



# VARUN BEVERAGES LIMITED



Corporate Off : Plot No.31, Institutional Area, Sec.-44, Gurgaon, Haryana-122002 (India)  
Ph.: +91-124-4643100-500 • Fax: +91-124-4643303/04 • E-mail : info@rjcorp.in • Visit us at : www.varunbeverages.com  
CIN No. : L74899DL1995PLC069839

March 7, 2024

To,

|   |  |
|---|--|
| National Stock Exchange of India Ltd.<br>Exchange Plaza, Block G, C/1, Bandra Kurla<br>Complex, Bandra (E), Mumbai – 400 051<br>Email: cmlist@nse.co.in<br><b>Symbol: VBL</b> | BSE Limited<br>Phiroze Jeejeebhoy Towers<br>Dalal Street, Mumbai – 400 001<br>Email: corp.relations@bseindia.com<br><b>Security Code: 540180</b> |
|---|--|

**Sub: Notice of 29<sup>th</sup> Annual General Meeting and Annual Report of the Company for the Financial Year ended December 31, 2023**

Dear Sir / Madam,

In continuation to our letter dated February 5, 2024, as required under Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the following:

1. Notice of the 29<sup>th</sup> Annual General Meeting of the Company scheduled to be held on Wednesday, April 3, 2024 at 11:00 A.M. (IST) through Video Conferencing / Other Audio Visual Means facility; and
2. Annual Report (including Business Responsibility and Sustainability Report) of the Company for the Financial Year ended December 31, 2023.

Further, please note that the Company is following 1<sup>st</sup> January to 31<sup>st</sup> December as its financial year in terms of Section 2(41) of the Companies Act, 2013 as approved by the Company Law Board.

You are requested to take the above on record.

Yours faithfully,  
**For Varun Beverages Limited**

**Ravi Batra**  
**Chief Risk Officer & Group Company Secretary**

Encl.: As above

# Business Responsibility and Sustainability Report

## Section A: General Disclosures

| S. No.    | Particulars  | Details  |
|-----------|--|--|
| <b>I.</b> | <b>Details of the listed entity</b>  |  |
| 1         | Corporate Identity Number (CIN) of the Listed Entity   | L74899DL1995PLC069839  |
| 2         | Name of the Listed Entity  | Varun Beverages Limited  |
| 3         | Year of incorporation  | 1995   |
| 4         | Registered office address  | F- 2/7, Okhla Industrial Area, Phase- I New Delhi - 110 020  |
| 5         | Corporate address  | Plot No. 31, Sector 44, Institutional Area, Gurugram - 122 002, Haryana                                      |
| 6         | E-mail   | complianceofficer@rjcorp.in  |
| 7         | Telephone  | +91-124-4643100  |
| 8         | Website  | www.varunbeverages.com   |
| 9         | Financial year for which reporting is being done   | FY 2023*   |
| 10        | Name of the Stock Exchange(s) where shares are listed  | National Stock Exchange of India Limited and BSE Limited   |
| 11        | Paid-up Capital  | ₹ 6,496.07 Million   |
| 12        | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report   | Mr. Ravi Batra,<br>Chief Risk Officer and Group Company Secretary<br>+91-124-4643100<br>ravi.batra@rjcorp.in |
| 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). | Standalone Basis   |

\*Company is following January 1 to December 31 as its Financial Year.

## II. Products/services

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

| S. No. | Description of Main Activity                 | Description of Business Activity  | % of Turnover of the entity |
|--------|--|---|-----------------------------|
| 1      | Manufacturing of Beverages (NIC Code - 1104) | Manufacturing of Carbonated, Non-carbonated beverages and packaged drinking water | 95.36                       |

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

| S. No. | Product/Service  | NIC Code | % of Total Turnover Contributed |
|--------|--|----------|---------------------------------|
| 1      | Carbonated, Non-carbonated beverages and packaged drinking water | 1104     | 95.36                           |

## III. Operations

### 16. Number of locations where plants and/or operations/offices of the entity are situated: As on 31 December 2023

| Location      | Number of plants   | Number of offices  | Total |
|---------------|--|--|-------|
| National      | 33 plants for manufacturing of beverages and 3 plants for backward integration | 1 Registered office, 1 Corporate office and 28 sales offices | 66    |
| International | serving through its subsidiaries   | -  | -     |

## 17. Markets served by the entity:

### a. Number of locations

| Locations   | Number                            |
|---|-----------------------------------|
| National (No. of States)  | 27 States and 7 Union Territories |
| International (No. of Countries) (serving through its subsidiaries) | 5                                 |

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

0.44% of total turnover (₹ 559.43 Million)

### c. A brief on types of customers

End consumers are individuals serviced through Distributors, Retailers, Modern Trade, Hotels, Restaurants, etc.

## IV. Employees

### 18. Details as at the end of Financial Year: As on 31 December 2023

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

| S. No.           | Particulars                  | Total         | Male          |               | Female     |              | Others    |              |
|------------------|------------------------------|---------------|---------------|---------------|------------|--------------|-----------|--------------|
|                  |                              | (A)           | No. (B)       | % (B/A)       | No. (C)    | % (C/A)      | No. (D)   | % (D/A)      |
| <b>EMPLOYEES</b> |                              |               |               |               |            |              |           |              |
| 1                | Permanent (E)                | 6,762         | 6,260         | 92.58%        | 488        | 7.22%        | 14        | 0.20%        |
| 2                | Other than Permanent (F)     | 7,013         | 6,867         | 97.92%        | 146        | 2.98%        | 0         | 0.00%        |
| <b>3</b>         | <b>Total Employees (E+F)</b> | <b>13,775</b> | <b>13,127</b> | <b>95.30%</b> | <b>634</b> | <b>4.60%</b> | <b>14</b> | <b>0.10%</b> |
| <b>WORKERS</b>   |                              |               |               |               |            |              |           |              |
| 4                | Permanent (G)                | 3,211         | 3,175         | 98.88%        | 36         | 1.12%        | 0         | 0.00%        |
| 5                | Other than Permanent (H)     | 9,832         | 9,006         | 91.60%        | 826        | 8.40%        | 0         | 0.00%        |
| <b>6</b>         | <b>Total workers (G+H)</b>   | <b>13,043</b> | <b>12,181</b> | <b>93.39%</b> | <b>862</b> | <b>6.61%</b> | <b>0</b>  | <b>-</b>     |

#### b. Differently abled Employees and workers:

| S. No.                             | Particulars                                    | Total      | Male       |               | Female    |              | Others   |          |
|------------------------------------|--|------------|------------|---------------|-----------|--------------|----------|----------|
|                                    |  | (A)        | No. (B)    | % (B/A)       | No. (C)   | % (C/A)      | No. (D)  | % (D/A)  |
| <b>DIFFERENTLY ABLED EMPLOYEES</b> |  |            |            |               |           |              |          |          |
| 1                                  | Permanent (E)                                  | 2          | 2          | 100.00%       | 0         | 0.00%        | 0        | 0.00%    |
| 2                                  | Other than Permanent (F)                       | 24         | 22         | 91.67%        | 2         | 8.33%        | 0        | 0.00%    |
| <b>3</b>                           | <b>Total Differently Abled Employees (E+F)</b> | <b>26</b>  | <b>24</b>  | <b>92.31%</b> | <b>2</b>  | <b>7.69%</b> | <b>0</b> | <b>-</b> |
| <b>DIFFERENTLY ABLED WORKERS</b>   |  |            |            |               |           |              |          |          |
| 4                                  | Permanent (G)                                  | 0          | 0          | 0.00%         | 0         | 0.00%        | 0        | 0.00%    |
| 5                                  | Other than Permanent (H)                       | 249        | 238        | 95.58%        | 11        | 4.42%        | 0        | 0.00%    |
| <b>6</b>                           | <b>Total Differently abled workers (G+H)</b>   | <b>249</b> | <b>238</b> | <b>95.58%</b> | <b>11</b> | <b>4.42%</b> | <b>0</b> | <b>-</b> |

\* Workers number are on average basis for the reporting period

### 19. Participation/Inclusion/Representation of women - As on 31 December 2023

| Particulars              | Total | No. and percentage of Females |         |
|--------------------------|-------|-------------------------------|---------|
|                          | (A)   | No. (B)                       | % (B/A) |
| Board of Directors       | 9     | 2                             | 22%     |
| Key Management Personnel | 3*    | 0                             | 0%      |

\*includes one Board Member

**20. Turnover rate for permanent employees and workers**

(Disclose trends for the past 3 years)

|                     | FY 2023                       |      |        |       | FY 2022                        |      |        | FY 2021  |      |        |
|---------------------|-------------------------------|------|--------|-------|--------------------------------|------|--------|--|------|--------|
|                     | (Turnover rate in current FY) |      |        |       | (Turnover rate in previous FY) |      |        | (Turnover rate in the year prior to the previous FY) |      |        |
|                     | Total                         | Male | Female | Other | Total                          | Male | Female | Total  | Male | Female |
| Permanent Employees | 14%                           | 19%  | 15%    | 0%    | 14%                            | 20%  | 18%    | 12%  | 16%  | 22%    |
| Permanent Workers   |                               | 4%   | 0%     | 0%    |                                | 5%   | 3%     |  | 5%   | 3%     |

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of holding / subsidiary / associate companies / joint ventures - As on 31 December 2023**

| S. No. | Name of the holding/subsidiary/ associate/Companies/Joint Ventures (A) | Indicate whether holding/ Subsidiary/ 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      | Varun Beverages (Nepal) Private Limited                                | Subsidiary  | 100.00%                           | No   |
| 2      | Varun Beverages Lanka (Private) Limited                                | Subsidiary  | 100.00%                           | No   |
| 3      | Ole Springs Bottlers (Private) Limited (step-down subsidiary)          | Subsidiary  | 100.00%                           | No   |
| 4      | Varun Beverages Morocco SA   | Subsidiary  | 100.00%                           | No   |
| 5      | Varun Beverages (Zambia) Limited                                       | Subsidiary  | 90.00%                            | No   |
| 6      | Varun Beverages (Zimbabwe) (Private) Limited                           | Subsidiary  | 85.00%                            | No   |
| 7      | Varun Beverages RDC SAS  | Subsidiary  | 99.90%                            | No   |
| 8      | Varun Beverages International DMCC                                     | Subsidiary  | 100.00%                           | No   |
| 9      | Varun Beverages South Africa (PTY) Limited                             | Subsidiary  | 100.00%                           | No   |
| 10     | VBL Mozambique, SA   | Subsidiary  | 99.00%                            | No   |
| 11     | Lunarmech Technologies Private Limited                                 | Subsidiary  | 60.07%                            | No   |
| 12     | IDVB Recycling Operations Private Limited                              | Joint Venture                                       | 50.00%                            | No   |
| 13     | Clean Max Tav Private Limited  | Associate   | 26.00%                            | No   |
| 14     | Huoban Energy 7 Private Limited  | Associate   | 26.34%                            | No   |

**VI. CSR Details**

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

(ii) Turnover (\*Revenue from Operations)

126,328.26 (₹ in million) As on 31.12.2023

(iii) Net worth (\*Net worth = Equity Share Capital + Other Equity)

70,758.04 (₹ in million) As on 31.12.2023

## VII. Transparency and Disclosures Compliances

### 23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)   | FY 2023 (Current Financial Year)           |  |         | FY 2022 (Previous Financial Year)          |  |         |
|---|--|--|--|---------|--|--|---------|
|   |  | Number of Complaints Filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of Complaints Filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities                                       | NO   | 0  | 0  | -       | 0  | 0  | -       |
| Investors (other than shareholders)               | NO   | 0  | 0  | -       | 0  | 0  | -       |
| Shareholders                                      | Yes, Company is following strong Grievance Redressal Mechanism and has separate committee of Directors i.e. Stakeholders' Relationship Committee   | 3  | 0  | -       | 47   | 0  | -       |
| Employees and workers                             | Yes-<br><a href="https://varunbeverages.com/wp-content/uploads/2023/03/4-POSH-Policy.pdf">https://varunbeverages.com/wp-content/uploads/2023/03/4-POSH-Policy.pdf</a><br><a href="https://varunbeverages.com/wp-content/uploads/2023/03/21-VIGIL-MECHANISM-POLICY.pdf">https://varunbeverages.com/wp-content/uploads/2023/03/21-VIGIL-MECHANISM-POLICY.pdf</a> | 0  | 0  | -       | 0  | 0  | -       |
| Customers   | No. However, no. of Complaints received through PepsiCo Customer Care is provided  | 1,223                                      | 17   | -       | 1,109                                      | 10   | -       |
| Value Chain Partners                              | Yes <a href="https://varunbeverages.com/wp-content/uploads/2023/04/23.1-Anti-Bribery-Policy1.pdf">https://varunbeverages.com/wp-content/uploads/2023/04/23.1-Anti-Bribery-Policy1.pdf</a>  | 0  | 0  | -       | 0  | 0  | -       |
| Others (please specify)                           | Yes <a href="https://varunbeverages.com/wp-content/uploads/2023/03/21-VIGIL-MECHANISM-POLICY.pdf">https://varunbeverages.com/wp-content/uploads/2023/03/21-VIGIL-MECHANISM-POLICY.pdf</a>  | 0  | 0  | -       | 0  | 0  | -       |

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

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

Please refer Sustainability Report - Chapter "Materiality Assessment" (page-32) and "Risk and Opportunities Management" (page-82).

## 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 |
|---|--|--|-----------------------------------|-------------|-----|-----|------------------------------|--|-----|-----|
| <b>Policy and management processes</b>      |  |  |                                   |             |     |     |                              |  |     |     |
| 1.  | a. Whether your entity'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 of the Policies, if available  | Yes, <a href="https://varunbeverages.com/policy/">https://varunbeverages.com/policy/</a> |                                   |             |     |     |                              |  |     |     |
| 2.  | Whether the entity has translated the policy into procedures. (Yes/No)   | Yes  | Yes                               | Yes         | Yes | Yes | Yes                          | Yes  | Yes | Yes |
| 3.  | Do the enlisted policies extend to your value chain partners? (Yes/No)   | Yes, Anti Bribery Policy covers value chain partners                                     |                                   |             |     |     |                              |  |     |     |
| 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. |  | ISO 14001<br><br>ISO 22000 (FSSC) | OHSAS 18001 |     |     | ISO 14001<br><br>OHSAS 18001 | Company is a member of Federation of Indian Chambers of Commerce and Industry, PHD Chamber of Commerce and Industry, Confederation of Indian Industry, The Associated Chambers of Commerce and Industry of India and Action Alliance for Recycling Beverage Cartons. | -   | -   |
| 5.  | Specific commitments, goals and targets set by the entity with defined timelines, if any   | Yes- Refer Sustainability Report (Page 29)   |                                   |             |     |     |                              |  |     |     |
| 6.  | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.   | Yes- Refer Sustainability Report (Page 29)   |                                   |             |     |     |                              |  |     |     |
| <b>Governance, leadership and oversight</b> |  |  |                                   |             |     |     |                              |  |     |     |
| 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)                                     | Refer Executive Vice Chairman's Message section (Page 24) in Sustainability Report       |                                   |             |     |     |                              |  |     |     |
| 8.  | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).   | ESG Committee comprising of Executive Vice-Chairman and Two Whole-time Directors         |                                   |             |     |     |                              |  |     |     |
| 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.  | Yes, Environment, Social and Governance Committee  |                                   |             |     |     |                              |  |     |     |

**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) |     |     |     |     |     |     |     |     |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|--|-----|-----|-----|-----|-----|-----|-----|-----|
|   | P 1   | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | P 1  | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action<br>Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | All the policies of the Company are approved by the Board and reviewed periodically or on a need basis.<br>The Company complies with the regulations, extant and principles as are 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.**

| P 1 | P 2 | P 3  | P 4 | P 5 | P 6  | P 7 | P 8 | P 9 |
|-----|-----|------|-----|-----|------|-----|-----|-----|
| No  | No  | Yes* | No  | No  | Yes# | No  | No  | No  |

\*DSS (DuPont Safety Solutions)has been engaged for providing safety solutions in respect of plants

#DQS (Deutsch Quality Systems India Private Limited) has conducted carbon emission and water stewardship audit.

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

| Questions   | P 1  | P 2  | P 3  | P 4  | P 5  | P 6  | P 7  | P 8  | P 9  |
|---|------|------|------|------|------|------|------|------|------|
| The entity does not consider the Principles material to its business (Yes/No)   | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No)                         | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. |
| It is planned to be done in the next financial year (Yes/No)  | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. |
| Any other reason (please specify)   | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. | N.A. |

**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 categorised 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 2023:**

| 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                | 4  | Key Developments, Sustainability Initiatives, Regulatory updates, Review of Policy & procedures  | 100%   |
| Key Managerial Personnel          | 4  | Key Developments, Sustainability Initiatives, Regulatory updates, Review of Policy & procedures  | 100%   |
| Employees other than BoD and KMPs | 4  | Key policies including POSH, Code of Conduct, Insider Trading Regulations, Whistle Blower & FCPA | 100%   |
| Workers                           | 30+  | Health & Safety, Skills upgradation and others   | 100%   |

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

| Monetary        | NGRBC Principle | Name of the regulatory/enforcement agencies/ judicial institutions | Amount (₹ INR) | Brief of the Case | Has an appeal been preferred ? (Yes/No) |
|-----------------|-----------------|--|----------------|-------------------|---|
| Settlement      | -               | N.A.   | N.A.           | N.A.              | N.A.                                    |
| Penalty/Fines   | -               | N.A.   | N.A.           | N.A.              | N.A.                                    |
| Compounding fee | -               | N.A.   | N.A.           | N.A.              | N.A.                                    |

| Non-Monetary | NGRBC Principle | Name of the regulatory/enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred ? (Yes/No) |
|--------------|-----------------|--|-------------------|---|
| Imprisonment | -               | N.A.   | N.A.              | N.A.                                    |
| Punishment   | -               | N.A.   | N.A.              | N.A.                                    |

**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 regulatory/enforcement agencies/judicial institutions |
|--------------|---|
| N.A.         | N.A.  |

**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

Varun Beverages Limited and its subsidiaries, affiliates, associates and group companies (collectively referred to as "VBL"), their directors, officers, employees (including part-time and contractors) and suppliers ("Officials"), while acting on behalf of VBL strictly comply with this Anti-Bribery Policy. Officials are prohibited from giving or receiving Bribes to any Government Officials or any other person or entity, including any person or entity in the private or commercial sector, if the payment is intended to induce the recipient to misuse his or her position and thereby give an unfair advantage to VBL. Detailed Policy is available at:

<https://varunbeverages.com/wp-content/uploads/2023/04/23.1-Anti-Bribery-Policy1.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:**

|           | <b>FY 2023<br/>(Current Financial Year)</b> | <b>FY 2022<br/>(Previous Financial Year)</b> |
|-----------|---|--|
| Directors | Nil   | Nil  |
| KMPs      | Nil   | Nil  |
| Employees | Nil   | Nil  |
| Workers   | Nil   | Nil  |

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

|  | <b>FY 2023<br/>(Current Financial Year)</b> |                | <b>FY 2022<br/>(Previous Financial Year)</b> |                |
|--|---|----------------|--|----------------|
|  | <b>Number</b>                               | <b>Remarks</b> | <b>Number</b>                                | <b>Remarks</b> |
| Number of complaints received in relation to issues of Conflict of interest of Directors | Nil   | N.A.           | Nil  | N.A.           |
| Number of complaints received in relation to issues of Conflict of interest of KMPs      | Nil   | N.A.           | Nil  | N.A.           |

**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

**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.**

|       | <b>FY 2023<br/>(Current Financial Year)</b>    | <b>FY 2022<br/>(Previous Financial Year)</b> | <b>Details of improvements in environmental and social impacts</b>  |
|-------|--|--|---|
| R&D   | -  | -  | -   |
| Capex | ₹ 512.18 Million<br>(2.79% of the total capex) | ₹ 51.50 Million<br>(0.4% of the total capex) | We strive to make use of renewable energy for our energy requirements and aim to expand our renewable energy portfolio further. |

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

Yes. the Company is procuring raw materials and packaging materials from the suppliers who are doing their respective businesses sustainably. Refer page 57 & 58 of Sustainability Report for some of the initiatives taken by our suppliers.

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

Given our business operations, it is difficult to estimate the percentage of inputs sourced sustainably.

However, all the suppliers follow our Supplier Code of Conduct wherein they abide by all provisions relating to the impact on quality and food safety, sustainability, waste, and work environment which includes labor practices and human rights aspects.

**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.**

VBL has engaged GEM Enviro Management Private Limited for phased implementation of 100% recycling of used PET bottles. Headquartered in Delhi, GEM Enviro is a Central Pollution Control Board (CPCB) recognised Producer Responsible Organisation (PRO) specialising in collection and recycling of packaging waste and promotion of recycled green products. It makes T-shirts and bags made from recycling of waste material, such as used PET bottles.

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, Refer response to point 3 above.

#### 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?**

| 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. |
|----------|-------------------------|---------------------------------|---|---|--|
|----------|-------------------------|---------------------------------|---|---|--|

#### Life Cycle Assessment Process

VBL is working continuously on screening our end-to-end production processes to deliver positive impact on environment. In alignment to this, we adopted Life Cycle Assessment (LCA) and undertook an internal study to assess the environmental impacts and embed the principles of sustainability into various stages of product i.e, procurement of raw material, manufacturing of products, transportation of raw materials and supply of finished goods. In order to continuously reduce the environmental footprint, the Company is improving efficiencies, especially on critical resources such as water, fuel and energy, optimizing the resource consumption and minimizing wastages including plastic waste management, increasing green cover in manufacturing plants and also developing outside establishments.

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 |
|-------------------------------|---------------------------------|--------------|
| No risks have been identified |                                 |              |

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<br>(Current Financial Year)                  | FY 2022 (Previous Financial Year) |
| No such input material used | Nil  | Nil                               |

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:**

|                                | FY 2023<br>(Current Financial Year)                                  |          |                 | FY 2022<br>(Previous Financial Year) |          |                 |
|--------------------------------|--|----------|-----------------|--------------------------------------|----------|-----------------|
|                                | Re-Used  | Recycled | Safely Disposed | Re-Used                              | Recycled | Safely Disposed |
| Plastics (including Packaging) | -  | 150,982  | -               | -                                    | 118,392  | -               |
| E-waste                        | Quantity not recorded but safely disposed through authorised vendors |          |                 |                                      |          |                 |
| Hazardous waste                | -  | -        | 1,426           | -                                    | -        | 1,152           |
| Other waste                    | Quantity not recorded but safely disposed through authorised vendors |          |                 |                                      |          |                 |

**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: FY 2023**

| 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                                  | 6,260                     | 6,260            | 100%        | 6,259              | 100%        | 0                  | 0%        | 0                  | 0%        | 0                   | 0%        |
| Female                                | 488                       | 488              | 100%        | 488                | 100%        | 488                | 100%      | 0                  | 0%        | 114                 | 23%       |
| Others                                | 14                        | 14               | 100%        | 14                 | 100%        | 0                  | 0%        | 0                  | 0%        | 0                   | 0%        |
| <b>Total</b>                          | <b>6,762</b>              | <b>6,762</b>     | <b>100%</b> | <b>6,761</b>       | <b>100%</b> | <b>488</b>         | <b>7%</b> | <b>0</b>           | <b>0%</b> | <b>114</b>          | <b>2%</b> |
| <b>Other than Permanent employees</b> |                           |                  |             |                    |             |                    |           |                    |           |                     |           |
| Male                                  | 6,867                     | 6,867            | 100%        | 6,867              | 100%        | 0                  | 0%        | 0                  | 0%        | 0                   | 0%        |
| Female                                | 146                       | 146              | 100%        | 146                | 100%        | 146                | 100%      | 0                  | 0%        | 0                   | 0%        |
| Others                                | 0                         | 0                | 0%          | 0                  | 0%          | 0                  | 0%        | 0                  | 0%        | 0                   | 0%        |
| <b>Total</b>                          | <b>7,013</b>              | <b>7,013</b>     | <b>100%</b> | <b>7,013</b>       | <b>100%</b> | <b>146</b>         | <b>2%</b> | <b>0</b>           | <b>0%</b> | <b>0</b>            | <b>0%</b> |

**b. Details of measures for the well-being of workers: FY 2023**

| 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)   |
| <b>Permanent workers</b>            |                         |                  |             |                    |             |                    |           |                    |           |                     |           |
| Male                                | 3,175                   | 3,175            | 100%        | 3,175              | 100%        | 0                  | 0%        | 0                  | 0%        | 0                   | 0%        |
| Female                              | 36                      | 36               | 100%        | 36                 | 100%        | 36                 | 100%      | 0                  | 0%        | 0                   | 0%        |
| Others                              | 0                       | 0                | 0%          | 0                  | 0%          | 0                  | 0%        | 0                  | 0%        | 0                   | 0%        |
| <b>Total</b>                        | <b>3,211</b>            | <b>3,211</b>     | <b>100%</b> | <b>3,211</b>       | <b>100%</b> | <b>36</b>          | <b>1%</b> | <b>0</b>           | <b>0%</b> | <b>0</b>            | <b>0%</b> |
| <b>Other than Permanent workers</b> |                         |                  |             |                    |             |                    |           |                    |           |                     |           |
| Male                                | 9,006                   | 9,006            | 100%        | 9,006              | 100%        | 0                  | 0%        | 0                  | 0%        | 0                   | 0%        |
| Female                              | 826                     | 826              | 100%        | 826                | 100%        | 826                | 100%      | 0                  | 0%        | 0                   | 0%        |
| <b>Total</b>                        | <b>9,832</b>            | <b>9,832</b>     | <b>100%</b> | <b>9,832</b>       | <b>100%</b> | <b>826</b>         | <b>8%</b> | <b>0</b>           | <b>0%</b> | <b>0</b>            | <b>0%</b> |

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

| Benefits                | FY 2023<br>(Current Financial Year)                |  |  | FY 2022<br>(Previous Financial Year)               |  |  | Remarks                                 |
|-------------------------|--|--|--|--|--|--|---|
|                         | 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  | PF AS PER EPF & MISC PROVISION ACT      |
| Gratuity                | 100%   | 100%   | Y  | 100%   | 100%   | Y  | GRATUITY AS PER PAYMENT OF GRATUITY ACT |
| ESI                     | 100%   | 100%   | Y  | 100%   | 100%   | Y  | ESI AS PER EMPLOYEE STATE INSURANCE ACT |
| Others - please specify | -  | -  | N.A  | -  | -  | N.A  | -                                       |

**3. Accessibility of workplaces**

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

Yes

**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.**

No

**5. Return to work and Retention rates of permanent employees and workers that took parental leave - FY 2023**

| Gender | Permanent employees |                | Permanent workers   |                |
|--------|---------------------|----------------|---------------------|----------------|
|        | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male   | N/A                 | N/A            | N/A                 | N/A            |
| Female | 100%                | 100%           | 100%                | 100%           |

**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<br>(If Yes, then give details of the mechanism in brief)   |
|--------------------------------|---|
| Permanent Workers              | Yes, the Company has multiple mechanisms to redress grievances as per below links as available on the website of the Company. |
| Other than Permanent Workers   |   |
| Permanent Employees            |   |
| Other than Permanent Employees |   |

<https://varunbeverages.com/wp-content/uploads/2023/08/25-Grievance-Redressal-Policy.pdf>

<https://varunbeverages.com/wp-content/uploads/2023/03/21-VIGIL-MECHANISM-POLICY.pdf>

<https://varunbeverages.com/wp-content/uploads/2023/03/4-POSH-Policy.pdf>

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

| Category                         | FY 2023<br>(Current Financial Year)                          |  |         | FY 2022<br>(Previous Financial Year)                            |  |         |
|----------------------------------|--|--|---------|---|--|---------|
|                                  | Total employees/<br>workers in<br>respective<br>category (A) | No. of<br>employees/<br>workers in<br>respective<br>category, who<br>are part of<br>association(s)<br>or Union (B) | % (B/A) | Total<br>employees/<br>workers in<br>respective<br>category (C) | No. of<br>employees/<br>workers in<br>respective<br>category, who<br>are part of<br>association(s)<br>or Union (D) | % (D/C) |
| <b>Total Permanent Employees</b> |  |  |         |   |  |         |
| Male                             | 6,260  | 0  | 0%      | 5,533   | 0  | 0%      |
| Female                           | 488  | 0  | 0%      | 211   | 0  | 0%      |
| Others                           | 14   | 0  | 0%      | 0   | 0  | 0%      |
| <b>Total Permanent Workers</b>   |  |  |         |   |  |         |
| Male                             | 3,175  | 1,586  | 50%     | 2,859   | 1,717  | 60%     |
| Female                           | 36   | 14   | 39%     | 33  | 16   | 48%     |

## 8. Details of training given to employees and workers:

| Category         | CY 2023<br>(Current Financial Year) |                             |            |                      |            | FY 2022<br>(Previous Financial Year) |                             |            |                      |            | Remarks  |
|------------------|-------------------------------------|-----------------------------|------------|----------------------|------------|--------------------------------------|-----------------------------|------------|----------------------|------------|----------|
|                  | Total<br>(A)                        | On Health & Safety Measures |            | On Skill Upgradation |            | Total<br>(D)                         | On Health & Safety Measures |            | On Skill Upgradation |            |          |
|                  |                                     | Number<br>(B)               | % (B/A)    | Number<br>(C)        | % (C/A)    |                                      | Number<br>(E)               | % (E/D)    | Number<br>(F)        | % (F/E)    |          |
| <b>Employees</b> |                                     |                             |            |                      |            |                                      |                             |            |                      |            |          |
| Male             | 6,260                               | 2,886                       | 46%        | 5,607                | 90%        | 5,533                                | 1,744                       | 32%        | 3,091                | 56%        | -        |
| Female           | 488                                 | 221                         | 45%        | 330                  | 68%        | 211                                  | 78                          | 37%        | 130                  | 62%        | -        |
| Others           | 14                                  | 4                           | 29%        | 1                    | 7%         | 0                                    | 0                           | 0          | 0                    | 0%         | -        |
| <b>Total</b>     | <b>6,762</b>                        | <b>3,111</b>                | <b>46%</b> | <b>5,938</b>         | <b>88%</b> | <b>5,744</b>                         | <b>1,822</b>                | <b>32%</b> | <b>3,221</b>         | <b>56%</b> | <b>-</b> |
| <b>Workers</b>   |                                     |                             |            |                      |            |                                      |                             |            |                      |            |          |
| Male             | 3,175                               | 3,146                       | 99%        | 2,856                | 90%        | 2,859                                | 2,204                       | 77%        | 1,996                | 70%        | -        |
| Female           | 36                                  | 34                          | 94%        | 36                   | 100%       | 33                                   | 21                          | 64%        | 14                   | 42%        | -        |
| <b>Total</b>     | <b>3,211</b>                        | <b>3,180</b>                | <b>99%</b> | <b>2,892</b>         | <b>90%</b> | <b>2,892</b>                         | <b>2,225</b>                | <b>77%</b> | <b>2,010</b>         | <b>70%</b> | <b>-</b> |

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

| Category         | FY 2023<br>(Current Financial Year) |              |             | FY 2022<br>(Previous Financial Year) |              |             |
|------------------|-------------------------------------|--------------|-------------|--------------------------------------|--------------|-------------|
|                  | Total (A)                           | No. (B)      | % (B/A)     | Total (A)                            | No. (B)      | % (B/A)     |
| <b>Employees</b> |                                     |              |             |                                      |              |             |
| Male             | 6,260                               | 6,260        | 100%        | 5,533                                | 5,533        | 100%        |
| Female           | 488                                 | 488          | 100%        | 211                                  | 211          | 100%        |
| Others           | 14                                  | 14           | 100%        | 0                                    | 0            | 0%          |
| <b>Total</b>     | <b>6,762</b>                        | <b>6,762</b> | <b>100%</b> | <b>5,744</b>                         | <b>5,744</b> | <b>100%</b> |
| <b>Workers</b>   |                                     |              |             |                                      |              |             |
| Male             | 3,175                               | 3,175        | 100%        | 2,859                                | 2,859        | 100%        |
| Female           | 36                                  | 36           | 100%        | 33                                   | 33           | 100%        |
| <b>Total</b>     | <b>3,211</b>                        | <b>3,211</b> | <b>100%</b> | <b>2,892</b>                         | <b>2,892</b> | <b>100%</b> |

\* Remarks - We have an annual appraisal process, where performance is assessed through ratings system. At the Sales unit level - performance is monitored month on month through target achievement At Plant level performance is monitored through KPI's.

## 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, Each plant has primary health centres and restrooms have been established. Periodic inspections are conducted by certified surgeons and auditing organization to confirm that our occupational health and safety systems meet international standards. Since we fall under Food & Beverage category, we are subjected to all industry related audits and surveys to ensure that we are 100% compliant.

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

Yes (Identified by concern government offices)

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

Yes, all workers can reach out to management to address their concerns regarding working conditions, human rights, etc.

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

Yes, medical advise is available for workers and employees at the plant level.

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

| Safety Incident/Number   | Category  | FY 2023                  | FY 2022                   |
|--|-----------|--------------------------|---------------------------|
|  |           | (Current Financial Year) | (Previous Financial Year) |
| Lost Time Injury Frequency Rate (LTIFR)<br>(per one million-person hours worked) | Employees | 0                        | 0                         |
|  | Workers   | 0.003                    | 0                         |
| Total Recordable work - related injuries   | Employees | 1                        | 1                         |
|  | Workers   | 1                        | 2                         |
| No. of fatalities  | Employees | 0                        | 0                         |
|  | Workers   | 2                        | 2                         |
| High consequence work-related injury or ill<br>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.**

1. Conducting Safety awareness program frequently
2. Specialized training program for operations/Technicians.
3. Safety audit by Internal/Government officials.
4. Formation of safety committee
5. Periodic Check of equipments

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

| Category           | FY 2023<br>(Current Financial Year) |   |         | FY 2022<br>(Previous Financial Year) |   |         |
|--------------------|-------------------------------------|---|---------|--------------------------------------|---|---------|
|                    | Filed during<br>the year            | Pending<br>resolution at the<br>end of the year | Remarks | Filed during<br>the year             | Pending<br>resolution at the<br>end of the year | Remarks |
| Working Conditions | 0                                   | 0   | -       | 0                                    | 0   | -       |
| Health & Safety    | 0                                   | 0   | -       | 0                                    | 0   | -       |

**14. Assessments for the year:**

|                             | % of your plants and offices that were assessed<br>(by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Health and safety practices | 100%*  |
| Working Conditions          | 100%*  |

\* Remarks - As as when visited by respective Govt. officers

We have engaged DuPont Safety Solutions, an independent agency, for implementing best practices of health and safety across all of our plants in a phased manner.

**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.**

There were no significant risk or concern arising from assessments of health & safety practices and working conditions, however we have undertaken following preventive measures:

- i. Formation of Safety Committee to formulate best health & safety practices and working conditions.
- ii. Safety audit by Internal/Government officials
- iii. Specialized training program for Operations/Technicians
- iv. Conducting frequent Safety Awareness programs
- v. Periodic check of equipments

### 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).

(A) Yes (B) Yes

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

Yes- for PF & ESI

All the contractors working with us are registered with PF & ESI authorities and they have been allotted separate code number by respective authorities. They are depositing the contributions as and when due and they share back the challans of the deposits made to the authorities.

3. 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 | 90%   |
| Working Conditions          | 90%   |

The above table is related with material supplier. All the manpower deployed to the factory/Office by various manpower supply companies are governed by the respective labour laws of that company/Plant.

4. 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.

All the manpower deployed to the factory/Office by various manpower supply companies are governed by the respective labour laws of the state concerned.

### 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.

Refer "Stakeholder Communication: Involving those who Matter Most" section (Page 30) in Sustainability Report

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

Refer "Stakeholder Communication: Involving those who Matter Most" section (Page 30) in Sustainability Report

### 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<br>(Current Financial Year) |  |            | FY 2022<br>(Previous Financial Year) |  |            |
|------------------------|-------------------------------------|--|------------|--------------------------------------|--|------------|
|                        | Total<br>(A)                        | No. of<br>Employees<br>/Workers<br>Covered (B) | % (B/A)    | Total<br>(C)                         | No. of<br>Employees<br>/Workers<br>Covered (D) | % (D/C)    |
| <b>Employees</b>       |                                     |  |            |                                      |  |            |
| Permanent              | 6,762                               | 3,111  | 46%        | 5,744                                | 2,183  | 38%        |
| Other than Permanent   | 7,013                               | 3,013  | 43%        | 5,508                                | 2,644  | 48%        |
| <b>Total Employees</b> | <b>13,775</b>                       | <b>6,124</b>                                   | <b>44%</b> | <b>11,252</b>                        | <b>4,827</b>                                   | <b>43%</b> |
| <b>Workers</b>         |                                     |  |            |                                      |  |            |
| Permanent              | 3,211                               | 3,180  | 99%        | 2,892                                | 1,475  | 51%        |
| Other than Permanent   | 9,832                               | 5,113  | 52%        | 8,820                                | 3,969  | 45%        |
| <b>Total Workers</b>   | <b>13,043</b>                       | <b>8,293</b>                                   | <b>64%</b> | <b>11,712</b>                        | <b>5,444</b>                                   | <b>46%</b> |

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

| Category                    | FY 2023<br>(Current Financial Year) |                           |         |                            |         | FY 2022<br>(Previous Financial Year) |                           |         |                            |         |
|-----------------------------|-------------------------------------|---------------------------|---------|----------------------------|---------|--------------------------------------|---------------------------|---------|----------------------------|---------|
|                             | Total<br>(A)                        | Equal to<br>minimum wages |         | More than<br>minimum wages |         | Total<br>(D)                         | Equal to<br>minimum wages |         | More than<br>minimum wages |         |
|                             |                                     | No. (B)                   | % (B/A) | No. (C)                    | % (C/A) |                                      | No. (E)                   | % (E/D) | No. (F)                    | % (F/D) |
| <b>Employees</b>            |                                     |                           |         |                            |         |                                      |                           |         |                            |         |
| <b>Permanent</b>            |                                     |                           |         |                            |         |                                      |                           |         |                            |         |
| Male                        | 6,260                               | 0                         | 0%      | 6,260                      | 100%    | 5,533                                | 0                         | 0%      | 5,533                      | 100%    |
| Female                      | 488                                 | 0                         | 0%      | 488                        | 100%    | 211                                  | 0                         | 0%      | 211                        | 100%    |
| Other                       | 14                                  | 0                         | 0%      | 14                         | 100%    | 0                                    | 0                         | 0%      | 0                          | 0%      |
| <b>Other than Permanent</b> |                                     |                           |         |                            |         |                                      |                           |         |                            |         |
| Male                        | 6,867                               | 0                         | 0%      | 6,867                      | 100%    | 5,405                                | 0                         | 0%      | 5,405                      | 100%    |
| Female                      | 146                                 | 0                         | 0%      | 146                        | 100%    | 103                                  | 0                         | 0%      | 103                        | 100%    |
| <b>Workers</b>              |                                     |                           |         |                            |         |                                      |                           |         |                            |         |
| <b>Permanent</b>            |                                     |                           |         |                            |         |                                      |                           |         |                            |         |
| Male                        | 3,175                               | 0                         | 0%      | 3,175                      | 100%    | 2,859                                | 0                         | 0%      | 2,859                      | 100%    |
| Female                      | 36                                  | 0                         | 0%      | 36                         | 100%    | 33                                   | 0                         | 0%      | 33                         | 100%    |
| <b>Other than Permanent</b> |                                     |                           |         |                            |         |                                      |                           |         |                            |         |
| Male                        | 9,006                               | 4,956                     | 55%     | 4,050                      | 45%     | 8,092                                | 0                         | 0%      | 8,092                      | 100%    |
| Female                      | 826                                 | 455                       | 55%     | 371                        | 45%     | 728                                  | 0                         | 0%      | 728                        | 100%    |

3. Details of remuneration/salary/wages, in the following format: FY 2023

(₹ in Million)

|                                  | Male   |   | Female |   | Other  |   |
|----------------------------------|--------|---|--------|---|--------|---|
|                                  | Number | Median remuneration/salary/wages of respective category | Number | Median remuneration/salary/wages of respective category | Number | Median remuneration/salary/wages of respective category |
| Board of Directors (BOD)         | 3      | 57.66   | -      | -   | -      | -   |
| Key Managerial Personnel         | 2      | 17.74   | -      | -   | -      | -   |
| Employees other than BOD and KMP | 6,255  | 0.44  | 488    | 0.40  | 14     | 0.36  |
| Workers                          | 3,175  | 0.31  | 36     | 0.26  | -      | -   |

**Note:** Since Independent Directors received no remuneration, except sitting fee for attending Board/ Committee meetings, the required details are not applicable. Further, for the purpose of calculation of median remuneration of KMP, remuneration paid to Mr. Rajesh Chawla has not been considered due to cessation as KMP with effect from August 3, 2023.

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)

All employees can reach out to management to address their concerns & we also have grievance redressal mechanism.

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

We have an internal grievance redressal mechanism through which grievance get redressed. However, if the grievance is not settled by the internal committee then concern person is free to approach the government forum.



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

|                                   | FY 2023<br>(Current Financial Year) |   |         | FY 2022<br>(Previous Financial Year) |   |         |
|-----------------------------------|-------------------------------------|---|---------|--------------------------------------|---|---------|
|                                   | Filed during the year               | Pending resolution at the end of the year | Remarks | Filed during the year                | Pending resolution at the end of the year | Remarks |
| Sexual Harassment                 | -                                   | -   | -       | -                                    | -   | -       |
| Discrimination at workplace       | -                                   | -   | -       | -                                    | -   | -       |
| Child Labour                      | -                                   | -   | -       | -                                    | -   | -       |
| Forced Labour/Involuntary Labour  | -                                   | -   | -       | -                                    | -   | -       |
| Wages                             | -                                   | -   | -       | -                                    | -   | -       |
| Other human rights related issues | -                                   | -   | -       | -                                    | -   | -       |

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

All employees can reach out to management to address their concerns & we are also governed by POSH & Grievance redressal mechanism.

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

As per Labour laws and/or other applicable laws

**9. Assessments for the year:**

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

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

We are strictly following the labour laws in which all above points are covered, so far we have not been prosecuted for any deviations. All employees can reach out to the management to address any significant risks/concerns regarding their work environment.

**Leadership Indicators**

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

We have had no such concerns in the past. However, all employees can reach out to the management to address any significant risks/concerns regarding their work environment.

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

|                             | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Sexual harassment           | Nil   |
| Discrimination at workplace | Nil   |
| Child labour                | Nil   |
| Forced/involuntary labour   | Nil   |
| Wages                       | Nil   |
| Others - please specify     | N.A.  |

**3. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 2 above.**

There has been no such cases

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

**Essential Indicators**

**1. Details of total energy consumption (in Kwh) and energy intensity, in the following format:**

| Parameter  | FY 2023<br>(Current Financial Year) | FY 2022<br>(Previous Financial Year) |
|--|-------------------------------------|--------------------------------------|
| Total electricity consumption (A)<br>Grid + Wind/Solar                               | 343,616,110                         | 303,770,200                          |
| Total fuel consumption (B) DG  | 11,482,235                          | 13,652,865                           |
| Energy consumption through other sources ( C)  | -                                   | -                                    |
| <b>Total energy consumption (A+B+C)</b>  | <b>355,098,345</b>                  | <b>317,423,065</b>                   |
| Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) | 0.0028                              | 0.0030                               |
| Energy intensity (optional) - the relevant metric may be selected by the entity      | -                                   | -                                    |

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

**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:**

(in million liters)

| Parameter  | FY 2023<br>(Current Financial Year) | FY 2022<br>(Previous Financial Year) |
|--|-------------------------------------|--------------------------------------|
| Water withdrawal by source   |                                     |                                      |
| (i) Surface water  | 1,826                               | 1,928                                |
| (ii) Groundwater   | 4,571                               | 4,393                                |
| (iii) Third party water  | -                                   | -                                    |
| (iv) Seawater/desalinated water  | -                                   | -                                    |
| (v) Others   | -                                   | -                                    |
| <b>Total volume of water withdrawal<br/>(i + ii + iii + iv + v)</b>            | <b>6,397</b>                        | <b>6,321</b>                         |
| <b>Total volume of water consumption</b>                                       | <b>4,143</b>                        | <b>3,728</b>                         |
| Water intensity per rupee of turnover<br>(Water consumed/turnover)             | 0.033                               | 0.035                                |
| Water intensity (optional) - the relevant metric may be selected by the entity | 1.54                                | 1.70                                 |

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

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

No, the entity has not implemented a mechanism for Zero Liquid Discharge, however the company has adopted various improvement process for better water management:

- Low glass mix and more efficient new lines
- Air Scoring to complete in all the plants
- Connect all filters (ACF/PSF) for water recovery
- Optimize drainage timing at ACF/PSF (Optimization to standard 5 minutes drain time)
- Bottle washer recovery to complete. High volume glass line
- RO at ETPs at selective locations. Sample plant high volume to choose
- RO Efficiency to improve wherever RO recovery < Designed recovery
- Sensors/Foot operated taps for hand wash at plants

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

| Parameter                           | Please specify units | FY 2023<br>(Current Financial Year) | FY 2022<br>(Previous Financial Year) |
|-------------------------------------|----------------------|-------------------------------------|--------------------------------------|
| NOx                                 |                      | NA                                  |                                      |
| SOx                                 |                      |                                     |                                      |
| Particulate matter (PM)             |                      |                                     |                                      |
| Persistent organic pollutants (POP) |                      |                                     |                                      |
| Volatile organic Compounds (VOC)    |                      |                                     |                                      |
| Hazardous air Pollutants (HAP)      |                      |                                     |                                      |
| Others - please specify             |                      |                                     |                                      |

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

No

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

| Parameter   | units   | FY 2023<br>(Current Financial Year) | FY 2022<br>(Previous Financial Year) |
|---|---|-------------------------------------|--------------------------------------|
| <b>Total Scope 1 emissions</b><br>(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           | 42,930                              | 51,945                               |
| <b>Total Scope 2 emissions</b><br>(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           | 210,408                             | 224,446                              |
| Total Scope 1 and Scope 2 emissions per rupee of turnover   | Metric tonnes of CO <sub>2</sub> equivalent per Rupee | 2.01                                | 2.61                                 |
| Total Scope 1 and Scope 2 emission intensity (optional)<br>- the relevant metric may be selected by the entity  | grams of CO <sub>2</sub> e/liter                      | 61.15                               | 74.13                                |

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

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

Yes, The Company has taken several environmental initiatives which showcases commitment to sustainable practices:

- i. Procurement of Energy efficient machines
- ii. Increase in Rooftop Solar Power Generation
- iii. Energy efficient Visi coolers
- iv. Conduction of Plantation Drive
- v. Use of Electric Vehicles for last mile delivery

Also, Refer “Carbon Footprint” section (Page 52) in Sustainability Report

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

| Parameter  | FY 2023<br>(Current Financial Year)                                  | FY 2022<br>(Previous Financial Year) |
|--|--|--------------------------------------|
| <b>Total Waste generated (in metric tonnes)</b>  |  |                                      |
| Plastic waste (A)  | 175,292  | 147,521                              |
| E-waste (B)  | Quantity not recorded but safely disposed through authorised vendors |                                      |
| Bio-medical waste (C)  | -  | -                                    |
| Construction and demolition Waste (D)  | Quantity not recorded but safely disposed through authorised vendors |                                      |
| Battery waste (E)  | -  | -                                    |
| Radioactive waste (F)  | -  | -                                    |
| Other Hazardous waste. Please specify, if any. (G) -Sludge   | 1,426  | 1,152                                |
| Non Hazardous waste. Please specify, if any. (H)<br>(Break-up by composition i.e. by materials relevant to the sector)                         | -  | -                                    |
| <b>Total (A+B + C + D + E + F + G+ H)</b>  | <b>176,718</b>   | <b>148,673</b>                       |
| <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   | 150,982  | 118,392                              |
| (ii) Re-used   | -  | -                                    |
| (iii) Other recovery operations  | -  | -                                    |
| <b>Total</b>   | <b>150,982</b>   | <b>118,392</b>                       |
| % Recycled against total generated   | <b>86%</b>   | <b>80%</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   | -  | -                                    |
| (ii) Landfilling   | -  | -                                    |
| (iii) Other disposal operations  | 1,426  | 1,152                                |
| <b>Total</b>   | <b>1,426</b>   | <b>1,152</b>                         |

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

Yes, GEM Enviro Management Private Limited for Plastic Recycle Management

**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 do segregation of all type of waste at source and store wastes in designated areas only. Wastages are closely monitored on daily, weekly and monthly basis and are directly linked with plant KPIs. Approximately more than 90-98% waste (broken glass, plastic bottles, cartons, metal waste etc) goes for recycling. Unit has effective ETP operation combined with aeration and anaerobic system wherein effective operational controls ensures very limited quantity of ETP sludge generation as a hazardous waste. ETP sludge is safely collected in Hazardous waste storage area and finally disposal is done to pollution control board approved TSDF facility for landfill. Unit is not using any toxic chemicals.

**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:**

| S.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. |
|----------------|--------------------------------|--------------------|---|
| Not Applicable |                                |                    |   |

**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 |
|-----------------------------------|----------------------|------|--|--|-------------------|
| Kota                              | -                    | -    | Yes, Groundwater Impact Assessment (GIA) study was conducted | 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:**

Yes

**Leadership Indicators**

**1. Provide break-up of the total energy consumed from renewable and non-renewable sources, in the following format:**

| Parameter   | FY 2023<br>(Current Financial Year) | FY 2022<br>(Previous Financial Year) |
|---|-------------------------------------|--------------------------------------|
| <b>From renewable sources</b>   |                                     |                                      |
| Total electricity consumption (A) (in kWh)  | 57,699,095                          | 20,962,123                           |
| Total fuel consumption (B) (biomass briquette, firewood, deoiled cashew cake, CNG KG) | 64,147,966                          | 74,120,237                           |
| Energy consumption through other sources ( C)   | -                                   | -                                    |
| <b>Total energy consumed from renewable sources (A+B+C)</b>                           | <b>N.A*</b>                         | <b>N.A*</b>                          |
| <b>From non-renewable sources</b>   |                                     |                                      |
| Total electricity consumption (D) (in kWh)  | 382,031,610                         | 282,808,077                          |
| Total fuel consumption (E) (HSD Diesel in liters)                                     | 4,470,862                           | 5,531,857                            |
| Energy consumption through other sources ( F)   | -                                   | -                                    |
| <b>Total energy consumed from non-renewable (D+E+F)</b>                               | <b>N.A*</b>                         | <b>N.A*</b>                          |
| <b>(Note: *Different units of measurement, cannot be added)</b>                       |                                     |                                      |

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

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

(in million liters)

| Parameter  | FY 2023<br>(Current Financial Year) | FY 2022<br>(Previous Financial Year) |
|--|-------------------------------------|--------------------------------------|
| <b>Water discharge by destination and level of treatment</b> |                                     |                                      |
| (i) To Surface water   | -                                   | -                                    |
| - No treatment   | -                                   | -                                    |
| - With treatment - please specify level of treatment         | -                                   | -                                    |
| (ii) To Groundwater  | -                                   | -                                    |
| - No treatment   | -                                   | -                                    |
| - With treatment - please specify level of treatment         | -                                   | -                                    |
| (iii) To Seawater  | -                                   | -                                    |
| - No treatment   | -                                   | -                                    |
| - With treatment - please specify level of treatment         | -                                   | -                                    |
| (iv) Sent to third-parties                                   | -                                   | -                                    |
| - No treatment   | -                                   | -                                    |
| - With treatment - please specify level of treatment         | -                                   | -                                    |
| (v) Others   | -                                   | -                                    |
| - No treatment   | -                                   | -                                    |
| - With treatment - please specify level of treatment         | 2,253                               | 2,593                                |
| - To ETP (treated) and reused in plants                      | -                                   | -                                    |
| <b>Total water discharged</b>                                | <b>2,253</b>                        | <b>2,593</b>                         |

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

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

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

- (i) Name of the area: All Plants in India
- (ii) Nature of operations: Manufacturing of Beverages
- (iii) Water withdrawal, consumption and discharge in the following format:

(in million liters)

| Parameter  | FY 2023<br>(Current Financial Year) | FY 2022<br>(Previous Financial Year) |
|--|-------------------------------------|--------------------------------------|
| <b>Water withdrawal by source</b>  |                                     |                                      |
| (i) Surface water  | -                                   | -                                    |
| (ii) Groundwater   | 2,178                               | 1,866                                |
| (iii) Third party water  | -                                   | -                                    |
| (iv) Seawater/desalinated water  | -                                   | -                                    |
| (v) Others   | -                                   | -                                    |
| <b>Total volume of water withdrawal</b>  | <b>2,178</b>                        | <b>1,866</b>                         |
| <b>Total volume of water consumption</b>                                       | <b>1,418</b>                        | <b>1,198</b>                         |
| Water intensity per rupee of turnover<br>(Water consumed/turnover)             | 0.01                                | 0.01                                 |
| Water intensity (Optional) - the relevant metric may be selected by the entity | -                                   | -                                    |
| <b>Water discharge by destination and level of treatment</b>                   |                                     |                                      |
| (i) Into Surface water   | -                                   | -                                    |
| - No treatment   | -                                   | -                                    |
| - With treatment - please specify level of treatment                           | -                                   | -                                    |
| (ii) Into Groundwater  | -                                   | -                                    |
| - No treatment   | -                                   | -                                    |
| - With treatment - please specify level of treatment                           | -                                   | -                                    |
| (iii) Into Seawater  | -                                   | -                                    |
| - No treatment   | -                                   | -                                    |
| - With treatment - please specify level of treatment                           | -                                   | -                                    |

(in million liters)

| Parameter  | FY 2023<br>(Current Financial Year) | FY 2022<br>(Previous Financial Year) |
|--|-------------------------------------|--------------------------------------|
| (iv) Sent to third-parties                           | -                                   | -                                    |
| - No treatment                                       | -                                   | -                                    |
| - With treatment - please specify level of treatment | -                                   | -                                    |
| (v) Others   | -                                   | -                                    |
| - No treatment                                       | -                                   | -                                    |
| - With treatment - please specify level of treatment | 761                                 | 668                                  |
| - To ETP (treated) and reused in plants              |                                     |                                      |
| <b>Total water discharged</b>                        | <b>761</b>                          | <b>668</b>                           |

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

(Y/N) If yes, name of the external agency

Yes, DQS (Deutsch Quality Systems India Private Limited)

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

| Parameter   | units   | FY 2023<br>(Current Financial Year) | FY 2022<br>(Previous Financial Year) |
|---|---|-------------------------------------|--------------------------------------|
| Total Scope 3 emissions<br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> ,<br>N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes<br>of CO <sub>2</sub><br>equivalent | 581,930                             | 580,419                              |
| Total Scope 3 emissions per rupee of turnover   |   | 4.61                                | 5.48                                 |
| Total Scope 3 emission intensity (optional)<br>- the relevant metric may be selected by<br>the entity   | Grams of<br>CO <sub>2</sub> e/liter               | 140.47                              | 155.67                               |

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

(Y/N) If yes, name of the external agency

Yes, DQS (Deutsch Quality Systems India Private Limited)

**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.**

Not Applicable

**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 (Web-link, if any, may be provided along-with summary)  | Outcome of the initiative     |
|---------|---|---|-------------------------------|
| 1       | Plastic Waste Management  | Engaged Gem Enviro Management Pvt. Ltd for phased implementation (upto 100%) recycling of used Plastic Wastes from end users.                               | Reduction in plastic waste    |
| 2       | Water Conservation  | Engaged DQS India Pvt. Ltd which verifies water mass balance and we also undertook several other initiatives towards water conservation and water recharge. | Reduction in wastage of water |
| 3       | Reduced grammage of Plastic Closures and Preforms (used for PET-Bottles) over the years | Packaging innovations introduced by PIH in India through Global R&D and best practices.   | Reduction in plastic usage    |

| Sr. No. | Initiative undertaken   | Details of the initiative (Web-link, if any, may be provided along-with summary)  | Outcome of the initiative  |
|---------|---|---|--|
| 4       | Use of fuels like biomass for steam generation, usage of Solar Energy | The company is proactive in adopting new technologies that use cleaner fuels of energy. Commissioned a solar power at its manufacturing plant at Nuh and Greater Noida and redesigned the power generation units at many locations. | Reduction in Green House Gases   |
| 5       | Installation of Effluent Treatment Plant                              | Plants have installed online monitoring Systems in Effluent Treatment Plant as well as Boiler emissions for all time compliance which is being monitored by CPCB on real time basis.  | Effluents are treated and discharged under prescribed limits thereby remain well within the prescribed norms and consent conditions. |

**7. Does the entity have a business continuity and disaster management plan?**

Yes; Unit does have Disaster/Emergency preparedness and response plan for business continuity. This includes all possible emergencies like Fire, Ammonia or CO<sub>2</sub> leakage, any major safety accidents, Chemical leakage, Natural Calamity (flood, cyclone, earthquake) or pandemic situation like Covid 19. To ensure unit readiness plant is also exercising mock drill on six monthly frequency. In past unit has also successfully demonstrated to respond any emergency situation. Such one example is to ensure business continuity during Covid times by implementing effective control mechanism to avoid Covid 19 spread. Unit has successfully operated production during pandemic time by adapting all the established measures.

**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.**

In order to continuously reduce the Company environment footprint, the company is improving efficiencies, especially on critical resources such as Water, fuel and energy, optimizing the resource consumption and minimising wastages, increasing green cover in manufacturing plants and also developing outside establishments. Company also reduced weight of Closures and Preforms over the years to contribute towards environment sustainability. Company also implemented water consumption optimization measures and water recovery and reuse of the water across all plants.

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

90%+ of Raw material suppliers, 90%+ of Capex suppliers and 90% of Distributors are covered for assessment

**PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

**1. a. Number of affiliations with trade and industry chambers/associations.**

5

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

| Sr. No. | Name of the trade and industry chambers/associations      | Reach of trade and industry chambers/associations (State/National) |
|---------|---|--|
| 1       | Federation of Indian Chambers of Commerce and Industry    | National   |
| 2       | PHD Chamber of Commerce and Industry                      | National   |
| 3       | Confederation of Indian Industry (CII)                    | National   |
| 4       | The Associated Chambers of Commerce and Industry of India | National   |
| 5       | Action Alliance for Recycling Beverage Cartons            | 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



**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:**

| S.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 ₹) |
|----------------|--|-------|----------|---|--------------------------|---------------------------------------|
| Not Applicable |  |       |          |   |                          |                                       |

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

There is regular engagement with representatives from key neighbourhood across India. Stakeholders suggestions can also be emailed to the Compliance Officer at [complianceofficer@rjcorp.in](mailto:complianceofficer@rjcorp.in)

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

|  | FY 2023<br>(Current Financial Year) | FY 2022<br>(Previous Financial Year) |
|--|-------------------------------------|--------------------------------------|
| Directly sourced from MSMEs/small producers                          | 6.66 %                              | 5.70 %                               |
| Sourced directly from within the district and neighbouring districts | NA                                  | NA                                   |

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

| Sr. No. | CSR Project   | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalised groups  |
|---------|---|---|---|
| 1       | Community Health Care under Aaru Clinics                                  | 110,000+                                    | 100 % of the Projects serve the beneficiaries who are from the under privileged, marginalised, vulnerable and backward community of the society |
| 2       | Education to under privileged children under the programme-Shiksha Kendra | 2,422                                       |   |
| 3       | Skills development training under the programme-Parvah                    | 1,010                                       |   |
| 4       | Facilities Old age and underprivileged                                    | Cannot be ascertained                       |   |
| 5       | Animal Welfare  | Cannot be ascertained                       |   |
| 6       | Gender Equality   | Cannot be ascertained                       |   |
| 7       | Environmental sustainability and Water management Initiatives             | Cannot be ascertained                       |   |
| 8       | Eradicating Hunger  | Cannot be ascertained                       |   |

**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**

VBL Consumer response programme is developed to promptly resolve consumer concerns & grievances, which ensures that consumer/customer is responded with courtesy and in timely manner. The Mechanism helps the organization to remain consumer centric, establish top down approach to build trust and strengthen transparency while addressing their queries and concerns:

The Complaints are lodged by consumer (via Toll Free no. available on label & crown), arranged and sorted by the PepsiCo Consumer Response System (CRS) representative who then, forwards the same to VBL after logging in on Wilke portal. VBL Plant team & Consumer Care/Complaint Management System (CCMS) coordinator review auto generated email containing relevant details of the Complaint which are then investigated by VBL Plant team, Regional Quality Coordinator (RQC) & CCMS coordinator and the complaint is attended by Customer Relationship Executive (CRE) to address the concern simultaneously. After detailed analysis of each reported complaints by all the plants root cause analysis is carried out and Corrective and Preventive Actions are taken by plant team.

Plants then, initiate an improvement plan to mitigate reoccurrence of concern and to pacify & satisfy the consumer.

**Feedback:**

Feedback is sent to PepsiCo CRS team by CCMS coordinator and Pepsi International (PI) Team connects & respond to consumer, subsequently on SOS basis.

The Complaints in VBL are tracked and reviewed monthly on the basis of it's nature, flavour, category and plant

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

We provide these information on the labels of our products like 'crush bottle after use', recyclable package mark, throw in dustbin mark, safe and responsible use instructions on energy drink (Sting), etc.

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

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

|  | FY 2023<br>(Current Financial Year) |                                       |         | FY 2022<br>(Previous Financial Year) |                                       |         |
|--|-------------------------------------|---------------------------------------|---------|--------------------------------------|---------------------------------------|---------|
|  | Received during the year            | Pending resolution at the end of year | Remarks | Received during the year             | Pending resolution at the end of year | Remarks |
| Data privacy   | NIL                                 | N.A                                   | -       | NIL                                  | N.A                                   | -       |
| Advertising  | NIL                                 | N.A                                   | -       | NIL                                  | N.A                                   | -       |
| Cyber-security   | NIL                                 | N.A                                   | -       | NIL                                  | N.A                                   | -       |
| Delivery of Essential Services                                   | NIL                                 | N.A                                   | -       | NIL                                  | N.A                                   | -       |
| Restrictive Trade Practices                                      | NIL                                 | N.A                                   | -       | NIL                                  | N.A                                   | -       |
| Unfair Trade Practices   | NIL                                 | N.A                                   | -       | NIL                                  | N.A                                   | -       |
| Other - No. of complaints received through PepsiCo Customer Care | 1,223                               | 17                                    | -       | 1,109                                | 10                                    | -       |

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

|                   | Number | Reasons for Recall |
|-------------------|--------|--------------------|
| Voluntary recalls | NA     | NA                 |
| Forced recalls    | NA     | NA                 |

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, <https://varunbeverages.com/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.**

NIL

#### **Leadership Indicators**

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

<https://www.pepsicoindia.co.in/our-brands>

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

<https://www.pepsico.com/docs/default-source/sustainability-and-esg-topics/pepsico-policy-on-responsible-advertising-and-marketing-to-children.pdf>.