

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## SECTION A : GENERAL DISCLOSURES

### I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L15549MH2003PLC139352
2.	Name of the Listed Entity	Sula Vineyards Limited
3.	Year of incorporation	26-February-2003
4.	Registered office address	901, Solaris One, N S Phadke Marg, Andheri East, Mumbai - 400069, Maharashtra
5.	Corporate address	Same as registered office address
6.	E-mail	<a href="mailto:cs@sulawines.com">cs@sulawines.com</a>
7.	Telephone	022-61280606
8.	Website	<a href="http://www.sulavineyards.com">www.sulavineyards.com</a>
9.	Financial year (FY) for which reporting is being done	April 01, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	(i) BSE Limited (ii) National Stock Exchange of India Limited
11.	Paid-up Capital	INR 168.52 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	Ms. Ruchi Sathe (CS and Compliance officer) Tel No: 022-61280606/607 Email: <a href="mailto:cs@sulawines.com">cs@sulawines.com</a>
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).	On standalone basis

### II. Products/ Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1.	Manufacture and Supply*	Wine	85%
2.	Service	Wine Tourism	8%

\*including wine industry promotion subsidy

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Wine	11020	85%
2.	Wine Tourism	55101	8%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	8	13
International	NIL	NIL	NIL

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	29
International (No. of Countries)	12

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

**Exports contributed to 1.8% of total revenue of the entity for the year ended March 31, 2023.**

c. A brief on types of customers

**Our end consumers are wine drinkers across India and in our export markets. These customers are served through a wide network of distributors. These include traditional retail points such as licensed alcohol and wine shops, hotels, restaurants, cafes, as well as modern trade channels like e-commerce platforms and select supermarkets. We have established partnerships with distributors in key regions such as Maharashtra, Haryana, Delhi, Goa, and Punjab. In addition, we have a strong direct-to-consumer ("D2C") selling channel through our Wine Tourism Business facilities in Maharashtra and Karnataka. Our distribution platform encompasses distributors, corporations, licensed resellers, company depots, defence units, and other points of sale.**

### IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	533	443	83%	90	17%
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
<b>3.</b>	<b>Total employees (D + E)</b>	<b>533</b>	<b>443</b>	<b>83%</b>	<b>90</b>	<b>17%</b>
<b>WORKERS</b>						
4.	Permanent (F)	191	180	94%	11	6%
5.	Other than Permanent (G)	152	141	93%	11	7%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>343</b>	<b>321</b>	<b>94%</b>	<b>22</b>	<b>6%</b>

b. Differently abled Employees and workers:

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5.	Other than permanent (G)	NIL	NIL	NIL	NIL	NIL
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>

19. Participation/ Inclusion/ Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	4	1	25%

20. Turnover rate for permanent employees and workers

	FY22-23 (Turnover rate in Current FY)			FY21-22 (Turnover rate in Current FY)			FY20-21 (Turnover rate in Current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	12%	17%	13%	10%	26%	12%	15%	30%	18%
<b>Permanent Workers</b>	5%	17%	6%	2%	9%	2%	3%	NIL	2%

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding/ subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Artisan Spirits Private Limited	Subsidiary	100%	No

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in INR): 5,354.33 million

(iii) Net worth (in INR): 5,559.07 million

## VII. Transparency and Disclosure 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)	FY22-23 Current Financial Year			FY21-22 Current 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	Yes	NIL	NIL	NA	NIL	NIL	NA
Investors (other than shareholders)	Yes	NIL	NIL	NA	NIL	NIL	NA
Shareholders	Yes	NIL	NIL	NA	NIL	NIL	NA
Employees and workers	Yes	NIL	NIL	NA	NIL	NIL	NA
Customers	Yes	22	NIL	Resolved	29	NIL	Resolved
Value Chain Partners	No	NIL	NIL	NA	NIL	NIL	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

- o Grievance redressal for Communities is done through meetings at the manufacturing unit level.
- o Grievance redressal for Investors & Shareholders is done through investor relations, details of which are available on the website.
- o Grievance redressal for employees & workers is done through vigil mechanism and whistle blower policy available on the website.
- o Grievance redressal for customers is done through the customer care number and email id mentioned on the labels.

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.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Risk	Our major source of raw material in Winemaking is Grapes from viticulture. Any change or severe climate change can affect our Wine operations.	We have diversified our sourcing of grapes from diverse geographical locations and delayed pruning dates, so that the impact of climate change is minimized.	Risk is controlled.

## 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	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	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)	Y	Y	Y	Y	Y	N	N	Y	N
b. Has the policy been approved by the Board? (Yes/No)	Y	N	Y	Y	N	N	N	N	N
c. Web Link of the Policies, if available	Policies covering certain stakeholders are available on the Company's website <a href="http://www.sulavineyards.com">www.sulavineyards.com</a> . Internal policies are restricted and can be viewed by employees on the Company's internal portal.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Accredited with various certifications like o BRC Certification o FSSAI Certification o ISO:9001:2015								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	To perform better and to meet the requirements of BRSR principles.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Business is in line with the requirements of BRSR Principles, we strive for continuous improvement.								
<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) At Sula Vineyards, Green is as important as Red, White and Rosé ! Sustainability is a guiding principle of life and business for us. We strive to be responsible stewards of our land, because it's the best way to make authentic, distinctive wines. Our commitment to producing the best wines through sustainable winemaking and viticulture operations goes beyond protecting our natural environment. We strive to enhance our land and enrich the lives of the community dependent on our businesses through our sustainable vineyards. We are committed to ensure preservation of the environment, positively contributing to the sustainable development of society, while ensuring continued compliance with applicable governance requirements.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Managing Director & CEO								
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.	No. Will be incorporating this in FY24 onwards.								

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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Director									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Director									Annually								

	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
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.	No								

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

## SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

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

Segment	Total number of trainings and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	3	o Familiarisation Programme	100%
Key Managerial Personnel	5	o ESOP Awareness o Skill Upgradation o Prevention of Sexual Harassment	75%
Employees other than BoD and KMPs	63	o ESOP Awareness o Skill Development o Team Building o Health & Safety	99%
Workers	19	o ESOP Awareness o Skill Development o Team Building o Health & Safety	94%

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

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (INR)	Brief of the case	Has an appeal been preferred (Yes/ No)
<b>Monetary</b>					
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	P1	Regional Director, Ministry of Corporate Affairs	5.135 million	Compounding of offences under Companies Act 2013	No, offence has been compounded
<b>Non-Monetary</b>					
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

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

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

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

**Yes, policy implemented and covered as part of Code of Business Conduct program. Also available on the company's internal portal.**

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

	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

Particulars	FY22-23 Current Financial Year		FY21-22 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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.

**NIL**

## Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL	NIL	NIL

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

**Yes, Directors are covered under the Code of Conduct – Board and Senior Management Policy.**



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

**Essential Indicators**

- 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.

Particulars	FY22-23 Current Financial Year	FY21-22 Previous Financial Year	Details of improvements in environmental and social impacts
Research & Development	NIL	NIL	NA
Capex	10.12% INR 73.13 million	5.70% INR 26.58 million	Project on Solar, ETP & Water Reservoir

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

**Yes, we have procedures in place for sustainable sourcing. Preference is given to local suppliers by vendor development so that transportation emissions are reduced.**

**Our main raw material is grapes. Our viticulture team is involved with farmers who grow grapes for us and ensure the grapes meet quality, safety and sustainability standards which includes ethical labour practices.**

- If yes, what percentage of inputs were sourced sustainably?

**Grapes, being our major raw material accounts for 50% of sustainable input with an additional 17% pertaining to bottles that are sustainably sourced.**

- 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.

**The mechanism followed at Sula is:**

- o **Plastics (including Packaging): We intend to collect the plastic material for recycling, as per the Extended Producer Responsibility.**
- o **E-waste: All the E-Waste is sent to MSPCB authorized Recyclers only, for used batteries after their end of the life, we send to the vendor on buy back scheme.**
- o **Hazardous waste: We do not generate hazardous waste at our sites.**
- o **Other Waste: We have tie up with waste recyclers, who does the recycling by adding value to the waste.**

- 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, EPR is applicable for our operations.**

**The waste collection plan is being developed in line with the EPR rules. We have already initiated steps in our operations for the implementation of EPR framework and the same would be addressed in FY24.**

## 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 study will be taken up in the coming years.					

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
Winemaking	Life cycle assessment will be taken up in the upcoming years.	

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	
	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
Glass waste	1.31%	1.54%

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:

	FY22-23 Current Financial Year			FY21-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	19.42	Nil	Nil	7.49	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste (Glass, Metal, Wood and Paper waste)	Nil	338.84	Nil	Nil	260.02	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Glass bottles	5% is reclaimed by company and balance is recycled in the market as cullet's (precursor for making glass)

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

## Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees (Staff)</b>											
Male	443	443	100%	443	100%	NA	NA	31	7%	NIL	NA
Female	90	90	100%	90	100%	5	6%	NA	NA	NIL	NA
<b>Total</b>	<b>533</b>	<b>533</b>	<b>100%</b>	<b>533</b>	<b>100%</b>	<b>5</b>	<b>1%</b>	<b>42</b>	<b>6%</b>	<b>NIL</b>	<b>NA</b>
<b>Other than Permanent employees (Contractual)</b>											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
<b>Total</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	180	180	100%	180	100%	NA	NA	11	6%	NIL	NA
Female	11	11	100%	11	100%	NIL	NA	NA	NA	NIL	NA
<b>Total</b>	<b>191</b>	<b>191</b>	<b>100%</b>	<b>191</b>	<b>100%</b>	<b>NIL</b>	<b>NA</b>	<b>11</b>	<b>6%</b>	<b>NIL</b>	<b>NA</b>
<b>Other than Permanent workers</b>											
Male	141	NIL	NA	141	100%	NIL	NA	NIL	NA	NIL	NA
Female	11	NIL	NA	11	100%	NIL	NA	NIL	NA	NIL	NA
<b>Total</b>	<b>152</b>	<b>NIL</b>	<b>NA</b>	<b>152</b>	<b>100%</b>	<b>NIL</b>	<b>NA</b>	<b>NIL</b>	<b>NA</b>	<b>NIL</b>	<b>NA</b>

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

Benefits	FY22-23 Current Financial Year			FY21-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	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/NA)
PF	98%	100%	Yes	98%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	5%	17%	Yes	12%	23%	Yes
Others – specify	NIL					

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.

**Currently we do not have any disabled employee on roles.**

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

**Yes. Policies are available on the internal portal of the Company.**

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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.

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Grievance redressal mechanism can be shared on [wecare@sulawines.com](mailto:wecare@sulawines.com); [posh@sulawines.com](mailto:posh@sulawines.com); [whistleblower@sulawines.com](mailto:whistleblower@sulawines.com)

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

Category	FY22-23 Current Financial Year			FY21-22 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (C / D)
<b>Total Permanent Employees</b>						
Male	NIL	NIL	NA	NIL	NIL	NA
Female	NIL	NIL	NA	NIL	NIL	NA
<b>Total Permanent Workers</b>						
Male	180	160	89%	174	163	94%
Female	11	11	100%	10	10	100%

8. Details of training given to employees and workers:

Category	FY22-23 Current Financial Year					FY21-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	443	27	6%	443	100%	428	117	27%	409	96%
Female	90	7	8%	89	99%	77	15	19%	69	90%
<b>Total</b>	<b>533</b>	<b>34</b>	<b>6%</b>	<b>532</b>	<b>100%</b>	<b>505</b>	<b>132</b>	<b>26%</b>	<b>478</b>	<b>95%</b>
<b>Workers</b>										
Male	180	48	27%	170	94%	174	39	22%	165	95%
Female	11	2	18%	9	82%	10	2	20%	10	100%
<b>Total</b>	<b>191</b>	<b>50</b>	<b>26%</b>	<b>179</b>	<b>94%</b>	<b>184</b>	<b>41</b>	<b>22%</b>	<b>175</b>	<b>95%</b>

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

Category	FY22-23 Current Financial Year			FY21-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	443	443	100%	428	428	100%
Female	90	90	100%	77	77	100%
<b>Total</b>	<b>533</b>	<b>533</b>	<b>100%</b>	<b>505</b>	<b>505</b>	<b>100%</b>
<b>Workers</b>						
Male	180	180	100%	174	174	100%
Female	11	11	100%	10	10	100%
<b>Total</b>	<b>191</b>	<b>191</b>	<b>100%</b>	<b>184</b>	<b>184</b>	<b>100%</b>

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, for the entire manufacturing unit staff.**

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

**Regular safety audits is in place for dedicated departments.**

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

**Yes.**

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

**Yes.**

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

Safety Incident/Number	Category	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	6	9
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

**Safety has been the core pillar for us to ensure a safe and healthy workplace. We have mandatory safety induction, Annual Medical Health check-ups and trainings. We have a system for strong safety culture where observations and mock drills are part of our operations. Safety awareness is also done using safety day celebrations, mock drills, road safety drives.**

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

Particulars	FY22-23 Current Financial Year			FY21-22 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
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	80% of wineries and its offices were assessed by FSSAI.
Working Conditions	100% by third party.

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.

**Corrective and preventive actions are taken immediately to address the safety risks/ concerns arising from assessment of health and safety practices and working conditions. We have Safety interlocks at place for all the operations. We strive to provide the best facilities to avoid significant risks/concerns.**

## 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).

**Yes**, the deceased worker or employee's family is entitled to receive notice period pay, along with applicable PF (Provident Fund) and gratuity claims.

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

**Monthly tracker is maintained by payroll team and forwarded to Legal Head/COO for verification. Further, regular audit conducted by internal auditor and yearly audit by Statutory Auditors of the Company.**

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particulars	Total no. affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY22-23 Current Financial Year	FY21-22 Previous Financial Year	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

**Yes**

5. Details on assessment of value chain partners:

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

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

**NA**

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

**Essential Indicators**

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

**Key stakeholder groups include all the groups of people affected by the company and have an interest in company and its various operations. We make sure to include vendors, suppliers and local community in our stakeholder groups to ensure transparency, accountability and inclusivity in our processes.**

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors & Shareholders	No	Email, Newspapers, Notice, Website	Quarterly/ Half Yearly/ Annually	Shareholders and investor communities are being informed regarding performance and key material events of the company every quarter. Outcome of Board and committee meetings.
Board of Directors	No	Email, Website	Quarterly	Business Performance
KMPs	No	Email, Website	As and when required	Strategic Operations and Business Performance
Permanent Employees	No	Email, Website	Others - As and when required	Personal wellbeing and operational business requirements
Permanent Workers	No	Email, Website	Others - As and when required	Personal wellbeing and operational business requirements
Farmers	No	Other - Personal Meetings	Others - As and when required	Company's Policies relating to the purchase of produce
Supply Chain	No	Email, Personal Meetings	Others - As and when required	Operational business requirements
Vendors	No	Email, Personal Meetings	Others - As and when required	Operational business requirements

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Local Communities	No	Other - Meetings	Others - As and when required	Welfare of the community and information on specific activities
Consumer	No	Newspapers, Website	Others - As and when required	Product information, features

## Leadership Indicators

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

***Stakeholders' engagement is delegated to the senior members of management, with whom monthly/ quarterly meetings are held as per the defined frequency. The feedback from such consultations are kept before the board for evaluation and review.***

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

***Yes, the inputs received from the stakeholders consultation are carefully reviewed and after evaluation are incorporated in the activities and policies of the entity.***

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

**NA**

## 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:

***We provide orientation sessions to new employees on policies and for all employees we upload the policies on our internal portal hence no such training are conducted on HR & Policies.***

Category	FY22-23 Current Financial Year			FY21-22 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (C/D)
<b>Employees</b>						
Permanent	533	75	14%	505	56	11%
Other than permanent	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>533</b>	<b>75</b>	<b>14%</b>	<b>505</b>	<b>56</b>	<b>11%</b>
<b>Workers</b>						
Permanent	191	17	9%	184	6	3%
Other than permanent	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>191</b>	<b>17</b>	<b>9%</b>	<b>184</b>	<b>6</b>	<b>3%</b>



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

Category	FY22-23 Current Financial Year					FY21-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male										
Female	NA									
<b>Other than Permanent</b>										
Male										
Female										
<b>Workers</b>										
<b>Permanent</b>	<b>191</b>	<b>NIL</b>	<b>NA</b>	<b>191</b>	<b>100%</b>	<b>184</b>	<b>NIL</b>	<b>NIL</b>	<b>184</b>	<b>100%</b>
Male	180	NIL	NA	180	100%	174	NIL	NIL	174	100%
Female	11	NIL	NA	11	100%	10	NIL	NIL	10	100%
<b>Other than Permanent</b>	<b>152</b>	<b>95</b>	<b>63%</b>	<b>57</b>	<b>38%</b>	<b>95</b>	<b>71</b>	<b>75%</b>	<b>24</b>	<b>25%</b>
Male	141	89	63%	52	37%	86	63	73%	23	27%
Female	11	6	54%	5	45%	9	8	89%	1	11%

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	INR 2.00 million	1	INR 1.3 million
Key Managerial Personnel	3	INR 1.28 million	1	INR 0.17 million
Employees other than BoD and KMP	440	INR 0.04 million	89	INR 0.05 million
Workers	180	INR 0.03 million	11	INR 0.02 million

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No) : **Yes**

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

**Employees can raise their complaints online through our HR portal or by sending an email to [wecare@sulawines.com](mailto:wecare@sulawines.com). The query will go to the HR team. The minor issue will be resolved in two working days, while the major issue will take up to seven working days. If it is a POSH-related complaint, then a written complaint should be made at [POSH@sulawines.com](mailto:POSH@sulawines.com), and then the POSH policy will come into the picture. If any complaint is to be made by the whistleblower, he or she should write a complaint at [whistleblower@sulawines.com](mailto:whistleblower@sulawines.com), and then the whistleblower policy will come into the picture.**

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

Particulars	FY22-23 Current Financial Year			FY21-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL

Particulars	FY22-23 Current Financial Year			FY21-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

***We organize awareness sessions that are mandatory for all the employees to attend so that they are aware of the consequences and the action that the company can take as per the policy. If any complaint is received, we make sure that confidentiality is maintained throughout the entire investigation process. The code of conduct policy will be relied on if any case regarding discrimination and harassment is filed the employee.***

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

**Yes**

9. Assessments for the year:

Particulars	% of your plants and offices that were assessed (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	NIL

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

**NA**

## Essential Indicators

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

**NA**

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

**NA**

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

**Yes**

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	NIL
Child Labour	NIL

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Forced Labour/Involuntary Labour	NIL
Wages	NIL
Others – please specify	NIL

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

**NA**

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

### Essential Indicators

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

Parameter	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
Total electricity consumption (A)	14.12	9.23
Total fuel consumption (B)	2.85	3.10
<b>Energy consumption through other sources ©</b>	<b>14.34</b>	<b>13.18</b>
Total energy consumption (A+B+C)	31.31	25.51
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0016	0.0017
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. **No**

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

**No, none of our sites are identified as designated consumers (DCs) under the PAT scheme.**

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

Parameter	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NIL	NIL
(ii) Groundwater	9,820	10,289
(iii) Third party water	61,238	56,383
(iv) Seawater / desalinated water	NIL	NIL
(v) Others (rainwater harvested & recycled water from ETP)	31,836	23,155
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>71,057</b>	<b>66,673</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,02,893</b>	<b>89,828</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.019</b>	<b>0.024</b>
Water 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. **No**

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

**At Sula, treated effluent water is used in Cooling tower and in Gardening purpose. No wastewater is discharged outside plant premises.**

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

Parameter	Unit	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
NOx	MT	0.27	0.04
SOx	MT	BDL	BDL
Particulate matter (PM)	MT	0.35	0.06
Persistent organic pollutants (POP)		NA	
Volatile organic compounds (VOC)		NA	
Hazardous air pollutants (HAP)		NA	
Others – please specify		NA	

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

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

Parameter	Unit	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
Total Scope 1 emissions (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	2,369	1,859
Total Scope 2 emissions (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)		3,649	2,471
Total Scope 1 and Scope 2 emissions per rupee of turnover	MT	0.0011	0.0010
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	CO <sub>2</sub> per Ltr	0.63	0.50

**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**

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

**Sula has been taking steps to reduce the GHG emissions since inception through best available technologies. The contribution of Solar energy in its Energy mix is whopping 60% in the year 2022. Along with this, we have also taken measures and new initiatives to reduce the Energy consumption from non-renewable source of energy, for instance promotion of EV vehicles while purchasing new vehicles, introducing Induction stoves in our kitchens, localizing our supply chain through vendor development, Solar Powered pumps at our vineyards are few such.**

**Sula is a silver member of the International Wineries for Climate Action ("IWCA"), a working group of wineries dedicated to reducing carbon emissions across the wine industry. IWCA is a part of the 'Race to Zero' global campaign, led by the United Nations and its member wineries are committed to achieving net zero emissions by 2050.**

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

Parameter	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	19.42 MT	7.19 MT
E-waste (B)	NIL	0.14 MT
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	NIL	NIL
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	338.84 MT	260.02 MT
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>358.27 MT</b>	<b>267.66 MT</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	255.07 MT	141.28 MT
(ii) Re-used	95.41 MT	124.08 MT
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	<b>350.48 MT</b>	<b>265.36 MT</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
<b>Total</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.

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.

**At Sula, Waste is managed scientifically by prioritizing Reduce, Reuse and Recycle principles. Our major waste is organic waste, which we convert to Organic Compost which will be used in our vineyards.**

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			NA

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
Winemaking and Hospitality					
We are not covered under the EIA Notification 2006. Hence NA					

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

Sr. No.	Specify the law/ regulation /guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company is compliant with the applicable Environmental laws/ regulations and guidelines, Hence NA				

## Leadership Indicators

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

Parameter	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
<b>From renewable sources</b>		
Total electricity consumption (A)	14.34	13.18
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>14.34</b>	<b>13.18</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	14.12	9.23
Total fuel consumption (E)	2.85	3.10
Energy consumption through other sources (F)	NIL	NIL
<b>Total energy consumed from Non-renewable sources (D+E+F)</b>	<b>16.97</b>	<b>12.34</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.

2. Provide the following details related to water discharged:

Parameter	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	NIL	NIL
o No treatment	NIL	NIL
o With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater	NIL	NIL
o No treatment	NIL	NIL
o With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater	NIL	NIL
o No treatment	NIL	NIL
o With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties	NIL	NIL
o No treatment	NIL	NIL
o With treatment – please specify level of treatment	NIL	NIL

Parameter	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
(v) Others		
o No treatment		
o With treatment – please specify level of treatment	We do not discharge treated water, the treated water from ETP is used in Gardening and Cooling tower Makeup. Quantities of recycling are as follows: Cooling Tower: 2,780 Gardening: 37,377 Cleaning: 9,914	We do not discharge treated water, the treated water from ETP is used in Gardening and Cooling tower Makeup. Quantities of recycling are as follows: Cooling Tower: NIL Gardening: 32,662 Cleaning: 7,755
<b>Total water discharged (in kilolitres)</b>	50,071	40,417

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

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

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

- (i) Name of the area : **Nashik, Karnataka**
- (ii) Nature of operations : **Winemaking and Bottling**
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others (rainwater harvested & recycled water from ETP)	NIL	NIL
<b>Total volume of water withdrawal (in kilolitres)</b>	NIL	NIL
<b>Total volume of water consumption (in kilolitres)</b>	NIL	NIL
Water intensity per rupee of turnover (Water consumed / turnover)	NIL	NIL
Water intensity (optional) – the relevant metric may be selected by the Entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NIL	NIL
o No treatment	NIL	NIL
o With treatment – please specify level of treatment	NIL	NIL
(ii) Into Groundwater	NIL	NIL
o No treatment	NIL	NIL
o With treatment – please specify level of treatment	NIL	NIL
(iii) Into Seawater	NIL	NIL
o No treatment	NIL	NIL
o With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties	NIL	NIL
o No treatment	NIL	NIL
o With treatment – please specify level of treatment	NIL	NIL

Parameter	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
(v) Others		
o No treatment	NIL	NIL
o With treatment – please specify level of treatment	We do not discharge treated water, the treated water from ETP is used in Gardening and Cooling tower Makeup. Quantities of recycling are as follows: Cooling Tower: NIL Gardening: NIL Cleaning: NIL	We do not discharge treated water, the treated water from ETP is used in Gardening and Cooling tower Makeup. Quantities of recycling are as follows: Cooling Tower: NIL Gardening: NIL Cleaning: NIL
<b>Total water discharged (in kilolitres)</b>	NIL	NIL

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

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

Parameter	Unit	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	We will publish our Scope 3 emission data from the next FY.	
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

**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**

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.

**NA**

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.	Installation of Solar power.	Area of Solar panels, contribution of Solar in Total Energy requirement.	Reduction in GHG emissions.
2.	Installation of Heat pumps.	Heat pumps are used for cooling our office spaces, reducing the dependence on air conditioners., the exchanged heat is being used to produce hot water required for our operations.	Reduction in GHG emissions.
3.	Installation of Zero Liquid discharge plant	Our fresh water intake has been reduced, since we are no more dependent on Fresh water for Gardening and Cooling water.	Decrease in withdrawal of fresh water.
4.	Replacing Diesel vehicles with EV.	This initiative has been taken in order to use renewable energy in charging of EV vehicles.	Reduction in GHG emissions.
5.	Replacing LPG fuel with Induction stoves at our Hospitality and Canteens.	This step was also taken in order to reduce the dependence on Non Renewable energy and concentrate on Renewable Energy.	Reduction in GHG emissions.



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

**The Operations plant has On-site emergency plan which contains guidelines / procedures to be adopted during any emergency.**

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.

**Sula operations are driven with safe and sustainability point of view, right from the design in the Viticulture, Winemaking, Bottling operations. There are no adverse impacts to the environment. We are in the food and beverage sector, where there is an overall development and a win win situation for all our stakeholders, ourselves and environment as well.**

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

**Our major value chain partners are farmers, where viticulture is their main activity. Our viticulture team visits farms and guides farmers. They guide them not only in terms of grape growing, but also on Vermicomposting, Water efficiency, Energy efficiency and even encourage them to utilize solar energy for pumping etc.**

**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 – Six
- 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.	All India Wine Producers Association (AIWPA)	National
2.	Confederation of Indian Industry (CII)	National
3.	Confederation of Indian Alcoholic Beverage Companies (CIABC)	National
4.	The Federation of Hotel & Restaurant Associations of India (FHRAI) – Applied	National
5.	The Association of Bars, Hotels and Restaurants (ABHAR)	District
6.	International Wineries for Climate Action (IWCA)	International

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.

Name of authority	Brief of the case	Corrective action taken
	NA	

## Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
1.	Rationalisation in Excise Policy of <b>Rajasthan</b>	Through submissions and meetings at Excise Department.	No		NA
2.	Reduction in label registration fee & renewal in <b>Chhattisgarh</b>	Through submissions and meetings at Excise Department.	No		NA
3.	Permission to beer wholesalers to stock & sell wines in FY24 in <b>Uttar Pradesh</b>	Through submissions and meetings at Excise Department.	No		NA
4.	Reduction in label registration fee & renewal in <b>Haryana</b>	Submitted business proposal for reduction of label registration fees and renewal fees through meetings at Excise Department.	No	Others - Reviewed as a part of Business Plan	NA
5.	Free pricing in Northern Markets – <b>Delhi, Uttar Pradesh, Uttarakhand, Punjab, and Chandigarh.</b>	Submitted separate business proposal for mentioned states for free pricing through CIABC and meetings with Excise Department.	No		NA
6.	Proposed amendment in <b>Maharashtra</b> Wine policy	Submitted business proposal in Wine policy to Excise department and Ministerial level for, Shelf in Shop retail licence for supermarkets. Home delivery for wine. Online system for license application.	No		NA

## 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
NA					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA						

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

**Conducted through physical meetings at winery level.**

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

Particulars	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	9%	7%
Sourced directly from within the district and neighbouring districts	48%	47%

\*input material includes packaging material, consumables and excludes grapes

## Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	NA

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
1.	Maharashtra	Nashik	5.29 million

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) : No
- b. From which marginalized /vulnerable groups do you procure? : NA
- c. What percentage of total procurement (by value) does it constitute? : NA
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit Share
NA				

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

Name of authority	Brief of the Case	Corrective action taken
NIL	NIL	NIL

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Washroom construction for school	300	Not definable
2.	School Repair Work	243	Not definable
3.	Water Purifier for school	243	Not definable
4.	Water Proofing at school	243	Not definable
5.	Computers/TV for Schools	669	Not definable
6.	Tree Plantation	Not definable	Not definable
7.	Tree Plantation AMC	Not definable	Not definable
8.	Road Cleaning/Communal Dustbins	Not definable	Not definable
9.	Solar streetlights and Drainage slab	Not definable	Not definable
10.	Green Gym and Fencing	2,279	Not definable
11.	Anti Mosquito Fogging	3,000	Not definable
12.	Donation to PM Care Fund	Not definable	Not definable
13.	Donation to Swachh Bharat Kosh	Not definable	Not definable

**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.

***There is a customer service number and email id available on the label of every bottle. Consumers can directly contact the number or email id and register their grievance. The grievance is noted and resolved. In case grievances are directed to sales team, the regional sales team shall contact the customer and resolve the issues, and the feedback is provided to the customer care team.***

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

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

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

Particulars	FY22-23 Current Financial Year			FY21-22 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NA	NA	NIL	NA	NA
Advertising						
Cyber-security	NIL	NA	NA	NIL	NA	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	NIL	NA	NA	NIL	NA	NA
Unfair Trade Practices	NIL	NA	NA	NIL	NA	NA
Other	22	NIL	Resolved	29	NIL	Resolved

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	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.**

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.

NA

## Leadership Indicators

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

**Here are some channels/platforms that we use to promote our products and services:**

**Website:** The company has an official website that provides detailed information on their products and services, as well as news and updates. - <https://sulavineyards.com/index.php>

**Social media:** We have official accounts on social media platforms such as Facebook, Instagram, YouTube and LinkedIn. These platforms allow us to engage with customers and promote our products through posts, ads, and other forms of content.

**Social media links:**

[https://www.instagram.com/sula\\_vineyards](https://www.instagram.com/sula_vineyards)

<https://www.facebook.com/Sula.Vineyards>

<https://www.linkedin.com/company/sulavineyards>

<https://www.youtube.com/c/sulavineyardsyoutube>

**Email newsletters:** We send out regular newsletters to our subscribers' database with updates on new products, promotions, and events.

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

**Labelling:** We include warning labels on our products to inform consumers of the potential risks associated with alcohol consumption, and to remind them to drink responsibly.

**Website and social media content:** We provide educational content on our website and social media channels that promote responsible alcohol consumption and inform consumers more about the product they are consuming.

**Advertising standards:** We adhere to advertising standards that promote responsible alcohol consumption and discourage excessive drinking. For example, we avoid advertising that targets underage drinkers and dry states.

**Training and education:** We provide training and education to our employees and partners on responsible alcohol sales and service and encourage our employees to promote responsible consumption to customers.

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

**NA**

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

**Yes. In few brands the labels has the message of eco friendly viticulture and winemaking practices guided by emphasis on Sustainability and protecting of our natural resources. All our labels consists of Recycle symbol, which represents that the bottle can be recycled. Customer satisfaction by sales team.**

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact : **NIL**
- b. Percentage of data breaches involving personally identifiable information of customers : **NIL**