



RKL/SX/2023-24/62  
September 04, 2023

BSE Ltd. Phiroze Jeejeebhoy Towers Dalal Street Mumbai – 400 001  <b>Scrip Code: 532497</b>	National Stock Exchange of India Ltd. Exchange Plaza, 5 <sup>th</sup> Floor, Plot no. C/1, G Block Bandra-Kurla Complex, Bandra (E) Mumbai – 400 051  <b>Symbol: RADICO</b>
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Dear Sir/ Madam,

**Sub: Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular dated May 10, 2021, we enclose herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23, which also forms part of the Annual Report for the Financial Year 2022-23.

This is for your information and records.

Thanking you,

Yours faithfully,

**For Radico Khaitan Limited**

**(Dinesh Kumar Gupta)  
Vice President – Legal &  
Company Secretary**

Email Id: [investor@radico.co.in](mailto:investor@radico.co.in)

Encl: As above

**RADICO KHAITAN LIMITED**

Plot No. J-I, Block B-1, Mohan Co-op. Industrial area  
Mathura Road, New Delhi-110044

Ph: (91-11) 4097 5444/555 Fax: (91-11) 4167 8841-42

Registered Office: Rampur Distillery, Bareilly Road, Rampur-44901 (UP.)

Phones: 0595-2350601/2, 2351703 Fax: 0595-2350008

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CIN No-L26941UP1983PLC027278

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L26941UP1983PLC027278
2. Name of the Listed Entity	RADICO KHAITAN LIMITED
3. Year of incorporation	July 21, 1983
4. Registered Office Address	Rampur Distillery, Bareilly Road, Rampur - 244901, Uttar Pradesh
5. Corporate Office Address	Plot No. J-I, Block B-I, Mohan Co-operative Industrial Area, Mathura Road, New Delhi-110044
6. E-mail	investor@radico.co.in
7. Website	<a href="http://www.radicokhaitan.com">www.radicokhaitan.com</a>
8. Telephone	011 40975444/555
9. Financial year for which reporting is being done	2022-23
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	₹ 26,73,47,530
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Dinesh Kumar Gupta Contact: 011 40975444 E-mail: investor@radico.co.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)	The disclosure under this Report are made on Standalone Basis for Radico Khaitan Limited

### II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacturing	Alcohol and Alcoholic Products	99.1%

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

Product/Service	NIC Code	% of total Turnover contributed
Manufacturing of Alcohol and Alcoholic Products	1101	99.1%

### III. Operations

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

Location	Number of plants *(Including Lease units)	Number of offices	Total
National	41	19	60
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)	100

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

5.6%

c. A brief on types of customers

- State government / state-owned corporation
- Canteen Stores Department
- Private distributors / retailers in open market
- Export customers

IV. Employees

18. Details as at the end of Financial Year: FY2023

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1068	1042	97.60%	26	2.40%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	<b>1068</b>	<b>1042</b>	<b>97.60%</b>	<b>26</b>	<b>2.40%</b>
<b>WORKERS</b>						
4.	Permanent (F)	261	261	100.00%	0	0
5.	Other than Permanent (G)	2091	1927	92.00%	164	8.00%
6.	<b>Total workers (F + G)</b>	<b>2352</b>	<b>2188</b>	<b>93.00%</b>	<b>164</b>	<b>7.00%</b>

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	3	3	100.00%	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	<b>Total differently abled workers (F + G)</b>	<b>3</b>	<b>3</b>	<b>100.00%</b>	<b>0</b>	<b>0</b>

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	4	0	0

Note: Key Management Personnel includes two directors.

20. Turnover rate for permanent employees and workers

Particulars	FY2023 (Turnover rate in current FY)			FY2022 (Turnover rate in previous FY)			FY2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.92%	0.47%	13.39%	10.69%	0.42%	11.11%	10.98%	0.32%	11.30%
Permanent Workers	4.21%	0.00%	4.21%	4.26%	0.00%	4.26%	4.18%	0.00%	4.18%

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

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

S. 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	Radico Spiritzs India Private Limited	Subsidiary	100%	No
2	Accomreal Builders Private Limited	Subsidiary	100%*	No
3	Compaqt Era Builders Private Limited	Subsidiary	100%*	No
4	Destihomz Buildwell Private Limited	Subsidiary	100%*	No
5	Equibuild Realtors Private Limited	Subsidiary	100%*	No
6	Proprent Era Estates Private Limited	Subsidiary	100%*	No
7	Binayah Builders Private Limited	Subsidiary	100%*	No
8	Firstcode Reality Private Limited	Subsidiary	100%*	No
9	Radico NV Distilleries Maharashtra Limited	Joint Venture	36%	No

\*100% holding through Wholly-owned Subsidiary, Radico Spiritzs India Private Limited

## VI. CSR Details

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

(ii) Turnover: ₹ 12,74,391 Lakhs

(iii) Net worth: ₹ 2,15,201 Lakhs

## 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)	FY2023 (Current Financial Year)			FY2022 (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	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	225	0	-	403	0	-
Employees and workers	Yes	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY2023 (Current Financial Year)			FY2022 (Previous Financial Year)		
	(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes	0	0	-	2	1	One complaint pending before the President, District Consumer Disputes Redressal Forum, Saini Enclave, New Delhi
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	No	NA	NA	NA	NA	NA	NA

The Company has comprehensive Grievance Redressal Mechanism in place to address grievances of Investors and Shareholders. The Stakeholders Relationship Committee oversee the Investors' Grievance Redressal Mechanism.

#### 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:

S. 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.	Supply chain strategy is based on three key principles of Recycle, Reduce and Reuse.	O	Cost optimization		Positive
2.	Value Engineering and Sustainability	O	Cost optimization		Positive
3.	Collaboration and Supplier Partnerships	O	Cost optimization and smooth flow of material withstanding the commodity crisis		Positive

S. Material issue No. 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)
4. High Regulatory Environment	R	Every State has a different regulatory frame work	To mitigate the risks associated with operating in such an environment, adopted a comprehensive risk management approach by developing a robust compliance framework that outlines the relevant regulations, standards, and guidelines.	Negative
5. Human Capital	R	Human capital being one of the important pillars of growth, it is imperative for the Company to attract and retain the right talent to ensure strategic business growth	<ul style="list-style-type: none"> <li>• Talent acquisition and onboarding-effective recruitment and structured on boarding</li> <li>• Skill development training-continuous learning and skill gap analysis</li> <li>• Performance management-clear expectation and 360-degree feedback system</li> <li>• Employee engagement and retention-recognition and reward, work life balance, career growth opportunity</li> </ul>	Negative
6. Climate Change	R	Growing importance of climate change and associated regulatory actions to reduce environmental impact may disrupt the Company's operations.	<ul style="list-style-type: none"> <li>• Transition to renewable energy</li> <li>• Planting trees</li> <li>• Adopting green technology</li> <li>• Radico- Art of Living Bhujal Shakti Project for water conservation</li> </ul>	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<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	<a href="https://www.radicokhaitan.com/investor-relations/">https://www.radicokhaitan.com/investor-relations/</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)	Policies of the Company have been communicated with the key 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.**

All the policies have been developed considering relevant national & International standards covering:

- ISO 9001:2015 (Quality Management System)
- ISO 22000:2005 (Food Safety Management System)

**5. Specific commitments, goals and targets set by the entity with defined timelines, if any.**

The Company is committed to reduce Greenhouse Gas (GHG) emissions and have short-term and long-term targets in this regard.

**For detail refer to page 27 to 29 of Annual Report.**

**6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**

In brief, the Company's performance is consistent with its stated commitment to achieving the goals as covered in point 5 above

### Governance, leadership and oversight

**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.**

Radico Khaitan is focussed on creating programs that actively contribute to, and support the social and economic development of the society. The Company is committed to community development, enhancing livelihood, promoting education and healthcare, including preventive healthcare, and ensuring environmental sustainability. With water being a scarce natural resource, rainwater harvesting, and ground level recharging is a common theme at our plants. The Company follows a collaborative and hands-on approach to address the water conservation and water management issues faced by the communities nearby.

The Company has been aligning with the UN's SDGs to ensure that work with the communities and environment go hand in hand with achieving the overall objective of providing a better and sustainable future for all.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**

Sustainability & Corporate Social Responsibility Committee

**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, the Company has constituted Sustainability and Corporate Social Responsibility Committee and also, an Environment, Social and Governance Committee, to oversee the Sustainability issues. Details of the Committees are given in the Corporate Governance Section of this Annual Report.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Managing Director, Whole-time Director and Key Managerial Personnel consistently evaluate the Company's performance in accordance with its policies. The results of these reviews are periodically communicated to the Board and its Committees, by highlighting the key aspects of the assessments.									Ongoing basis and reviewed by the committee periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with all applicable statutory requirements. No non-compliance was observed against any NGRBC Principles.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The working of the Policies is reviewed from time to time by the Board, Audit Committee and the Management in their respective areas. However, no external evaluation of working of the Policies was carried out.								

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

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



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors Key Managerial Personnel	3	1. Business/industry Familiarization Program 2. Update on regulatory changes 3. Familiarization with the policies of the Company with respect to harassment at workplace, cyber security 4. Workshop on Risk Management	100%
Employees other than BOD and KMPs	74	Leadership skills, soft skills, brand selling skills, brand quality & SOPs, chemical hazards communication, safety training and technical training	90%
Workers	24	Safety training and technical training	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):

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

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial Institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NIL	NA	NA	NA	NA
Punishment	NIL	NA	NA	NA	NA

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
	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, the Company has adopted an Anti- bribery Policy and the same is available on website at <https://www.radicokhaitan.com/wp-content/uploads/2021/03/Radico-Anti-bribery-Policy.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:

**Programs**

Particulars	FY2023 (Current Financial Year)	FY2022 (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	FY2023 (Current Financial Year)		FY2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

None

**Leadership Indicators**

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

Total Number of Awareness Program held	Topics/ Principal covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programs
Nil	NA	NA

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

Yes, the Company has a Code of Conduct for Directors and Senior Management, consisting guidelines for avoiding conflict of interests of the Company with the members of the Board and to ensure that all Directors shall always act in the interest of the Company. The Code of Conduct may be accessed on the website of the Company at <https://www.radicokhaitan.com/wp-content/uploads/2019/09/Code-of-Conduct-for-Directors-and-Senior-Management.pdf>.

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

**Essential Indicators**

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

	<b>FY2023 (Current Financial Year)</b>	<b>FY2022 (Previous Financial Year)</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	Nil	Nil	NA
Capex	42.00%	Nil	Reduction of Green House Gas emission by use of Bio fuel

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

Yes

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

The resources involved in the manufacturing processes are efficient and sustainable. The Company gives preference in selection of vendors for procurement of raw material, who comply with the various principles of sustainability. Majority of suppliers of raw material are located within a radius of 200 Kilometers of the manufacturing units of the Company which helps to minimize transportation.

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.

S. No.	Material	Mode	Description
1	Plastics	Recycler	Under Extended Producer Responsibility (EPR) program through registered recycler in accordance with Plastic Waste Management Act
2	E-waste	Recycler	Scrap of E-waste being sold to registered recycler as per E-Waste Management Rules, 2022
3	Batteries	Buyback	Disposed under buy back policies with OEMS.
4	Hazardous Waste	Recycler	Used/Spent Oil, discarded empty drums sent to authorized vendor as per central pollution control board for recycling.
5	Other Non-Hazardous Waste	NA	NA

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.

During FY2023, as part of its Extended Producers Responsibility, Radico Khaitan recycled 7202 MT of post-consumer used plastic waste, resulting in significant sustainability impact.

**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.
Not Applicable					



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

Category	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	261	261	100.00%	261	100.00%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>261</b>	<b>261</b>	<b>100.00%</b>	<b>261</b>	<b>100.00%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	1927	1927	100.00%	1927	100.00%	0	0	0	0	0	0
Female	164	164	100.00%	164	100.00%	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</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	FY2023 (Current Financial Year)			FY2022 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Y*	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y

\*Radico maintains a trust authorized by the EPFO under the ministry of labour.

**3. Accessibility of workplaces**

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

Yes, The Company ensures that all employees and workers with disabilities are provided with the necessary resources and access at the premise/ offices at their respective locations to facilitate their smooth functioning within the organization. This aims to create an inclusive environment that supports the needs and abilities of differently abled employees and workers.

**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, Radico Khaitan is committed to provide equal opportunities in employment and creating an inclusive workplace in which all employees are treated with respect and dignity. This equal opportunity policy is in accordance with the provision of the Disabilities Act, 2016 and the Disabilities Rules, 2017.

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

Gender	FY2023 (Current Financial Year)		FY2022 (Previous Financial Year)	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Other	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

Particulars	Yes/No (If yes, then give details of the mechanism in detail)
Permanent Workers	Yes, the Company has a complaint and grievance reporting process in place. Workers are free to reach functional head or HR team directly or through union at their respective locations.
Other than Permanent Workers	
Permanent Employees	Yes, the Company has a complaint and grievance reporting process in place. All the employees, whether or not permanent, are free to reach their HOD first to resolve their grievances, if not satisfied, they can directly reach out to the HR/Unit Head as the case may be.
Other than Permanent Employees	

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

Category	FY2023 (Current Financial Year)			FY2022 (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)	% (D / C)
Total Permanent Employees	1068	0	0%	954	0	0%
Male	1042	0	0%	935	0	0%
Female	26	0	0%	19	0	0%
Other	0	0	0%	0	0	0%
Total Permanent Workers	261	149	57.08%	235	155	65.95%
Male	261	149	57.08%	235	155	65.95%
Female	0	0	0	0	0	0
Other						

**8. Details of training given to employees and workers**

Category	FY2023 (Current Financial Year)					FY2022 (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	1042	469	45.00%	653	62.66%	935	614	65.66%	498	53.26%
Female	26	26	100.00%	0	0	19	1	5.26%	5	26.30%
<b>Total</b>	1068	495	46.35%	653	61.14%	954	615	64.46%	503	52.72%
<b>Workers</b>										
Male	261	247	94.64%	180	68.97%	235	220	93.61%	196	83.40%
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	261	247	94.64%	180	68.97%	235	220	93.61%	196	83.40%

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

Category	FY2023 (Current Financial Year)			FY2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1042		Under review	935	792	84.70%
Female	26		Under review	19	15	78.90%
<b>Total</b>	1068			954	807	84.60%
<b>Workers</b>						
Male	261		Under review	235	208	88.51%
Female	0		Under review	0	0	0
<b>Total</b>	261			235	208	88.51%

**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?

The occupational health and safety management system has been implemented in accordance with the requirements of the Factories act to cover the following location:

- Rampur Plant, Uttar Pradesh
- Bajpur Plant, Uttarakhand
- Bahadurgarh Plant, Haryana
- Reengus Plant, Rajasthan
- Sitapur Plant, Uttar Pradesh
- All lease units and tie-up units

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

The Company focuses on monitoring of health and safety related condition for employees and workers. The Company undergoes audit on yearly basis to ensure health and safety environment assessment, hygiene and upholding of human rights.

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

Yes, reporting and monitoring of leakage, induction and fire safety trainings are performed to inform workers about risks and safety processes to be followed.

- 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	FY2023	FY2022
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has a policy on safety health and environment (SHE), which covers all the operations of the Company. Further regular safety related trainings are provided to employees periodically as per annual calendar. Continuous efforts are being made to reduce green house gas emission, creating a safe & healthy working environment. Periodic health check ups and on site medical support are also provided by the Company..

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

Particulars	FY2023 (Current Financial Year)			FY2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

**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	100%
Working Conditions	100%

**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.**

Not Applicable

**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) Employees: YES

(B) Workers: YES

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

Before making payment to supply chain we ensure that all statutory dues have been paid by supply chain by taking the challans and return form of relevance statutory dues.

**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. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

NO



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

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

NIL

**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 the 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	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Website, E-mail and one to one/ group meet	As and when required	<ul style="list-style-type: none"> <li>Assessment of Product quality and development</li> <li>Addressing grievances and concerns</li> <li>Providing assurance and solutions</li> <li>Feedback and suggestions</li> </ul>
Employees	No	Website, E-mail, Training Sessions, Performance review meet, Employee surveys and periodical work meet	On-going basis	<ul style="list-style-type: none"> <li>Empowering work environment</li> <li>Personal Development and Growth</li> <li>Health and Safety</li> <li>Grievance Resolution</li> <li>Compensation</li> <li>On-job Trainings</li> </ul>
Statutory Bodies	No	Ongoing Meetings and Dialogues	On-going basis	<ul style="list-style-type: none"> <li>Regulatory Compliances</li> <li>Transparency in Disclosures</li> <li>Corporate Governance Practices</li> </ul>
Investors	No	Earnings Call, Investors/ Analysts Meet, One to One Meet and General Meetings	Earnings Call - Quarterly Investors/ Analysts Meet, One to One Meet - As and when required General Meeting - Annual	<ul style="list-style-type: none"> <li>Updates on Financial Results and Business Performance</li> <li>Addressing Investors' Concerns and queries</li> <li>Providing Insights on Corporate Governance Mechanism</li> </ul>
Community	No	Website, E-mail and Public Hearings	As and when required	<ul style="list-style-type: none"> <li>Communication regarding Sustainable growth</li> <li>Addressing grievances and concerns</li> <li>Providing assurance and solutions</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers and Vendors	No	Website and E-mail, one to one/ group meet	As and when required	<ul style="list-style-type: none"> <li>• Communication regarding Sustainable use of natural resources</li> <li>• Addressing grievances and concerns</li> <li>• Providing assurance and solutions</li> <li>• Infrastructural Support</li> </ul>
Industrial Association	No	Participation in various Trade Associations and events, Membership in various Committees and Forums	On-going basis	<ul style="list-style-type: none"> <li>• Responsible Corporate Citizenship</li> <li>• Discussion on Best Industrial Practices</li> <li>• Updatons with Regulatory Amendments</li> <li>• Compliance and Transparaency</li> </ul>
Media	No	Press Conference, Press Release, Media Events, Conclaves, Participation in Forums and Summits and one-to-one interaction by Senior Management	On-going basis	<ul style="list-style-type: none"> <li>• Addressing stakeholders</li> <li>• Product Launch</li> <li>• Branding and Sponsorships</li> <li>• Corporate and Brand Image Building Process</li> <li>• Sharing Management views</li> </ul>

**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.**

It is the endeavor to the company to update all its stake holders on economic, environmental, and social topics on periodic basis. The board has empowered the various committees within the organization to interact with stake holders on periodic basis on the ESG matters.

- 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. Interaction with the stake holders is a continuous process and basis the same actions are initiated. The ESG activities are done where ever feasible. If required the inputs will incorporated into the policies.

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

Not Applicable

**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	FY2023 (Current Financial Year)			FY2022 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1068	188	17.60%	954	132	13.84%
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	1068	188	17.60%	954	132	13.84%
<b>Workers</b>						
Permanent	261	53	20.30%	235	7	2.97%
Other than permanent	0	0	0	0	0	0
<b>Total Workers</b>	261	53	20.30%	235	7	2.97%

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

Category	FY2023 (Current Financial Year)					FY2022 (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>										
Permanent	1068	0	0	1068	100.00%	954	0	0	954	100.00%
Male	1042	0	0	1042	100.00%	935	0	0	935	100.00%
Female	26	0	0	26	100.00%	19	0	0	19	100.00%
<b>Other than Permanent</b>	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>	261	0	0	261	100.00%	235	0	0	235	100.00%
Male	261	0	0	261	100.00%	235	0	0	235	100.00%
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

Particulars	Male		Female		Other	
	Number	Median remuneration/salary/ wages of respective category (INR in Lakhs)	Number	Median remuneration/salary/ wages of respective category (INR in Lakhs)	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	6	468	1	1.50	0	0
Key Managerial Personnel	4	186	0	0	0	0
Employees other than BOD and KMP	1,042	11.81	26	10.57	0	0
Workers	261*	3.68	0	0	0	0

\*This number includes only permanent workers

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

Yes, the responsibilities for all such situations are with the HR/ IR team at the respective locations

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

Radico Khaitan implements the Human Rights standards by incorporating it in related policies, processes and guidelines across all its business operations. The Company conducts training to strengthen in-house awareness and education on the practice of Human rights.

The following grievance mechanism provides all employees, vendors, suppliers and customers a secure and 24x7 access to raise grievances and to report confidentially and anonymously without fear of retaliation any breach of policy and procedure in the Company.

**Whistle Blower Policy- Effective Grievance Mechanisms**

Whistle Blower Policy has been formulated with a view to provide a mechanism for employees of the Company to raise concerns on any violations of legal or regulatory requirements, incorrect or misrepresentation of any financial statements and reports etc; Radico Khaitan has in place a robust vigil mechanism and has adopted a whistle blower policy which allows employees of the Company to raise their concerns relating to fraud, malpractice or any other activity or event which is against the interest of the Company or society as a whole.

**Policy on Prevention and Redressal of Sexual Harassment at Work place.**

The Company as an employer is committed to creating healthy and safe work environment that enables employees to work free from unwelcome, offensive and discriminatory behavior. The aim is to enable them to deliver their best at work without fear of prejudice, gender bias and sexual harassment.

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

Particulars	FY2023 (Current Financial Year)			FY2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

**Anti Discrimination Workplace**

The various policies of the Company like anti-discrimination at work place, anti-harassment at work place, whistle blower policy have adequate process defined to ensure that the identity of the complainant is kept secret and concerns/complains are addressed by a competent committee.

**8. Do human rights requirements form part of your business agreements and contracts?**

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	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	

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

Not Applicable

### Leadership Indicators

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

Not Applicable

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

Not Applicable

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

Yes, the plant of the entity is accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016

#### 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	NA
Discrimination at workplace	NA
Child Labour	NA
Forced Labour/Involuntary Labour	NA
Wages	NA
Others	NA

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

Not Applicable

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

### Essential Indicators

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

Parameter	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
Total electricity consumption (A) KWH	4,06,49,851.40	5,06,25,390.00
Total fuel consumption (B) KWH	3,94,326.00	4,10,661.00
Energy consumption through other sources (C) KWH	1,27,28,441.00	1,19,31,843.00
Total energy consumption (A+B+C)	5,37,72,618.40	6,29,67,894.00
Energy intensity per rupee of turnover ( <b>Total energy consumption in Kilolitre / turnover in Lacs</b> )	42.19	50.49
Energy intensity (optional) - the relevant metric may be selected by the entity	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. **N**

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:**

Parameter	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
Water withdrawal by source (in kilolitres)	Nil	Nil
(i) Surface water	Nil	Nil
(ii) Groundwater	6,88,445.00	7,55,439.00
(iii) Third party water	6,05,064.00	2,25,024.00
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	12,93,509.00	9,80,463.00
Total volume of water consumption (in kilolitres)	12,93,509.00	9,80,463.00
Water intensity per rupee of turnover (Water consumed / turnover)	1.01	0.79
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. **N**

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

Yes, Radico Khaitan has installed a new condensate processing unit at the cost of about ₹ 1,963 Lakhs for reutilizing process condensate across all plant in evaporators, lees, RO permeate water and all other inorganic waste-water stream for cooling tower make up and molasses dilution, flour dilution in Liquefaction. It will reduce our ground water pumping and help us in maintaining zero liquid discharge. We have increased Bio gas production (green energy) from 3000 to 3500 M3/Day with CPU upgradation with benefit of fresh water saving due to recycling of CPU-treated water.

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

Parameter	Please specify unit	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
NOx	Micro gram/m <sup>3</sup>	67	69
Sox	Micro gram/m <sup>3</sup>	36	37
Particulate matter (PM)	Micro gram/m <sup>3</sup>	87	132
Persistent organic pollutants (POP)	Not Applicable	0	0
Volatile organic compounds (VOC)	Not Applicable	0	0
Hazardous air pollutants (HAP)	Not Applicable	0	0
Others - please Specify	Not Applicable	0	0

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

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

Parameter	Unit	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	12.2 Million Kg.	11.1 Million Kg.
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0	0
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b>		12.2 Million Kg.	11.1 Million Kg.
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		0	0

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

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

The Company is committed to reduce Greenhouse Gas (GHG) emissions and have short-term and long-term targets in this regard. The steps taken in this regard are:

**Using Recycled Glass Bottles:** The nature of our business necessitates high usage of glass bottles. We are continuously striving to increase the consumption of recycled glass bottles in our business. In line with this focus, we have enhanced the usage of recycled glass bottles from 4.5% in FY2019 to 22.26% in FY2023 for key large brands.

**Value Engineering:** Radico Khaitan has implemented various value-engineering opportunities to optimise raw material cost without compromising on product quality. Removal of mono carton in certain brands has reduced paper usage by 37.2 MT and resulted in saving natural resources.

**Lowering Carbon Foot Print:** Our growing thrust on lowering our energy footprint is manifest in the fact that of the total power consumption at the Rampur plant in FY2023, we generated 73% through captive power plants using renewable energy/bio fuels. This has helped us significantly reduce our carbon footprint. By the end of FY2023, Rampur plant became 100% self-sufficient on power generated through its captive power plants.

**Recycling Plastic Waste:** During FY2023, Radico Khaitan has recycled 7,202 MT of post-consumer used plastic waste resulting in significant sustainability impact.

**Tree Plantation:** During the year under review, Radico Khaitan undertook plantation of more than 15,000 trees at various locations in the Rampur district.

The Company is strictly following the norms for stack emission and effluent control as set by State & Central Pollution Boards. Continuous Emission Monitoring System is in place for 24x7 monitoring of emission and effluent data by Central & State Pollution boards. It is being maintained thoroughly Organic Manure production has improved that will go to replace chemical fertilizer in crops. The Company has adopted several measures for improvement in the field of environment, safety and health. Measures such as standard operating procedures, training programs for all levels of employees regarding resource conservation, housekeeping, Green Belt development and onsite emergency plan have been taken. Sustainable living is a part of long-term business strategy and your Company continuously strives to reduce our environmental footprint, while enhancing the livelihood of people across our product value chain.

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

Parameter	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	8,904.58	10,417.55
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	Not Quantified	Not Quantified
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) <b>(Used Oil, Effluent, Press Mud and Bio compost)</b>	2,28,502.18	2,60,617.18
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>2,37,406.76</b>	<b>2,71,034.73</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	7,202.00	6,505.00
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>7,202.00</b>	<b>6,505.00</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	Not Applicable	Not Applicable
(ii) Landfilling		
(iii) Other disposal operations		
<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. **N**

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.

The organization has established a standardized methodology for the purpose of identifying, segregating, and quantifying generated waste. Additionally, it has implemented the principles of the 3Rs (Reduce, Reuse, Recycle) in managing generated waste prior to its disposal. Notably, this involves the implementation of the Effluent Treatment Plant within the bottling plant area, enabling primary and secondary water treatment, followed by the internal reutilization of treated water within the facility. After volume reduction through MEE & R.O. remaining effluent is stored in intermediate Holding Tank and transfer to impervious Holding Lagoon (designed as per CPCB norms) ensuring no impact on underground water quality and hand pumps are installed for periodically checks of water quality through inspecting authorities. Effluent is sent for Bio-Composting, using sugar mill press mud to manufacture highly valuable and micro-nutrient rich organic manure as Bio-compost. The Bio-compost manufactured in the Distillery is being packed in bags and largely selling to company like fertilizer companies.



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
Proposed 400 KLPD Grain/ Molasses based Distillery along with 15 MW Co-Generation power plant	MoEFCC File no. J-11011/22/2020-IA	March 2022	Yes	Yes	<a href="http://parivesh.nic.in/">http://parivesh.nic.in/</a>

Note: Above data is from Sitapur Plant of the Company.

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: The entity is compliant with all applicable environmental laws, regulations, guidelines and provisions of India such as the Water (Prevention and Control of Pollution) Act, 1974, Air (Prevention and control of pollution) Act, 1981, the Environment Protection Act, 1986, Hazardous Wastes (Management and Handling Rules, 2003/2008/2016, public liability Insurance act, 1991 along with their amendments and rules.

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

### 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	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	3,62,94,418.40	3,44,02,860.00
Total fuel consumption (B)	1,16,232.00	67,116.00
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	3,64,10,650.40	3,44,69,976.00
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,70,83,874.00	2,81,54,373.00
Total fuel consumption (E)	2,78,094.00	3,43,545.00
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,73,61,968.00</b>	<b>2,84,97,918.00</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. **N**

### Transition to Renewable Energy

Our growing thrust on lowering our energy footprint is manifest in the fact that of the total power consumption at the Rampur plant in FY2023, we generated 73% through captive power plants using renewable energy/ bio fuels. This has helped us significantly reduce our carbon footprint. By the end of FY2023, Rampur plant became 100% self-sufficient on power generated through its captive power plants.

## 2. Provide the following details related to water discharged

Parameter	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment - please specify level of Treatment	Not Applicable	Not Applicable
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment - please specify level of Treatment	10,84,166.50	11,32,907.50
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment - please specify level of Treatment	Not Applicable	Not Applicable
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment - please specify level of Treatment	Not Applicable	Not Applicable
(v) Others		
- No treatment	Nil	Nil
- With treatment - please specify level of Treatment	15,622.00	20,913.00
<b>Total water discharged (in kilolitres)</b>	<b>10,99,788.50</b>	<b>11,53,820.50</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. **N**

## 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:

- Name of the area- Rampur, Bajpur, Sitapur, Bahadurgarh, Reengus
- Nature of operations- Manufacturing of Alcohol
- Water withdrawal, consumption and discharge in the following format

Parameter	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	6,88,445.00	7,55,439.00
(iii) Third party water	6,05,064.00	2,25,024.00
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>12,93,509.00</b>	<b>9,80,463.00</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>12,93,509.00</b>	<b>9,80,463.00</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>1.01</b>	<b>0.79</b>

Parameter	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
<b>Water intensity</b> (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		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	10,84,166.50	11,32,907.50
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	15,622.00	20,913.00
<b>Total water discharged (in kilolitres)</b>	<b>10,99,788.50</b>	<b>11,53,820.50</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. **N**

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

Parameter	Unit	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	Not available	Not available
<b>Total Scope 3 emissions per rupee of turnover</b>		Not available	Not available
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity		Not available	Not available

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

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:

**Clean Technology Initiatives**

Efforts made towards technology absorption and process improvement: Improvisation of overall efficiency of whole milling system with technical support of Buhler and optimized process efficiency through enhanced productivity and decreased electrical power consumption from 0.322 KWH/BL to 0.300 KWH/ BL resulting in a saving of ₹ 51.54 Lakh /annum; Upgradation/modification in Liquefaction and Fermentation process like increase in retention time of Liquefaction by using existing PPSF tank, adding retention pressure vessel and jet cooking, use of new advance efficient dry yeast and optimize the process parameter with advance enzymes and improvement in the overall efficiency and recovery to starch ratio from 659 BL /Ton of starch to 689 BL/ Ton of starch resulted in saving about ₹ 175 Lakhs / annum. The Company produces powers in its own plants through use of turbine and waste; Further, it has also installed heat recovery systems and latest generation energy lighting and equipment, to save energy and fuel cost. The Company has also commissioned rainwater harvesting projects within the plant and nearby villages.

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

The Company has implemented a disaster management plan across the all units. This plan provides guidelines to employees, contractors, transporters, etc., on actions to be carried out in the event of an emergency. It not only defines responsibilities but also informs about prompt rescue operations, evacuations, rehabilitation, coordination, and communication.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No adverse impact to the environment.

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

Nil

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations.  
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/International)
1	All India Distillers Association	National
2	PHD Chambers of Commerce and Industry	National
3	Uttar Pradesh Distillers' Association	State
4	CIABC	National
5	Indo-American Chamber of Commerce	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
	Not Applicable	

### Leadership Indicators

1. Details of public policy positions advocated by the entity

Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
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	Results communicated in public domain	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

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

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

A process at plant/unit level is defined and grievances if any are heard by the head of the plant along with other senior members as defined. The grievances are to be addressed on priority. All grievance are to be recorded and reported to the grievance committee.

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

Parameter*	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	28.05%	25.38%
Sourced directly from within the district and neighbouring districts	41.61%	46.22%

\*Pertains to each plant/manufacturing unit for the sourcing done from within the respective state in which the plant/manufacturing unit is located.

### 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
Not Applicable	

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

State	Aspirational District	Amount spent (In INR)
Nil		

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No
- (b) From which marginalized /vulnerable groups do you procure? Not Applicable
- (c) What percentage of total procurement (by value) does it constitute? Not Applicable

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge**

Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable			

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

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

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Radico Bhujal Shakti Project- Water Literacy Programme	5500	Not definable
Radico Art of Living Skill Development Skill	315	Not definable

Note: The Bhujal Shakti Project has covered 451 villages of Rampur district in Uttar Pradesh. This project benefited approx. 40% of the total population of such villages. Till now, around 5,500 participants have completed the water literacy programme.

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

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**  
 The Company has a well defined mechanism in place to address concern of consumers. The Company also takes feedback about its products. Contact details for any complain/suggestion are printed on each bottle.
2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about**

Particulars	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%

**Note:** All our products contain general information, appropriate warnings with respect to environmental and social parameters relevant to the products; safe and responsible usage and safe disposal of the product container.

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

Particulars	FY2023 (Current Financial year)			FY2022 (Previous Financial year)		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other (Legal)	Nil	Nil	No complains received in FY2023	2	1	Complaint no. 2. was filed wide Case No. CC/474/2021 is Pending before the President, District Consumer Disputes Redressal Forum, Saini Enclave, Delhi.

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes, the Company has implemented cyber security policy and the same is accessible on the Company's intranet portal.

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

Not Applicable

**Leadership Indicators**

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

[www.radicokhaitan.com](http://www.radicokhaitan.com)

Facebook: Brand Pages and corporate pages <https://www.facebook.com/officialradicokhaitan>

Instagram: Brand Pages and corporate pages <https://www.instagram.com/radicokhaitan>

Twitter: Brand Pages and corporate pages <https://twitter.com/radicokhaitan>

YouTube: Brand Pages and corporate pages [https://www.youtube.com/channel/UCVVWh6\\_lqUSVswj6E6KalmQ](https://www.youtube.com/channel/UCVVWh6_lqUSVswj6E6KalmQ)

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

**Customer Responsibility Initiatives**

From time to time, drives are initiated for responsible consumption amongst its consumers. The Company displays all the information regarding its products, its ingredients etc. in line with the applicable laws.

Our promotional materials at the retail outlets also include a health warning in English as well as vernacular language. Products also carry the warning about responsible drinking and harmful impact of alcohol consumption.

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

Not Applicable

**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. We carry out surveys to gauge customer/consumer satisfaction for our product. Additional information about the product is displayed on the labels, over and above what is mandated. Radico Khaitan periodically assesses consumer trends, consumer choice, preference, and consumer satisfaction through need-based surveys.

**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