

July 18, 2023

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

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

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-2023

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby enclosed the Business Responsibility and Sustainability Report which forms part of the Annual Report of the Company for the Financial Year 2022-23.

This is for your information and records.

Thanking you,

Yours faithfully,
For **Repro India Limited**

Almina Shaikh
Company Secretary & Compliance Officer

Encl: as above



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

The Business Responsibility and Sustainability Report (BRSR) is provided in lieu of the Business Responsibility Report (BRR) and is aligned with the National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business, issued by the Ministry of Corporate Affairs (MCA) and is in accordance with Regulation 34(2)(F) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, as amended from time to time (“Listing Regulations”).

Repro believes in conducting its business in an ethical and transparent manner, which is the cornerstone for achieving success especially when businesses face challenges. The idea of inclusive socio-economic growth is ingrained in every step that the Company takes towards achieving its long term objectives.

Our BRSR includes our responses to questions on our practices and performance on key principles defined under the Listing Regulations, covering topics across environment, governance, and social dimensions. In keeping with the guiding principles of integrated reporting, we have provided cross-references to the reported data within the main sections of this Annual Report for all topics that are material to us and to our stakeholders.

SECTION A: GENERAL DISCLOSURES

I. Details of the Company

1.	Corporate Identity Number (CIN) of the Company	L22200MH1993PLC071431
2.	Name of the Company	Repro India Limited
3.	Year of Incorporation	1993
4.	Registered office address	11 th Floor, Sun Paradise Business Plaza, B Wing, Senapati Bapat Marg, Lower Parel, Mumbai-400 013
5.	Corporate Address	11 th Floor, Sun Paradise Business Plaza, B Wing, Senapati Bapat Marg, Lower Parel, Mumbai-400 013
6.	E-mail id	investor@reproindialtd.com
7.	Telephone	+91-022-71914000
8.	Website	www.reproindialtd.com
9.	Financial Year for which reporting is being done	April 01, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	(a) BSE Limited (BSE) (b) National Stock Exchange of India Limited (NSE)

11.	Paid – up Capital	₹ 1272.83 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name – Almina Shaikh Designation- Company Secretary and Compliance Officer Email – investor@reproindia.com Telephone - +91-022-71914000
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on Standalone basis for Repro India Limited.

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.	Printing, Reproduction of recorded media	Printing of Books on behalf of the Publishers.	99.79%

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.	Printing, Reproduction of recorded media	18112	99.79%

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



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	3	2	5
International	0	0	0

17. Markets served by the entity:

The Company sells its products & services across all states in India as well as several countries in the world.

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	15

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

(₹ in Lakhs)

Particulars	Revenue	Export	% of total Turnover
Consolidated	42,195	4,699	11%
Standalone	29,669	4,699	16%

c. A brief on types of customers:

The Company caters to its customers through different segments:

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

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

IV. Employees

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)
EMPLOYEES						
1	Permanent (D)	289	275	95%	14	5%
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total Employees (D + E)	289	275	95%	14	5%
WORKERS						
4	Permanent (F)	105	105	100%	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total Employees (F + G)	105	105	100%	NIL	NIL

b. Differently abled Employees and workers:

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled Employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently able Employees (F + G)	-	-	-	-	-



19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	8	2	25
Key Management Personnel*	3	1	33

*KMPs includes Managing Director, Chief Financial Officer and Company Secretary.

20. Turnover rate for permanent employees and workers:

	FY 2022-2023 (Turnover rate in current FY)			FY 2021-2022 (Turnover rate in Previous FY)			FY 2020-2021 (Turnover rate in the year prior to the Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	2%	19%	15%	3%	18%	4%	1%	5%
Permanent Workers	2%	-	2%	1%	-	1%	-	-	-

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.	Repro Enterprises Private Limited	Holding Company	43.51%	No
2.	Repro Books Limited	Subsidiary Company	100%	No

VI. CSR Details

- 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes. However, as per the requirement specified under Section 135 of the Companies Act, 2013, the average net profit of the Company of the last three years being negative the Company has not spent any amount on CSR activity.
- (ii) **Turnover:** ₹ 29668.72 Lakhs
- (iii) **Net worth:** ₹ 29067.09 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)	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://www.reproindia.com/investors/overview	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)		Nil	Nil	-	Nil	Nil	-
Shareholders		For details on investor complaints received and resolved, refer to the 'Investor complaints' available in the Corporate Governance report of this Annual Report.					
Employees and workers		None					
Customers							
Value Chain Partners							
Other (Please specify)							

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.	Economic Performance	Opportunity, Risk	<p>Opportunity: With depleting natural resources and rising material costs, shifting to circular models is both cost effective and future-proof.</p> <p>Risk: No technology is available for 100% recycling and reuse of material. Due to non-scalability, the associated costs of transitioning to a circular economy are high.</p>	We ensure that there is no compromise on printing quality as we remain committed to efficient resource consumption and optimized packaging. We are dealing with challenges such as cost, market performance, consumer protection, as well as electricity consumption and waste management, hence we ensure that our packaging is fit-for-purpose and is made from low impact material, or recyclable material.	<p>Positive: Creating a more resilient business through less dependence on virgin, non-renewable material.</p> <p>Negative: Increased cost of recycling and recycled packaging</p>
2.	Enabling Business To Go Green and Promotion of Green Paper	Opportunity	Creating long-term value for all stakeholders by enabling the listing of sustainable green paper via Amazon, Flipkart portal thereby creating access to green and Eco-friendly books.	NA	<p>Positive: Consumer satisfaction and well-being is our prime focus. We keeping the same in mind and believe this will enhance brand loyalty as well.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Digitalization	Opportunity, Risk	The Company can by way of digitization improve the customer experience, expand its operational reach, and enhance overall productivity.	<p>The Company has its own software development capabilities to create and expand digitization by selling the book through Amazon, Flipkart, etc.</p> <p>The Company has also implemented various Learning models in critical path of business decision-making in key areas.</p>	<p>Negative</p> <p>Unfavourable conditions can impact our operations and increase the cost of our publishing. In the longer term, sustainable sourcing of materials can de-risk the supply chain and secure continuous supply, thus enabling opportunities for growth and fulfilling future increase in demand of publishing.</p>



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Data security and privacy	Risk	A lack of sufficient and transparent data security and privacy protocols can cause considerable financial and reputational damage, eroding customer trust and confidence.	The Company has implemented robust cyber security measures, including anti-virus, anti-spyware, firewalls, and off-site data backup. The organisation is committed to constantly enhancing and upgrading its tools and solutions to protect against cyber-attacks and minimise damage. These measures encompass a privacy policy, data privacy impact assessments, cyber insurance and data leakage protection monitoring.	Negative: The cost of cyber security in case of an incident can rise due to expenses related to additional / new technology controls and information security systems. The loss of data or leakage can lead to significant reputational risk.
5.	Occupational Health and Safety	Risk	Creation of safe and healthy working environment for all the employees.	The organisation strives to provide a safe working environment by ensuring strict adherence to policies and procedures	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBCs) as prescribed by the Ministry of Corporate Affairs advocates the following nine principles referred to as P1 to P9:

P1 - Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

P2 - Businesses should provide goods and services that are safe in a manner that is sustainable and safe

P3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 - Businesses should respect the interests of, and be responsive towards all its stakeholders

P5 - Businesses should respect and promote human rights

P6 - Business should respect, protect, and make efforts to restore the environment

P7 - Businesses when engaging in influencing public and regulatory policy, should do in a manner that is responsible and transparent

P8 - Businesses should support inclusive growth and equitable development

P9 - Businesses should engage with and provide value to their customers in a responsible manner

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management process									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.reproindia.com/investors/overview								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y



<p>4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p>	<p>ISO9001 : 2015 Successfully completed Recertification audit in March-2023 without any non-conformities. This time we added Bhiwandi and Rewari Units also alongwith Surat and Head office in the Certification.</p> <p>ISO14001 : 2015 Successfully completed 2nd Surveillance Audit by Intertek India without any non-conformities. We will go for recertification of ISO14001-2015 at Surat facility in June 2023.</p> <p>FSC (Forest Stewardship Council) FSC CoC Certification completed Recertification of all our plants including Company's Corporate Office without any non-conformity in September 2022.</p> <p>ISO27001 : 2013 We successfully completed Recertification Audit of Information Security Management System (ISMS) without any non- conformity in July-2022.</p>
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>The Company will also evaluate the possibility of launching their own website for selling the books.</p> <p>In order to improve the operational eco-efficiency, the Company shall set up a process to monitor energy and electricity consumption across offices and branches.</p> <p>The company will strive to recycle 100% of its E-waste in the long term.</p>
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>At Repro India, every department/function establishes annual internal targets and goals that are linked to KRAs and the appraisal process. Review of these targets happens on a monthly/quarterly basis, and updates for the same are discussed with the management. We will report on our progress towards meeting those commitments starting from the following year.</p>

Governance, Leadership and Oversight	
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).	The Company is in the process of finalising the ESG Policy. We will disclose the ESG related challenges in the policy from the following year.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board is responsible for implementation and oversight of the Business Responsibility & Sustainability policies.
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

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	Periodic assessments are conducted to evaluate performance against all policies, as part of the company's robust governance practice by the Director of the Company. Follow-up actions are then taken to ensure alignment with the principles.																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Director of the Company ensures compliance with all the statutory requirements relevant to the 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
	No, However the Company performs routine internal audits of all the policies and procedures to ensure complete compliance.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	The Company's BoD are regularly briefed on an array of topics, including strategy, business operations, markets, performance, organisation structure, economy, risk management framework, regulatory updates, future outlook, environmental, social and governance aspects, etc.	100%
Key Managerial Personnel	4	Presentations are made on various aspects such as business models, risk minimisation procedures, compliance management, recent trends in technology, changes in domestic/overseas industry scenario and business performance of the Company. Presentations on significant amendments in Corporate and other allied laws.	100%



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

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

For FY 2022-2023, there were no cases pertaining to unfair trade practices, irresponsible advertising and/or anti-competitive behaviour. Additionally, there were no cases of corruption, with reference to the employees or the business partners:

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

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

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

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

No Directors/KMPs/employees/workers were involved in bribery/corruption both in FY 2022-2023. On above grounds, no action was taken by any law enforcement agency.

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

No, complaints were received with regard to conflict of interest against Directors/KMPs in FY 2022-2023.



7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:

Not Applicable, as zero cases of corruption or conflicts of interest were recorded during the reporting period.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
10	Business Ethics, Anti-Bribery, Supplier evaluation and awareness on various parameters, customer satisfaction Survey analysis etc.	30%

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 board-approved Code of Conduct for Directors and Senior Management. The policy lays out well-defined processes in place to avoid/manage conflict of interests involving members of the board. The Code is available on the Company's website at: <https://investor.reproindia ltd.com/pdf/2018-2019/Ethical%20Code%20of%20Conduct%20Policy.pdf>

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	-	-	NA

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

Yes

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

The Company is committed towards sustainable sourcing. 64% of the total paper purchased from FSC certified mills and 100% from those who are managing strict environmental, social and economic standards. Imported paper is 100% Woodfree.

2. 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.

Paper: Wastage generation of Paper which is the major consumption are supplied to the recycle paper mills, which is a raw material for them and they produce paper again. We even provide our used Lithographic plates to recyclers for recycling and re-using.

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

Yes, the waste collection plan is in line with the Extended Producer Responsibility plan submitted to the Pollution Control Boards. Our EPR registration reference number is: 2023022308544808.

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?

We are ISO 14001/2015 Certified (Expired 04.06.2023 / This certification is under renewal)

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
22110	Books, Brochures Journals & Other Publications	100%	2022-2023	Yes – Intertek Certification Limited	No



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.**

No, there are no Significant Social environmental concerns and or/risks arising from production or disposal of our products.

Name of Product/ Service	Description of the risk/concern	Action Taken
NA	NA	NA

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Writing Printing Paper	90%	82%

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

	FY 2022-2023 Current Financial Year			FY 2021 – 2022 Previous Financial Year		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	100%	100%	NIL	100%	100%
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	30%	50%	20%	20%	60%	20%

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
Plastics	35%
Other	30%

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	275	275	100	275	100	-	-	275	100	275	100
Female	14	14	100	14	100	14	100	-	-	14	100
Total	289	289	100	289	100	14	100	275	100	289	100
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	105	105	100	105	100	-	-	105	100	105	100
Female	-	-	-	-	-	-	-	-	-	-	-
Total	105	105	100	105	100	-	-	105	100	105	100
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y



Gratuity	100	100	Y	100	100	Y
ESI	8	36	Y	7	30	Y
Others please specify	-	-	-	-	-	-

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

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

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

Yes, The Company provides equal employment opportunities without any discrimination or harassment based on race, colour, national origin, religion, gender, age, disability, citizenship, marital status, sexual orientation, military status, or any other characteristic. This is embedded in Code of Conduct & Ethics. The policy is available on our website at <https://investor.reproindiaLtd.com/pdf/2018-2019/Ethical%20Code%20of%20Conduct%20Policy.pdf>

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

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

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes
Other than Permanent Employees	Not Applicable

The Company encourages employees to share their concerns with their reporting heads and HR. It also has a Whistle blower Policy and a Vigil Mechanism in place to share grievances on various matters. The Whistle Blower Mechanism as adopted by the Company renders its Employees of the Company to report any concerns or grievances pertaining to any potential or actual violation of Company's Code of Conduct or any unethical behaviour.

The Company takes various measures to create awareness about the whistle-blower mechanism amongst the employees to encourage any person to bring genuine, ethical and legal concerns, violations and suspected fraudulent behaviour of which they are or become aware of, to an internal authority so that action can be taken immediately to resolve the problem.

All the employees are educated about the whistle-blower mechanism as the Whistle-Blower Policy of the Company is made available on the Company's website and accessible to all its employees irrespective of their work location.

The Audit Committee reviews and monitors the proper functioning of whistle blower/vigil mechanism of the Company. Through on-going proactive grievance redressal mechanism and corrective steps undertaken, the Company endeavours to minimize grievances and complaints.

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

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

8. Details of training given to employees and workers:

Category	FY2022-2023 Current Financial Year					FY2021-2022 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	250	250	100	230	92	200	200	100	185	93
Female	15	15	100	15	100	13	13	100	13	100
Total	265	265	100	245	92.45	213	213	100	198	92.96
Workers										
Male	105	105	100	105	100	148	148	100	148	100
Female	-	-	-	-	-	-	-	-	-	-
Total	105	105	100	105	100	148	148	100	148	100



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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	275	255	92.73%	276	218	78.99%
Female	14	12	85.71%	16	9	56.25%
Total	289	267	92.39%	292	227	77.74%
Workers						
Male	105	104	99.05%	148	106	71.62%
Female	0	0	0	0	0	0
Total	105	104	99.05%	148	106	71.62%

10. Health and safety management system:

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

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

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

The Company has done Risk Assessment with respect to work related hazards. We also do periodic review of the same and after any incident occurs. We have put in place risk mitigation plans as well as controls to reduce or eliminate potential hazards.

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

Yes, the Company has processes for workers to report the work-related hazards and to remove themselves from such risks.

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

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

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

Safety Incident/Number	Category	FY (2022-23)	FY (2021-22)
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	2	0
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

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

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

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (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 year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA



14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

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

Leadership Indicators

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

Yes, The Company provides its employees and workers with life and personal accident cover in addition to medical insurance.

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

The Company ensures that applicable taxes and statutory dues are appropriately deducted and deposited by the value chain partners in accordance with the laws and regulations. Challans and proof of deductions are submitted on a regular basis. This is reviewed as a part of the internal and statutory audit.

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

Not Applicable

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment:

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	We have assessed 35% of our suppliers through internal audit
Working Conditions	We have assessed 35% of our suppliers through internal audit

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

Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The Company have identified internal and external stakeholders through consultations from our operations Department. Various engagement channels are used to reach out to our stakeholders on areas that are of importance to them.

The following stakeholder groups have been identified:

Internal Stakeholders:

- Employees
- Board of Directors

External Stakeholders:

- Shareholders
- Investors
- Regulatory Bodies
- Suppliers
- Vendors



- CSR Beneficiaries
- Government
- Contractors
- Financial Institutions

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

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	Annual General Meeting, Email, Newspaper advertisement, Website Intimation to stock exchanges.	Annually / Half-Yearly / Quarterly / Need basis	<ul style="list-style-type: none"> • Financial & Operating Performance • Significant business decisions / outcomes • Good Corporate Governance
Employees and Workers	No	Emails, HRMS portal, One-on-one performance reviews Informal team interactions, Employee feedback survey, Regular training	Regularly	<ul style="list-style-type: none"> • Internal communication • Daily Learning and Development initiatives • Growth opportunities • Fair and transparent • Remuneration structure • Health, Wellness and safety
Consumer	No	Email, sms, advertisement, website, social media	Regularly	<ul style="list-style-type: none"> • Discovery of diverse set of products with ease • Better prices and ease of payment • Access to reliable suppliers

Value Chain Partners	No	Email, vendor meet	Annual,	<ul style="list-style-type: none"> • Periodic Process • Refresh engagement
Suppliers	No	Emails, Meetings, Regular feedbacks	Regularly/ Need basis	<ul style="list-style-type: none"> • Supplier development • Promoting local suppliers • Supplier assessments • Promoting shared growth

PRINCIPLE 5 : Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	289	289	100	238	238	100
Other than permanent	-	-	-	-	-	-
Total Employees	289	289	100	238	238	100
Workers						
Permanent	105	105	100	148	148	100
Other than permanent	-	-	-	-	-	-
Total Workers	105	105	100	148	148	100

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

Category	FY (2022-23)					FY (2021-22)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Perma- nent	289	0	0.00%	289	100.00%	292	0	0.00%	292	100.00%
Male	275	0	0.00%	275	100.00%	276	0	0.00%	276	100.00%



Female	14	0	0.00%	14	100.00%	16	0	0.00%	16	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	105	105	100.00%	0	0.00%	148	148	100.00%	0	0.00%
Male	105	105	100.00%	0	0.00%	148	148	100.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Number	Male Median remuneration/ salary/ wages of respective category	Female Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) Key Managerial Personnel	Please refer to the 'Managerial Remuneration' section in the Director's Report		Please refer to the 'Managerial Remuneration' section in the Director's Report	
Employees other than BoD and KMP	274	382750	13	381500
Workers	105	382500	-	-

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

The Company has robust processes in place to for employees to address their complaints or grievances to the Human Resource department or to the Senior Management. There shall be no retaliation or reprisal taken against any employee or associate who raises concerns.

Our human rights policy is consistent with the Company’s Code of Conduct and is aligned with the principles of the Universal Declaration of Human Rights; Fundamental ILO Conventions and Voluntary Principles on Security and Human Rights. The policy on human right is published on the Company’s website: <https://investor.reproindiaLtd.com/pdf/2018-2019/Human%20Rights%20policy.pdf>

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

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

All the employees are required to report any suspected or actual breaches of the Code, company policies, or the law.

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

	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-



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

We place great emphasis on ensuring that members of our POSH (Prevention of Sexual Harassment) and Ethics Committees are well-informed and educated on the importance of confidentiality. We have a zero-tolerance policy towards any form of retaliation against individuals who report legitimate concerns, and anyone found to be targeting such individuals will be subject to disciplinary action. Our POSH members receive training and sensitization to prevent retaliation and reassure complainants that they can report concerns without fear. The details of the complainant are kept confidential and the authenticity of the complainant's report is investigated by the assigned committee. The details regarding the investigation are also limited to the committee and kept confidential. The complainant is protected from any discrimination and harassment till the issue is resolved.

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

No

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	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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.

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

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

Not Applicable.

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

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

4. Details on assessment of value chain partners

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

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

Not Applicable



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

Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	66 Lakhs Units	53.49 Lakhs Units
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	2.91 Lakhs Units	2.02 Lakhs Units
Total energy consumption (A+B+C)	68.91 Lakhs Units	55.51 Lakhs Units
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	232.26 Lakhs	283.16 Lakhs

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

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

Not Applicable

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

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	26123	27199
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26123	27199
Total volume of water consumption (in kilolitres)	24123	24199
Water intensity per rupee of turnover (Water consumed / turnover)	0.81 Lakhs	1.23 Lakhs

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: - Yes, the process Waste Water has been collect, Store, Transport and sent for Disposal at Common Hazardous Waste Integrated Facility.**

Not Applicable

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

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

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



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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	105.09	91.574
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2309.45	1934.87
Total Scope 1 and Scope 2 emissions per rupee of turnover	tones of CO ₂ equivalent / turnover	0.08 Lakhs	0.10 Lakhs

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:

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

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil

Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)	1. Used Machine Oil – 0.800 MT	1. Used Machine Oil – 0.400 MT
	2. Trade Effluent – 6.815 MT	2. Trade Effluent – 14.995 MT
	3. Contaminated Cotton Waste – 0.185 MT	3. Contaminated Cotton Waste – 0.990 MT
	4. Discarded Container – 7.491 MT	4. Discarded Container – 17.887 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Paper Waste - 2987.720 MT	Paper Waste - 2276.235 MT
Total (A+B + C + D + E + F + G + H)	3003.011 MT	2310.507 MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3006.007 MT	2294.522 MT
(ii) Re-used		
(iii) Other recovery operations		
Total	3006.007 MT	2294.522 MT
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	7 MT	15.985 MT
(ii) Landfilling	NA	NA
(iii) Other disposal operations		
Total	7 MT	15.985 MT

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

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

We implement the 3Rs approach - reduce, reuse, and recycle - for effective



waste management at all our plant location. Furthermore, we are trying to eliminate the use of hazardous and toxic chemicals like Ink that is used for printing the books, magazines or articles etc.

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

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

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1.	EIA has been taken by SEZ Developer, M/S. DGDC LTD.	-	No	No	-

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

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

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

Leadership Indicators

- 1. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

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

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

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

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

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

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

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



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

Essential Indicators

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

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

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Chemicals and Allied Products Export Promotion Council (CAPEX)	National
2	Export Promotion Council for EOUs & SEZs (EPCES)	National
3	Federation of Indian Export Organisations (FIEO)	National
4	Integrated Marketing Communication (IMC)	National

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

Not Applicable, as no issues or adverse orders, related to anti-competitive conduct by the entity, were raised by regulatory authorities.

Leadership Indicators

1. Details of public policy positions advocated by the entity

Sr.No	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web link, if available
Not Applicable					

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:

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

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

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

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

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

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

	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Directly sourced from MSMEs/ small producers	The Company currently do not track input material sourced from MSMEs / small producers, we will take appropriate steps to do so in future.	
Sourced directly from within the district and neighbouring districts		



Leadership Indicators

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

Not Applicable

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

The Company has not spend any amount towards CSR nor specifically undertaken any projects as there was average loss during the last 3 financial years.

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?**

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:**

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

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
-	-	-

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

Essential Indicators

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

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

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: Not Applicable

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

	FY 2022-2023 (Current Financial Year)		Remarks	FY 2021-2022 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	6	0	-	2	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-

4. Details of instances of product recalls on account of safety issues: Not Applicable

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

The Company have a policy on cyber security and risk related to data privacy. In this draft policy all the data related to cyber security is maintained with due care and in efficient manner.

The Cyber security and Data privacy policy is an internal document and employees have access to the same.



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:

Repro is certified for ISO 27001:2013 (Information Security Management System) and Risk Management Guidelines. Accordingly, the organization also has rolled out corporate policies to ensure necessary compliance at all stakeholder's end.

Leadership Indicators

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

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

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

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

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

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

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

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



5. Provide the following information relating to data breaches:

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

Nil

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

Nil