

# THE UGAR SUGAR WORKS LIMITED.

**Works** \* Ugar Khurd – 591 316, Dist.Belgaum, Karnataka  
**E-mail** \* helpdesk@ugarsugar.com  
**Regd. Office** \* Mahaveernagar, Sangli – 416 416, Maharashtra.  
**E-mail** \* usw.sangli@ugarsugar.com.

**Phone** \* -91 8339 274000 (5 Lines) Fax \* -918339 272232  
**Website** \* www.ugarsugar.com  
**Phone** \* -91 233 2623717, 2623716 Fax \* -91 233 2623617  
**TIN No.** \* 29520007001, PAN-AAACT7580R  
**GSTIN NO** \* 29AAACT7580R1ZD. ECC No.AAACT7580 RXM001.  
(CIN – L15421PN1939PLC006738)

Sec/

Date: 22<sup>nd</sup> July 2024

To,

**The Executive Director,**  
Bombay Stock Exchange Ltd.,  
P J Towers, Dalal Street,  
Mumbai. Tel No: (022) 22721234  
Fax No: (022) 22721278/22722039  
**Stock Code: 530363**

To,

**Corporate Communications**  
National Stock Exchange of India Ltd.  
Exchange Plaza, Plot no. C/1, G Block  
Bandra-Kurla Complex, Bandra (E)  
Mumbai - 400 051 Tel No: (022)  
26598148 Fax No: (022) 26598120  
**Stock Code: UGARSUGAR**

Dear Sir,

**Sub: Submission of Business Responsibility and Sustainability Reporting (BRSR) in PDF for the Financial Year ended March 31, 2024.**

We are submitting Business Responsibility and Sustainability Report (BRSR) in PDF for the Financial Year ended March 31, 2024.

This is for your kind information.

Thanking you,  
Yours faithfully,  
**For The Ugar Sugar Works Ltd.**

**Tushar V Deshpande**  
**Company Secretary**  
**M. No: A45586**

**Annexure VI****BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT****SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

Sr. No.	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the Listed Entity:	L15421PN1939PLC006738
2.	Name of the Listed Entity:	THE UGAR SUGAR WORKS LIMITED
3.	Year of incorporation:	1939
4.	Registered office address:	MAHAVEER NAGAR, SANGLI, Maharashtra, 416416
5.	Corporate address:	Ugarkhurd, Dist- Belagavi, State Karnataka 591316
6.	E-mail	usw.sangli@ugarsugar.com
7.	Telephone	+91 233 2623717 / 08339-274000
8.	Website	www.ugarsugar.com
9.	Financial year for which reporting is being done	April 1, 2023, to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) and National Stock Exchange (NSE)
11.	Paid-up Capital	11,25,00,000 (Rupees Eleven Crore Twenty-Five Lakh only) equity shares of Re.1 each.
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	B G Kulkarni - Compliance Officer Mahaveer Nagar, Sangli, Maharashtra, 416416 Ph: 08339274000 Email: bg.kulkarni@ugarsugar.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Disclosures made in this report are on a standalone basis and pertain only to The Ugar Sugar Works Limited

**II. Details of the listed entity****14. Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business Activity	NIC Code	% of Turnover of the entity
1.	Manufacturing	Sugar	1702	41.88
		Industrial Alcohol	1101	36.19
		Power based on bagasse	3510	2.84
		Potable Alcohol	2207	11.60



**III. Operations****15. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of	Number of	Total
National	2*	4^	6
International		Nil	

\*Both plants are located in Karnataka ^Offices are located in Mumbai, Sangli, Belgavi, and Bangalore

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

Locations	Number
National (No. of States)	As on 31st March 2024, the company has its presence across India in all States.
International (No. of Countries)	The Company's sugar is exported to various countries, through Merchant exporters.

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

The Company does not export its products directly. However, during the year the company has not exported any sugar.

**c. A brief on types of customers**

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

❖ **Sugar:**

Institutional buyers like food, beverage manufacturers, dairy processing, bakery, biscuits, sweets, supermarkets, etc. Sales and distribution of sugar is done through wholesale traders distributing sugar for both household consumption and institutional sales.

❖ **Industrial Alcohol (Ethanol):**

To the oil companies for blending it with petrol.

❖ **Potable Alcohol (IML):**

Use Alcohol for making liquor and distributing through Karnataka State Beverages Corporation Ltd (KSBCL).

❖ **Co-Generation (power):**

Power is sold to open exchange through Power Trading Corporation (PTC.) However, During this year, before the start of Season the Karnataka Government issued order u/s 11. Under this the company has to supply the power to Government only.



## IV. Employees

## 17. Details as at the end of Financial Year:

## a. Employees and workers (including differently abled ):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>					
Permanent (D)	174	170	98.28%	4	1.72%
Other than Permanent (E)	69	68	98.55%	1	1.45%
<b>Total employees (D + E)</b>	<b>243</b>	<b>238</b>	<b>196.83%</b>	<b>5</b>	<b>3.17%</b>
<b>WORKERS</b>					
Permanent (F)	731	729	99.73%	2	0.27%
Other than Permanent (G) *	1712	1560	91.12%	152	8.88%
<b>Total workers (F + G)</b>	<b>2443</b>	<b>2289</b>	<b>93.70%</b>	<b>154</b>	<b>6.30%</b>

\* including Contractual Employees.

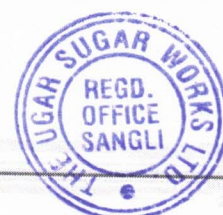
## b. Differently abled Employees and Workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>					
Permanent (D)	0	0	0.00%	0	0.00%
Other than Permanent (E)	0	0	0.00%	0	0.00%
Total employees (D + E)	0	0	0.00%	0	0.00%
<b>DIFFERENTLY ABLED WORKERS</b>					
Permanent (F)	0	0	0.00%	0	0.00%
Other than Permanent (G)	0	0	0.00%	0	0.00%
<b>Total workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

## 18. Participation/Inclusion/Representation of Women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	14	2	14.29%
Key Management Personnel <sup>^</sup>	2	0	0%

\* Key Managerial Personnel includes Company Secretary and Chief Financial Officer



19. Turnover rate for permanent employees and workers \*(Includes Retired Employees)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6	0	6	0	0	0	0	0	0
Permanent Workers	18	1	19	17	0	17	24	0	24

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

20. Names of holding/subsidiary/ associate companies/ joint ventures: NA

VI. CSR Details

21. a. Whether CSR is applicable as per section 135 of the Companies Act, 2013: (Yes/No)

YES

b. Turnover Rs. 1,27,723.66 Lakh

c. Net worth : Rs. 23,745.29 Lakh

VII. Transparency and Disclosures Compliance

22. 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 weblink for grievance redress policy)	2023-24			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
Shareholders	Yes	1	0	N.A.	1	0	N.A.
Employees and workers	Yes*	Nil	Nil	N.A.	Nil	Nil	N.A.
Customers	Yes*	Nil	Nil	N.A.	Nil	Nil	N.A.
Value Chain Partners	Yes*	Nil	Nil	N.A.	Nil	Nil	N.A.
Communities	Yes*	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	Yes*	Nil	Nil	N.A.	Nil	Nil	N.A.
Other (please specify)	Yes*	Nil	Nil	N.A.	Nil	Nil	N.A.

\* While the company does not have any formal redressal mechanism, a few issues arising by the Stakeholder group are addressed by the Company from time to time.



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

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 are given below

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)
Raw Material	Risk	Being an integral and essential part of the manufacturing process its timely availability depends upon climate and other conditions like pricing.	Since Company management maintains cordial relations with farmers for an un interpreted supply of sugarcane to the factory.	<b>Negative</b>
Environmental Issues	Risk	The impact of climate change on agriculture, including sugar production, can be significant. Changes in rainfall patterns, temperatures, and extreme weather events can affect crop yields and quality.	Though the risk is not under control. The Company ensures to maintain production and manufacture of other bi products.	<b>Negative</b>
Water availability in the region	Risk/ Opportunity	The company is situated on the Banks of Krishna River and hippergi barrage is near the company. Sufficient Water is available to Run the Factory. But in the case of a drought situation, there is a shortage of Water.	Effective water management practices help the company to maintain sufficient water availability.	<b>Negative</b>
Labour Practices	Risk / Opportunity	Poor labour practices can pose risk of credibility and high labour turnover.	Company adopts fair labour practices to enhance the company's reputation and increase employee loyalty. This leads to lesser employee turnover.	<b>Negative</b>
Farmers Engagement	Risk	Sugar production requires a timely & continuous supply of good quality cane which may get affected due to improper farmer engagement.	The company through its Research & Development cell along with field staff ensures visits to farmers to support cultivation & guidance to enhance yield.	<b>Negative</b>
Government policy changes	Risk/ Opportunity	Change in the Government policies on FRP affects company and poses certain challenges.	The company follows Government guidelines to mitigate this risk. Company focuses on co-generation & manufacture of Bi-Products.	<b>Negative</b>

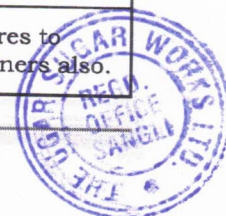


**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

- P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable.
- P2 Businesses should provide goods and services in a manner that is sustainable and safe.
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4 Businesses should respect the interests of and be responsive to all its stakeholders.
- P5 Businesses should respect and promote human rights.
- P6 Businesses should respect and make efforts to protect and restore the environment.
- P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8 Businesses should promote inclusive growth and equitable development.
- P9 Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
a. Whether your company's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link available of the Policies, if available	1. Code of Conduct for Directors and Senior Management 2. Nomination and Remuneration Policy 3. Policy on Related Party Transactions 4. Code of Fair Disclosure of UPSI 5. Code of Conduct for Regulation of Trading by Insiders 6. Determination of materiality of events and dissemination policy 7. Board Performance Evaluation 8. Succession Plan for Board and Senior Management 9. Policy on Vigil Mechanism 10. Familiarization Programmes for Independent Directors 11. Risk Management Policy 12. Policy on Material Subsidiaries 13. Business Responsibility Policy 14. Code of Conduct for Independent Directors 15. Dividend Distribution Policy 16. CSR Policy The above policies can be accessed at the below web link: <a href="https://www.ugarsugar.com">https://www.ugarsugar.com</a>								
2. Whether the company has translated the policy into procedures. (Yes/ No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No. But management is taking steps and measures to extend certain policies with our value chain partners also.								



4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fair trade, Rainforest Alliance, and Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your company and mapped to each principle.	ISO 9001:2015 ISO 14001:2015
5. Specific commitments, goals, and targets set by the company with defined timelines, if any.	The company is setting up guidelines and timeline for various compliances under Environmental, Social and Governance principles.
6. Performance of the company against the specific commitments, goals, and targets along with reasons in case the same are not met.	Since this is our first Business Responsibility and Sustainability Report, Management is in the process of setting specific goals.
7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (the listed company has flexibility regarding the placement of this disclosure)	Company is committed towards ESG principles. We are a responsible sugar and energy generation Company in India. Last two years company also produced ethanol and industrial alcohol which are used as biofuels. Our focus is always strive on energy utilization and environmental protection. Through our report on CSR activity, one can observe our commitment toward society, upliftment of village people, and educating youth thus impacting the lives of local communities.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Niraj Shirgaokar & Mr. Chandan S. Shirgaokar Managing Directors
9. Does the company have a specified Committee of the Board/Director responsible for decision-making on Sustainability related issues? (Yes/ No). If yes, provide details.	No.

**Details of review of NGRBCs by the Company:**

Subject for review	Indicate whether review was undertaken by the Director/ Committee of the Board/Any other Committee	Frequency (Annually/ Half-yearly/ Quarterly/ Any other – please specify)																																								
Performance against the above policies and follow-up action Compliance with statutory requirements of relevance to the principles and rectification of any non-compliance	<table border="1"> <tr> <td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td></td> </tr> </table>	P	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9		<table border="1"> <tr> <td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td></td> </tr> </table>	P	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9	
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P	P	P	P	P	P	P	P	P	P																																	
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The Company is in the process of finalizing structure for periodic review of these principles.																																										

11. Has the Company 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.

Not at present.





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

Questions	Indicate whether review was undertaken by the Director/ Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business(Yes/No)	<b>NOT APPLICABLE</b>								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE**

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

Essential Indicators

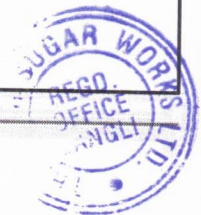
1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	The company organizes certain programme/ training on safety, Hazardous waste management for workers & employees. The company is in process of preparing scheduled structure program for the target segment.		
Key Managerial Personnel			
Employees other than BoD and KMPs			
Workers			

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):

Monetary\*

	NGRBC Principle	Name of the regulatory/Enforcement agencies/judicial institutions	Amount	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			NIL		
Settlement					
Compounding fee					



**Non-Monetary\***

	NGRBC Principle	Name of the regulatory/ Enforcement agencies/judicial institutions	Amount	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			No		
Punishment					

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

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

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. While the company do not have separate Policy on anti-corruption & anti-bribery these are covered by code of conduct for Directors & Senior Management.

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

	FY 2023-24	FY 2022-23
Directors	None	None
KMPs		
Employees		
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	Not Applicable	None	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Leadership Indicators



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

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

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

Yes. The Company has internal control systems and policies in place to manage conflicts of interest involving members of the board. There is a code of conduct for senior management and directors in place to manage conflicts of interest among them.

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts of product and processes
R&D	Nil	Nil	-
Capex	Nil	Nil	-

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

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

The primary raw material of the company is sugarcane, comprising approximately 90% of the total input. Hence, preference is always given to sourcing from local farmers.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste, and (d) other waste.

Sugar is the primary product of the Company. The cane-crushing process produces molasses, which is used to make ethanol. Bagasses and discarded wash two by products. These are utilised as fuels to produce clean energy.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/ No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes. The company is covered by Extended Producer Responsibility and adheres to the regulations coming under this responsibility.

Leadership Indicators

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

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.

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 2022-24	FY 2022-23
	NA	



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

Particulars	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics(including packaging)	NIL	NIL	251	NIL	NIL	NIL
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous waste	NIL	NIL	6.06 KL	NIL	NIL	5.67KL
Other waste	NIL	NIL	0.08	NIL	NIL	1.97MT

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
None	Not Applicable

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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)
<b>Permanent employees</b>											
Male	170	NIL	NIL	170	100%	NIL	NIL	NIL	NIL	NIL	NIL
Female	4	NIL	NIL	4	100%	NIL	NIL	NIL	NIL	NIL	NIL
Total	174	NIL	NIL	174	100%	NIL	NIL	NIL	NIL	NIL	NIL
<b>Other than Permanent employees</b>											
Male	68	NIL	NIL	68	100%	NIL	NIL	NIL	NIL	NIL	NIL
Female	1	NIL	NIL	1	100%	NIL	NIL	NIL	NIL	NIL	NIL
Total	69	NIL	NIL	69	100%	NIL	NIL	NIL	NIL	NIL	NIL

\* all employees and workers have access the Company has a hospital free of cost.



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

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)
<b>Permanent employees</b>											
Male	729	NIL	NIL	729	100%	NIL	NIL	NIL	NIL	NIL	NIL
Female	2	NIL	NIL	2	100%	NIL	NIL	NIL	NIL	NIL	NIL
Total	731	NIL	NIL	731	100%	NIL	NIL	NIL	NIL	NIL	NIL
<b>Other than Permanent employees</b>											
Male	1560	NIL	NIL	1560	100%	NIL	NIL	NIL	NIL	NIL	NIL
Female	152	NIL	NIL	152	100%	NIL	NIL	NIL	NIL	NIL	NIL
Total	1712	NIL	NIL	1712	100%	NIL	NIL	NIL	NIL	NIL	NIL

\* all employees and workers have access the Company has a hospital free of cost.

**2. Details of retirement benefits, for the Current FY 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%	100%	y	100%	100%	y
Gratuity	100%	100%	y	100%	100%	y
ESI	NA	NA	NA	NA	NA	NA
Others -please specify	NA	NA	NA	NA	NA	NA

**3. Accessibility of workplace**

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

At present, there are no differently abled employees in the Organization. Hence no access facility at present.

**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.

The Company recognizes the importance of providing equal opportunities to all and does not tolerate discrimination on the basis of disabilities of any kind, background or identity.

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

Company does not have parental leave.



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
Permanent Workers	Yes. The Company encourages its employees and workers to first talk to their Section Head. If the grievance is not redressed, they can escalate the matter to the Labour Welfare Officer. Finally, if the Labour Welfare Officer is not in a position to satisfy the aggrieved party, the staff can escalate the matter to the HR Head of the Company.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	174	19	10.92%	75	13	17.33
Male	170	17	10%	73	12	16.43
Female	4	2	50%	2	1	50.00
Total Permanent Worker	731	562	76.88%	838	466	55.61
Male	729	562	77.09%	835	466	55.80
Female	2	0	0	3	1	33.33

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	238	111	46.64%	0	0	958	NIL	NIL	79	
Female	5	2	40%	0	0	7	NIL	NIL	2	
<b>Total</b>	<b>243</b>	<b>113</b>	<b>46.50%</b>	<b>0</b>	<b>0</b>	<b>965</b>	<b>NIL</b>	<b>NIL</b>	<b>81</b>	
<b>Workers</b>										
Male	2289	627	27.39%	0	0	1502	340	22.64	140	
Female	154	0	0.00	0	0	174	NIL	NIL	0	
<b>Total</b>	<b>2443</b>	<b>627</b>	<b>25.67%</b>	<b>0</b>	<b>0</b>	<b>1676</b>	<b>340</b>	<b>20.29</b>	<b>140</b>	



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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
<b>Employees</b>						
Male	170					
Female	4	There is annual performance review by the management every year				
Total	174					
<b>Workers</b>						
Male	729					
Female	2	There is annual performance review by the management every year				
Total	731					

**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 a system?  
Yes, an occupational health and safety management system has been implemented which includes all employees including contractual workers.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
Work related hazards are identified and the company conducts periodic medical check up for all such workers.
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)  
The company encourages and has implemented a system that enables all workers to report work related hazards in writing through suggestion boxes and also verbally to their supervisors or safety officers.
- d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)  
Yes, all employees and workers have access to non-occupational medical and healthcare services. The Company has a hospital with sufficient medical staff.

**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	Nil	Nil
	Workers	5.3256	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	2	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil



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

The company regularly conducts mock drills, on-site safety training, and free annual medical check-up for all employees. Displayed safety boards at many places.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	None	None	NA	None	None	NA
Health & Safety	None	None	NA	None	None	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	NIL
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.**

NIL

**Leadership Indicators**

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

The company proposes accidental insurance policy for all employees and workers. However, in case of any undue incident happens the company compensates the employee.

**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 makes payment to value chain partners only upon producing proof of payment of statutory dues.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2021-22	FY 2023-24	FY 2022-23
Employees	NIL			
Workers				





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

5. Details on assessment of value chain partners:

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

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.

The Company has identified key stakeholders such as employees, cane growers, suppliers shareholders, and regulators.

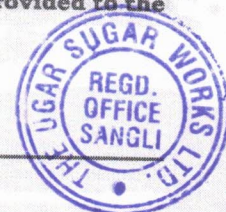
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

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	Email, Notice Boards,	Regularly	Information
Cane Growers	No	Personal visit, News bulletin Notice Board	Regularly	Educational / Informative
Suppliers	No	Email	Regularly	Query redressal
Shareholders	No	Emails, Websites, newspapers	Quarterly	Business performance updates, announcements, etc.
Regulators	No	Email, Letters	Regularly/ periodic	Statutory fillings/ information

**Leadership Indicators**

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

There is informal communication between stakeholders & management.



- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into the policies and activities of the entity.  
No stakeholder consultation on environmental & social topics.
- Provide details of instances of engagement with, and actions taken to address the concerns of vulnerable/marginalized stakeholder groups.  
NIL

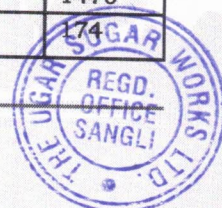
**PRINCIPLE 5 Businesses should respect and promote human rights Essential Indicators**

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees /workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	174	NIL	NIL	127	NIL	NIL
Other than permanent	69	NIL	NIL	32	NIL	NIL
Total Employees	243	NIL	NIL	159	NIL	NIL
<b>Workers</b>						
Permanent	731	NIL	NIL	838	NIL	NIL
Other than permanent	1712	NIL	NIL	1644	NIL	NIL
Total Workers	2443	NIL	NIL	2482	NIL	NIL

- Details of minimum wages paid to employees and workers, 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)
<b>Employees</b>										
<b>Permanent</b>										
Male	170	170	100%	0	0	123	123	100%	0	0
Female	4	4	100%	0	0	4	4	100%	0	0
<b>Other than Permanent</b>										
Male	68	68	100%	0	0	32	32	100%	0	0
Female	1	1	100%	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	729	729	100%			NA	835	0	0	835
Female	2	2	100%			NA	3	0	0	3
<b>Other than Permanent</b>										
Male	1560	1560	100%		100%	NA	1470	0	0	1470
Female	152	152	100%		100%	NA	174	0	0	



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

(Rs. in Lacks)

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BOD)*	12	5.00	2	5.00
Key Managerial Personnel"	4	66.00	0	0
Employees other than BOD and KMP\$	969	3.77	7	4.50
Workers (only contract labours)	1712	0.89	152	0.69

\* Commission given to Non-Executive Directors is considered. " Key Managerial Personnel includes Managing Directors. \$ Employees also includes permanent workers.

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)  
No

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

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

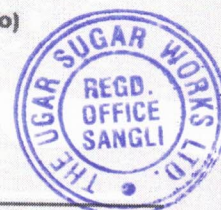
Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	N.A.	NIL	NIL	N.A.
Discrimination at workplace	NIL	NIL	N.A.	NIL	NIL	N.A.
Child Labour	NIL	NIL	N.A.	NIL	NIL	N.A.
Forced Labour/ Involuntary Labour	NIL	NIL	N.A.	NIL	NIL	N.A.
Wages	NIL	NIL	N.A.	NIL	NIL	N.A.
Other human rights-related issues	NIL	NIL	N.A.	NIL	NIL	N.A.

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

Not Applicable

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

No.



**9. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	NIL
Forced/involuntary labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL
Others - please specify	NIL

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

NIL

**Leadership Indicators**

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

NIL

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

No due diligence conducted

**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?:**

No.

**4. Details on assessment of value chain partners:**

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

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

N/A

**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		FY 2022-23	
	Total electricity consumption (A) (KHW)	81904550	14920015	83322800
Total fuel consumption (B)	NIL	NIL	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL	NIL	NIL
Total energy consumption (A+B+C)	81904550	14920015	83322800	18059724
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0074		0.0052	
Energy intensity (optional) - the relevant metric may be selected by the entity	—	—	—	—

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.

No.

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	2198747	118109567*
(ii) Ground Water	0	0
(iii) Third Party Water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii+ iv+ v)	2198747	118109567
Total volume of water consumption (in kilolitres)	2198747	118109567
Water intensity per rupee of turnover (Water consumed/ turnover)	0.00017	0.0061
Water intensity (optional)-the relevant metric maybe selected by the entity	—	—

\* usage of water in considered when plant is running on full capacity during the season.

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

Yes. The spent wash is passed through MEE and drier to get spent wash powder which is sold/used as manure. The condensate from MEE (2035 KLD) & the spent lees (917 KLD) will be treated in bio digester followed by stripper & UV system and recycled completely.

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

Parameter	Specify Unit	FY 2023-24		FY 2022-23	
		Ugar	Jewargi	Ugar	Jewargi
NOx	Mg/Nm3	13.05	19.80	24.07	13.4
Sox	mg/Nm3	6.24	11.00	13.50	22.4
Particulate matter (PM)	mg/Nm3	88.04	31.20	90.15	64.8



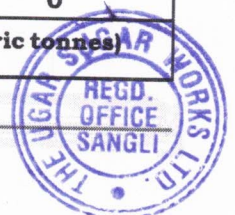
Parameter	Specify Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Bagass is being used as fuel in high pressure boilers & electrical energy generated being used for captive use & export to grid. This project is registered under UNFCCC The company has provided ESP as air pollution control measures to bring down the emission below the norms. Co <sub>2</sub> generated during fermentation process is being collected & filled into cylinder as carbonic gas.	
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> - the relevant metric may be selected by the entity	NA		
Water intensity (optional) - the relevant metric maybe selected by the entity			

6. Does the entity have any project related to reducing Green House Gas emission? If yes then provide details.

The company has already executed a project to reduce Green Gas emission under Clean Development Management.

7. 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)	251	148
E-waste(B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	1.03	0.972
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	0	0
Total(A+B + C + D +E + F + G +H)	252.03	148.972
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		



Category of waste		
(i) Incineration		0
(ii) Land filling		5
(iii) Other Disposal Operations	ETP Sludge Manure	2
	Press mud as Mannure	800
	Bagasse used as fuel	6600
	<b>Total</b>	<b>7407</b>

8. 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.

The company is not generating any toxic waste. The practice adopted for usage of waste water is mentioned above.

9. 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:

Not Applicable

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

Yes. The company has prepared Environmental Impact Assessment Report.

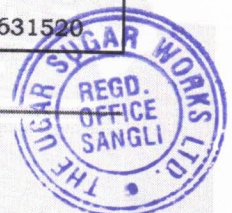
11. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules there under (Y/N). If not, provide details of all such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

We are following all environmental laws, regulations & guidelines.

**Leadership Indicators**

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2023-24		FY 2022-23	
	Ugar	Jewargi	Ugar	Jewargi
<b>Unit</b>				
<b>From renewable sources (GJ)</b>				
Total electricity consumption(A) (KWH)	76672500	14246000	78969500	17420000
Total fuel consumption (B)	NIL	NIL	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	76672500	14246000	78969500	17420000
<b>From non-renewable sources (GJ)</b>				
Total electricity consumption (D) (KWH)	5232050	674015	4353300	631520
Total fuel consumption (E)	NIL	NIL	NIL	NIL
Energy consumption through other sources (F)	NIL	NIL	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	5232050	674015	4353300	631520



Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment		NA
- With treatment - please specify level of treatment	8417	791240*
<b>(ii) To Groundwater</b>		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
<b>(iii) To Seawater</b>		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
<b>(iv) sent to third-parties</b>		
- No treatment	NA	NA
- With treatment - please specify level of treatment	Digesters	NA
<b>(v) Others*</b>		
- No treatment	NA	NA
- With treatment- please specify level of treatment	Sugar ETP	NA
<b>Total water discharged (in kilolitres)</b>	8417	NA

\* based on full capacity crushing during season.

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

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

The plant is not located in the area of water stress. Hence not applicable.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		NA
(i) Surface water	2198747	
(ii) Groundwater	NA	
(iii) Third party water	NA	
(iv) Seawater / desalinated water	NA	
(v) Others	NA	
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>NA</b>	
<b>Total volume of water consumption (in kilolitres)</b>	<b>2198747</b>	
Water intensity per rupee of turnover (Water consumed / turnover)		
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity	NA	
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) Into Surface water</b>		
- No treatment	8417	NA
- With treatment - please specify level of treatment	NA	





<b>(ii) Into Groundwater</b>			
-	No treatment	8417	NA
-	With treatment - please specify level of treatment	NA	
<b>(iii) Into Seawater</b>			
-	No treatment	NA	
-	With treatment - please specify level of treatment	NA	
<b>(iv) Sent to third-parties</b>			
-	No treatment	NA	
-	With treatment - please specify level of treatment	NA	
<b>(v) Others</b>			
-	No treatment	NA	
-	With treatment - please specify level of treatment/\	NA	
<b>Total water discharged (in kilolitres)</b>		8417	NA

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

The company is yet to formulate Scope 3 emission policy implementation.

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

The Company is not operating in ecologically sensitive area.

6. 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 link, if any, may be provided along-with summary)	Outcome of the initiative
1	Providing ETP for Boilers	Used in Boilers	Ensuring emission level below specified norms
2	New Technology for ETP	Defase irrigation system instead of surface irrigation system.	Discharge of treated effluents below norms.
3	Renewable Energy	Bagasse used as energy source & ethanol	Cost effective alternative for fuel.

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

Yes. The company has a disaster management plan in its place. The plan aims to contain the incident, reduce casualties, and conduct a swift and efficient relief and rescue operation without needless delay, and ensure that every member of the emergency operation, including the response team and employees, is aware of their respective responsibilities in an emergency. Further, we have taken back ups for all data of SAP operations.

8. 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?

No adverse impact on environment.



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

NIL.

**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.: 06
- 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	Indian Sugar Mills Association (ISMA)	National
2	All India Distillers' Association (AIDA)	National
3	Karnataka Brewers & Distillers Association	State
4	South Indian Sugar Mills Association SISMA	State
5	Maharashtra Economic Development Council	State
6	The Deccan Sugar Technologists' Association (India)	State

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

Not Applicable

**Leadership Indicators**

1. Details of public policy positions advocated by the entity

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	Web Link, if available
NIL					

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the 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	Results communicated in public domain (Yes /	Relevant Web link
NIL					

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	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
We do not have any project that requires rehabilitation & resettlement.						



**3. Describe the mechanisms to receive and redress grievances of the community.**  
The redressal mechanism is through personal meetings/ communications.

**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	100%	100%
Sourced directly from within the district and neighboring districts	100%	100%

**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:**

Not Applicable

**3.**

a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)	Though the company does not have policy, we procure 100% from farmers in near by area.
b) From which marginalized /vulnerable groups do you procure?	
c) What percentage of total procurement (by value) does it constitute?	

**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**

NIL

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

NA

**6. Details of beneficiaries of CSR Projects:**

The beneficiaries include the community at large of Ugar Khurd & Jevargi village & nearby areas through various projects undertaken by the company. Such as street lights, financial assistance to hospital, construction of toilets for primary school.

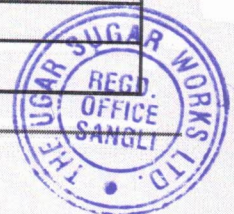
**PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**  
**Essential Indicators**

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

The consumers can reach the company through email, letters & personal visits.

**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	100%
Safe and responsible usage	
Recycling and/ or safe disposal	



3. Describe the mechanisms to receive and redress grievances of the community.  
The redressal mechanism is through personal meetings/ communications.

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	No Complaints were received					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others - Quality						

4. Details of instances of product recalls on account of safety issues:  
No instances of 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  
Currently there is no policy on cyber security & data privacy.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/ action taken by regulatory authorities on safety of products/ services.  
Not Applicable

**Leadership Indicators**

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
On company website: [www.ugarsugar.com](http://www.ugarsugar.com)
- Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.  
Required information appears on product package.
- Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.  
Not Applicable
- 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)  
The company displaces mandated information on the product packages as per law. No survey of consumer satisfaction was carried by company.
- Provide the following information relating to data breaches: NIL
  - Number of instances of data breaches along-with impact: NIL
  - Percentage of data breaches involving personally identifiable information of customers: NIL

For The Ugar Sugar Works Ltd.

Authorized Signatory

