently abled Employees and workers:

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	NIL	NIL	NIL	NIL	NIL
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total differently abled Employees (D + E)	NIL	NIL	NIL	NIL	NIL



Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total differently able Employees (F +G)	NIL	NIL	NIL	NIL	NIL

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	8	2	25
Key Management Personnel*	2	1	50

*KMPs includes Chief Financial Officer and Company Secretary.

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2023-2024 (Turnover rate in current FY)			FY 2022-2023 (Turnover rate in Previous FY)			FY 2021-2022 (Turnover rate in the year prior to the Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22%	1.4%	24%	17%	2%	19%	15%	3%	18%
Permanent Workers	5%	-	5%	2%	-	2%	1%	-	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 at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Repro Enterprises Private Limited	Holding Company	38.73%	No
2.	Repro Books Limited	Subsidiary Company	100%	No
3.	Repro DMCC	Subsidiary Company	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes. However, as per the requirement specified under Section 135 of the Companies Act, 2013, the average net profit of the Company of the last three years being negative the Company has not spent any amount on CSR activity.

(ii) **Turnover:** ₹ 31,67,40,614

(iii) **Net worth:** ₹ 3,77,03,82,675



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)	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
		(If Yes, then provide web-link for grievance redress policy)	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
Communities	https://www.reproindiaLtd.com/investors/overview	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)		Nil	Nil	-	Nil	Nil	-
Shareholders		For details on investor complaints received and resolved, refer to the 'Investor complaints' available in the Corporate Governance report of this Annual Report.					
Employees and workers		None					
Customers							
Value Chain Partners							
Other (Please specify)							

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

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

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.	Cyber security and data privacy	Opportunity, Risk	Risk: A lack of sufficient and transparent data security and privacy protocols can cause considerable financial and reputational damage, eroding customer trust and confidence.	The Company has implemented robust cyber security measures, including anti-virus, antispyware, firewalls, and off-site data backup. The organisation is committed to constantly enhancing and upgrading its tools and solutions to protect against cyberattacks and minimise damage. These measures encompass a privacy policy, data privacy impact assessments, cyber insurance and data leakage protection monitoring.	Negative: The cost of cyber security in case of an incident can rise due to expenses related to additional / new technology controls and information security systems. The loss of data or leakage can lead to significant reputational risk.
2.	Innovation and Digitization	Opportunity	Opportunity: The Company can by way of digitization improve the customer experience, expand its operational reach, and enhance overall presence	The Company has its own capabilities to create and expand digitization by selling the book through their own e-commerce platform ie. Bookscape etc.	Positive: Bridging the gap between the publisher and the End Reader. New Content feature for sale in lead time



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)
3.	Enabling Business To Go Green and Promotion of Green Paper-FSC Certification	Opportunity	<p>Opportunity: Creating long-term value for all stakeholders by enabling the listing of sustainable green paper via Amazon, Flipkart portal thereby creating access to green and Eco-friendly books.</p>	NA	<p>Positive: Consumer satisfaction and well-being is our prime focus. We keeping the same in mind and believe this will enhance brand loyalty as well.</p>
4.	Human Capital Management	Opportunity and Risk	<p>Opportunity: Providing employees to direct interact with senior management where they can submit inquiries, seek clarifications, and express concerns, it creates a unique opportunity for open and responsive communication. Performance can be enhanced by increasing the overall employee value proposition across the HR value chain including its recruitment, learning and development, compensation and benefits, talent management, diversity and inclusion, and succession practices.</p> <p>Risk: The challenges in attracting and retaining skilled</p>	<p>The Company strive to create an inclusive workplace environment that offers equal employment opportunities with competitive compensation and benefits.</p> <p>The Company has also the policy related to employee's rights i.e Human Right Policy, Sexual Harassment policy.</p> <p>Any instances of discrimination or violations of equal opportunity can be reported to the HR via mail or can approach to HR personally.</p>	<p>Negative The inadequate talent management and retention practices in a company can lead to decreased productivity, increased recruitment costs, and potential revenue losses. Due to high rate of Attrition, it also effects Company's Brand image.</p> <p>Positive Enhancing the employee value proposition across the HR value chain will create financial opportunities and contribute to long-term business success.</p>

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)
			employees may face difficulties in achieving its business objectives, and could encounter problems with productivity and performance.		
5.	Disclosure & Compliance	Opportunity and Risk	<p>Opportunity: It creates transparency between the Shareholders and the Company.</p> <p>Risk: Changes in regulatory compliances, corporate governance and disclosure requirements increase the cost of compliance if they are not identified and complied with on a timely basis.</p>	<p>Intimation to the stock exchanges and dissemination of the same on the website on timely basis.</p> <p>Maintaining a track record of all the Compliance in the Excel Sheet.</p>	<p>Positive: It implements a compliance management system, the potential financial benefits that arise by way of cost reduction and risk mitigation by avoiding fines and penalties, can outweigh these costs over time.</p>
6.	Occupational Health and Safety	Opportunity	<p>Opportunity: Creation of safe and healthy working environment for all the employees, specially to the workers who are working in the Plants.</p>	<p>The Company emphasis on placing safety as a pre-requisite across all its Plants. The Company strives to provide a safe working environment by ensuring strict adherence to policies and procedures. The Company has provided an insurance policy to all employees and workers of the Company.</p>	<p>Negative: Any kind of injury in our operations is considered as a significant negative outcome for our operations. There can be financial risk as well in case of any major incident.</p>



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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management process									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.reproindialtd.com/investors/overview								
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)	As the Company does not have any value chain Partners, we do not extend our enlisted policies.								
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.	<p>Successfully completed Surveillance audit without any non-conformities.</p> <p>ISO 14001:2015</p> <p>Successfully completed Recertification Audit by Intertek India without any non-conformities.</p> <p>ISO 27001:2013</p> <p>We successfully completed Surveillance Audit of Information Security Management System (ISMS) without any non-conformity.</p> <p>FSC (Forest Stewardship Council) Chain of Custody Certification (CoC)</p> <p>FSC CoC Certification completed Surveillance Audit of all the plants including Repro Lower Parel Office without any non-conformity. It focusses on Green Initiative and sustainable use of forest product.</p>								

<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>The Company has launched their own e-commerce platform to sell books in the form of website and app. The Company aims to position itself as the topnotch seller of Books online. Tech Integration for digital Business.</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>Visibility of the e-commerce platform in the ranking of top 5 sellers for books online. Phase-1 of data analytic platform in activation.</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 (listed entity has flexibility regarding the placement of this disclosure).</p>	<p>The Company has adopted the ESG Policy and the Board of Directors has approved the policy at the Board Meeting held on November 03, 2024</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Mr. Mukesh Dhruve (DIN: 00081424), Executive Director</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>No</p>



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The department heads along with their team diligently conduct periodic reviews of the Company’s Business Responsibility policies, ensuring alignment with our values and evolving industry standards. As an integral part of the Company’s annual reporting processes, the effectiveness of these policies is assessed, and any necessary modifications are swiftly implemented to enhance the Company’s commitment to responsible business practices.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in due compliance with all the required regulations as applicable.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9									
	No, the Company has not carried out an external assurance																	

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



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

Essential Indicators

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

Segment	Total number of training and awareness programmes on any of the principles during the financial year	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	The Company's BoD and KMPs are regularly briefed on an array of topics, including strategy, business operations, markets, performance, organisation structure, economy, risk management framework, regulatory updates, future outlook, social and governance aspects, information technology including cyber security, their roles, rights and responsibilities and major developments and updates.	100%
Key Managerial Personnel	4	The Company's BoD and KMPs are regularly briefed on an array of topics, including strategy, business operations, markets, performance, organisation structure, economy, risk management framework, regulatory updates, future outlook, social and governance aspects, information technology including cyber security, their roles, rights and responsibilities and major developments and updates.	100%

Segment	Total number of training and awareness programmes on any of the principles during the financial year	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	3	Confidentiality on the Code of Conduct, Behavioural training, Information Security Management System (ISMS), Skill upgradation training, Training sessions by Senior Level Management	100%
Workers and Staff	38 Types of training provided to staffs and workers in all three plants	Technical training, Behavioural training, ISO awareness, ETI Base Code, Safe Operating of machines, Fire fighting and mock drill, 7QC tools, 5S Awareness etc. There are tangible and intangible benefit due to providing various kind trainings to workforce.	60% shop floor workforce and Management Staff

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):

For FY 2023-2024, there were no cases pertaining to unfair trade practices, irresponsible advertising and/or anti-competitive behaviour. Additionally, there were no cases of corruption, with reference to the employees or the business partners:



Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None				
Punishment					

- 3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:** Not Applicable
- 4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:**

Yes, the Company has a robust code of anti-corruption or anti-bribery policy to conduct all of our business in an honest and ethical manner. We take a zero tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships, wherever we operate, and to implementing and enforcing effective systems to counter bribery. The policy can be assessed at https://investor.reproindia ltd.com/pdf/2020-2021/AntiBriberyandAntiCorruption_18032021.pdf

- 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 Directors/KMPs/employees/workers were involved in bribery/corruption in FY 2023-2024. On above grounds, no action was taken by any law enforcement agency.

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

No complaints were received with regard to conflict of interest against Directors/KMPs in FY 2023-2024.

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, as zero cases of corruption or conflicts of interest were recorded during the reporting period.

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

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts payables	46 days	85 days

Leadership Indicators

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

Not Applicable, as there are no value chain partners.

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 Code of Conduct for the Board of Directors and Senior Management Personnel ('Code') offers guidance to avoid any transactions or actions that might influence these individuals to act against the Company's best interests.

The Code is available on the Company's website at: <https://investor.reproindiaLtd.com/pdf/2018-2019/Ethical%20Code%20of%20Conduct%20Policy.pdf>



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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	87%	74%	The Company is in process to set up the solar plant which will help to reduce GHG emissions by meeting a portion of its energy demands.

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

- b. If yes, what percentages of inputs were sourced sustainably?**

Yes, the entity have procedures in place for sustainable sourcing 48% of RM (Paper) were purchased either FSC certified or of Recycle grade in FY 2023-24.

- 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.**

Process:

- (a) Packaging material: All packaging waste are collected, stored, sorting as per different type and then sold to the authorized vendor for dispose or recycling as per their process.
- (b) Other material: All paper waste are sold back to the paper mills, who are into process of manufacturing paper of recycling grade.

- 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.**

Given the nature of business, Extended Producer Responsibility (EPR) is not applicable to the entity's activities.

Leadership Indicators

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

Given the business operation of the Repro India Limited, there are no products or services offered by the entity that qualify for Life Cycle Perspective/ Assesments (LCA).

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

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-2024 Current Financial Year	FY 2022-2023 Previous Financial Year
Per centage of paper used with FSC certified and recycle grade	48%	35%



4. 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
	Not Applicable

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	254	254	100	254	100	-	-	254	100	254	100
Female	14	14	100	14	100	14	100	-	-	14	100
Total	268	268	100	268	100	14	100	254	100	268	100
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	100	100	100	100	100	-	-	100	100	100	100
Female	-	-	-	-	-	-	-	-	-	-	-
Total	100	100	100	100	100	-	-	100	100	100	100
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.10%	0.07%

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

Benefits	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	8%	30%	Y	8%	36%	Y
Others please specify	-	-	-	-	-	-

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.

The Company do not have any differently abled employees, but in future if any disabled employee joins the Company, the Company will provide the remote or separate facility and will comply 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, the Company provides equal employment opportunities without any discrimination or harassment based on race, colour, national origin, religion, gender, age, disability, citizenship, marital status, sexual orientation, military status, or any other characteristic. This is embedded in Code of Conduct & Ethics. The policy is available on our website at <https://investor.reproindia ltd.com/pdf/2018-2019/Ethical%20Code%20of%20Conduct%20Policy.pdf>



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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	During the financial year, none of the employees took parental leave.			
Female				
Total				

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers and Employees	Yes, the Company encourages employees and workers to share their concerns with their reporting heads and HR. The Group has implemented a Whistleblower Policy and Vigil Mechanism for reporting grievances across various matters. Under the Prevention of Sexual Harassment Policy, Internal Committee panels are established to promptly address any incidents related to sexual harassment.
Other than Permanent Worker and Employees	Not Applicable

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

The employees of the Company are not a part of any employee associations or unions.

8. Details of training given to employees and workers:

Category	FY2023-2024 (Current Financial Year)					FY2022-2023 (Previous Financial Year)				
	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	254	254	100	232	91	250	250	100	230	92
Female	14	14	100	12	86	15	15	100	15	100
Total	268	268	100	244	91	265	265	100	245	92.45
Workers										
Male	100	100	100	100	100	105	105	100	105	100
Female	-	-	-	-	-	-	-	-	-	-
Total	100	100	100	100	100	105	105	100	105	100

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	254	248	98	275	255	93
Female	14	11	79	14	12	86
Total	268	259	97	289	267	92
Workers						
Male	100	98	98	105	104	99
Female	-	-	-	-	-	-
Total	100	98	-	105	104	99

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, the Company has a well-defined safety process in place for all its employees to prevent any accidental hazards in its offices. The processes are communicated to all the employees on a periodic basis.

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

Given the nature of the business, this indicator is not directly applicable. However, there are procedures to assess the risk on routine and non-routine basis and work-related hazards.



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

Not Applicable

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

Yes, all employees of the Company have been covered under Accident Insurance. The Company provides complete support to its employees in cases of non-occupational medical emergencies.

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

Safety Incident/Number	Category	FY (2023-24)	FY (2022-23)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company places great emphasis on the safety and well-being of all its employees and strives to provide a safe work environment to all. All the employees are mandated to participate in Mock Drill trainings for Fire Safety and Flood/Earthquake.

Evacuation on a periodic basis as a part of routine safety measures. In order to prevent unauthorised access to the office premises for the safety of employees, biometric scans and electromagnetic locks are placed on the main entrances to the premises. All office floors are well-equipped with CCTV cameras and other security systems. Furthermore, the Company ensures that all the security personnel are regularly trained on fire and flood/earthquake evacuation.

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

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

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of locations covered through internal / external audits
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.

The Company has proactively undertaken assessments for all its branches. Basis the assessments, necessary renovations are being carried out at offices. Worn out chairs and old ACs are replaced. Power back-ups are installed. The assessments for the plant locations are still on-going and corrective actions are in process at different stages. It is expected to be completed in the next year.

Leadership Indicators

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

No, the Company provides its employees and workers with only life and personal accident cover in addition to medical insurance.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures that applicable taxes and statutory dues are appropriately deducted and deposited by the value chain partners in



accordance with the laws and regulations. Challans and proof of deductions are submitted on a regular basis. This is reviewed as a part of the internal and statutory audit.

- 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:**

Not Applicable

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

No

- 5. Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NA
Working Conditions	NA

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

Not Applicable

PRINCIPLE 4: 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:**

Any individual or group of individuals that adds value or has potential to impact the Company is identified as a key stakeholder.

The following stakeholder groups have been identified:

Internal Stakeholders

- Employees
- Board of Directors

External Stakeholders

- Shareholders
- Investors
- Customers
- Regulatory Bodies
- Suppliers
- Government

This is an ongoing process that aids to understanding and addressing stakeholder expectations.

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
Employees	No	Emails, HRMS Portal, Website, Employee feedback survey, Regular conduct of induction, Training etc.	Need to basis	Safe and inclusive workplace for employees and offer opportunities for their professional growth. Discuss feedback and redress any grievances.
Shareholders/ Investors	No	Email, Newspaper advertisement, Website, Intimation to stock exchanges, Annual General Meeting, Investor Grievances Channels	Annually / Half-Yearly / Quarterly / Need basis	The purpose to offer pertinent information and comprehend stakeholder’s perspectives on the Company’s and its subsidiaries. Also to resolve any grievances



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
Costumers	No	Email, SMS, others etc.	Regularly	<ul style="list-style-type: none"> To drive more business for us in return engaging more business for our customers too through our specialised services and distribution model. Better prices and ease of payment
Suppliers	No	Emails, Meetings, Phone call, Regular feedbacks	Regularly/ Need basis	<ul style="list-style-type: none"> Supplier assessments Promoting shared growth

PRINCIPLE 5 : Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	268	268	100	289	289	100
Other than permanent	-	-	-	-	-	-
Total Employees	268	268	100	289	289	100
Workers						
Permanent	100	100	100	105	105	100
Other than permanent	-	-	-	-	-	-
Total Workers	100	100	100	105	105	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)
Employees										
Perma- nent										
Male	254	0	0	254	100	275	0	0	275	100
Female	14	0	0	14	100	14	0	0	14	100
Other than Perma- nent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Perma- nent										
Male	100	100	100%	0	0	105	105	100%	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Perma- nent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0



3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Number	Male	Female	Median remuneration/ salary/ wages of respective category
		Median remuneration/ salary/ wages of respective category	Number	
Board of Directors (BoD)	4	60,40,000	-	-
Key Managerial Personnel	1	50,40,000	1	20,00,000
Employees other than BoD and KMP	253	3,89,500	13	28,000
Workers	100	3,51,950	-	-

b. Median remuneration / wages:

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Gross wages paid to females as % of total wages	8.52%	7.52%

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 Human Resources team addresses the human rights complaints of employees, if any.

The policy on human right is published on the Company's website: <https://investor.reproindia ltd.com/pdf/2018-2019/Human%20Rights%20policy.pdf>

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

The Company has implemented the Code of Conduct, which outlines ethical business practices. The Code of Conduct for Directors and Senior Management provides guidance to maintain accountability, integrity, and the highest standard of corporate governance, while the Vigil Mechanism, which includes a Whistle Blower Policy, provides a framework for responsible and secure reporting on concerns of unethical behaviour, actual or suspected fraud, or violation of human rights to directors, employees, customers and all stakeholders. All the employees are required to report any suspected or

actual breaches of the Code, company policies, or the law. The complaint is then taken up with the respective decision maker and the resolution is tracked to closure under supervision of the Corporate HR.

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

	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
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:

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

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

The Company demonstrates zero tolerance to all forms of harassment at workplace, including sexual harassment at the workplace, and considers all such actions as unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. As part of the policy, the complainant will not suffer any harassment, retaliation or adverse employment condition upon this reporting. The policy is made aware to all employees through regular training and awareness on the subject and confidentiality clauses are clearly stated. Committees are constituted



to conduct enquiries into the complaints of sexual harassment and to recommend appropriate action, wherever required.

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

No

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not Applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

Leadership Indicators

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

There have been no significant human rights grievances / complaints warranting modification / introduction of business processes.

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

Not Applicable.

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

The Company do not have any differently abled employees, but in future if any disabled employee joins the Company, the Company will provide the remote or separate facility and will comply as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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	Not Applicable
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

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

Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)	7472868 Joules	7470846 Joules
Total fuel consumption (B)	243825 Joules	316638 Joules
Energy consumption through other sources (C)	NA	NA
Total energy consumption (A+B+C)	7716693 Joules	7787484 Joules
From non-renewable sources		
Total electricity consumption (D)	-	-
Total fuel consumption (E)	-	-
Energy consumption sources (F) through other	-	-
Total energy consumed from non-renewable sources (D+E+F)	-	-



Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total energy consumed (A+B+C+D+E+F) same numeric input	7716693 Joules	7787484 Joules
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	24291000 Joules	26247000 Joules
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Not Applicable	
Energy intensity in terms of physical output		
Energy intensity (<i>optional</i>) – the relevant metric may be selected by the entity		

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

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

Not Applicable

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

The Company water consumption is limited to drinking water and sanitisation. However, the Company undertakes multiple initiatives to save this resource wherever possible. Since the Company operates out of leased premises and owing to the nature of business, there is no ground or surface water withdrawal.

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	26123	27199
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26123	27199
Total volume of water consumption (in kilolitres)	26123	24199
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	82000	81000
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity (<i>optional</i>) – the relevant metric may be selected by the entity	-	-

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

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

Not Applicable

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

Given the nature of the business, this indicator is not applicable

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



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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	115	105.09
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	2500	2309.45
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tones of CO ₂ equivalent / turnover	8200	8100
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)		-	-
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.

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

The Company does not have any specific project. The company is dedicated to reducing its overall emissions resulting from operations. To achieve this goal, the Company continuously evaluates how its operations affect the environment, identifies key factors that contribute to its impact. One of the key ways the Company achieves this is by ensuring low electricity consumption through a variety of energy-saving measures and the Company adopted one of the measures i.e. Installation of Sky Light Roof Sheet to reduce electricity consumption during day time and using LED lighting.

By periodically assessing the overall effect on the natural environment, identifying primary factors that contribute to its impact, and developing successful carbon reduction initiatives, the Company continuously aims to achieve deeper decarbonisation.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	1. Used Machine Oil – 1.1 MT	1. Used Machine Oil – 0.9 MT
	2. Trade Effluent – 6.815 MT	2. Trade Effluent – 14.995MT
	3. Contaminated Cotton Waste – 0.185 MT	3. Contaminated Cotton Waste- 0.990MT
	4. Discarded Container – 11.2 MT	4. Discarded Container- 21.2 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Paper Waste - 4287 MT	Paper Waste - 3765 MT



Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total (A+B + C + D + E + F + G + H)	4307 MT	3803 MT
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	13,500	12,800
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Not Applicable	
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	4287MT	3765MT
(ii) Re-used		
(iii) Other recovery operations		
Total	4287MT	3765MT
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	7 MT	15.985 MT
(ii) Landfilling	NA	NA
(iii) Other disposal operations		
Total	7 MT	15.985 MT

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

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

We implement the 3 approach - reduce, reuse, and recycle - for effective waste management at all our plant location. Furthermore, we are trying to eliminate the use of hazardous and toxic chemicals like Ink that is used for printing the books, magazines or articles etc.

Some of the hazardous waste has been collected, stored, transported and sent for disposal to authorised vendor and all of the non-hazardous waste like plastic, paper, wood, etc. is sent for recycling.

At the Mumbai office, processes are identified to eliminate the use of paper by adopting digital alternatives, such as use of e-guides in place of paper.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Repro India Limited, (Unit No. 2), Plot No. 89 to 93 & 165, SEZ, Sachin, Surat-394230, Gujarat.	Manufacturing of Printed Books	Yes, the Company has got approval from the Authorities for manufacturing and even it has complied with all the laws applicable to the SEZ area.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Printing Facility has been set up in the SEZ zone, for printing of Educational Books.	EIA has been taken by SEZ Developer, M/S. DGDC LTD.	09-05-2008	No	No	-



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

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

Yes, given the nature of business, the company is in compliance with all the applicable environmental norms.

Leadership Indicators

- 1. 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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Waste Recycling	All of the non-hazardous waste like plastic, paper, wood, etc. is sent for recycling.	Zero waste to the landfills and can reuse the waste in other forms.
2.	Waste Minimalization	All of the hazardous waste has been collected, stored, transported and sent for disposal to the Authorised vendor.	Reduced hazardous waste going to landfill and efforts were made to make land less polluted.

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

The entity currently does not have any sort of business continuity and disaster management plan.

- 3. 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.**

Given the nature of the business, there has been no adverse impact to the environment.

4. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

There was no such assessment of value chain partner done during the reporting period.

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.

The Company is affiliated with 4 (four) trade and industry chambers/ associations.

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	Chemicals and Allied Products Export Promotion Council (CAPEXIL)	National
2	Federation of Indian Export Organisations (FIEO)	National
3	Export Promotion Council for EOUs & SEZs (EPCES)	National
4	INTERTEK	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 issues or adverse orders, related to anti-competitive conduct by the entity, were raised by regulatory authorities.



Leadership Indicators

1. Details of public policy positions advocated by the entity

Sr. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web link, if available
	FSC Standard: FSC-STD-40-003; FSC-STD-40-004	Outside Audit	Yes	Annually	www.fsc.org

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:

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

The Company has various mechanisms to receive and redress grievances of various stakeholders. In case any grievances are received from the community members, concerned person can reach out to the company's CSR Team. The grievances are responded by the CSR team or directed to

the relevant department for resolution and appropriate actions are taken to address the grievances.

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

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	5.37%	3.35%
Source directly from within district and neighbouring districts	0	0

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 2023-2024	FY 2022-2023
Rural	0	0
Semi-Urban	0	0
Urban	0	0
Metropolitan	100%	100%

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

Leadership Indicators

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

Not Applicable

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

The Company has not undertaken any CSR projects, as there is an average net loss during the immediately preceding three financial year. Though for social cause the Company distributes book to the underprivileged children in rural area and also provides.



3. a. **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)**
- b. **From which marginalized /vulnerable groups do you procure?**
- 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 :**

Not Applicable

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

Essential Indicators

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

Customer complaints are received by e-mail. Such issues are then escalated to competent internal authority for redressal and appropriate responses along with action plan are mailed to customer from business team within 2 business days.

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

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

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

	FY 2023-2024 (Current Financial Year)		Remarks	FY 2022-2023 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	6	0	-	2	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

Not Applicable

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:

Yes, the Company has a Cyber Security Policy in place that covers all aspects of cyber risk for IT and business areas. The Company is committed to establishing and improving cyber security posture and minimizing its exposure to such risks.

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:

There are no corrective actions taken or underway presently with respect to Cyber Security and Data Privacy.



Leadership Indicators

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

The information relating to various services provided by the Company is available on the Company's website at www.reproindia.com In addition the Company uses various social media and digital platforms to disseminate information of its services / products.

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

Print on demand business solutions are designed to minimise raw material wastage as well as promote zero wastages of finished goods due to obsolescence. Customers are encouraged to adopt repro offerings that uphold the spirit of sustainability as well as curb the possibilities of product piracy. Repro tamper proof packaging ensures that products are delivered safely and transit pilferages if any are reported for corrective actions.

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

Customers are informed over mail in advance regarding any deviation from committed services or expiry of commercial contract due to which services can be disrupted. Services are extended or discontinued based on mutual agreement.

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

Customer satisfaction survey is done annually through our Quality assurance team via mails seeking product and service level feedbacks from competent authorities assigned from the customer side.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact.

Nil

b. Percentage of data breaches involving personally identifiable information of customers.

Nil