



**SPECIALITY  
RESTAURANTS LIMITED**

CIN: L55101WB1999PLC090672 Email : corporate@speciality.co.in

Morya Land Mark - 1, 4th Floor, B-25, Veera Industrial Estate, Off New Link Road, Andheri (W), Mumbai 400 053

Tel. No. (022) 62686700 Website-www.speciality.co.in

August 30, 2023

To,  
**General Manager,  
Listing Operations,  
BSE Limited,  
P.J. Tower, Dalal Street,  
Mumbai - 400 001.**

**Vice President,  
Listing Compliance Department,  
National Stock Exchange of India Limited,  
'Exchange Plaza', Bandra Kurla Complex,  
Bandra (E), Mumbai - 400 051.**

**Scrip Code: 534425**

**Scrip Code: SPECIALITY**

Dear Sir/ Madam,

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23.**

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23, which forms part of the Annual Report for Financial Year 2022-23, submitted to the Exchanges vide letter dated August 30, 2023.

You are requested to kindly take the same on record.

Kindly acknowledge the receipt.

Thanking you,

Yours sincerely,  
For **Speciality Restaurants Limited**

AVINASH  
MADHUKAR  
KINHIKAR

Digitally signed by AVINASH  
MADHUKAR KINHIKAR  
Date: 2023.08.30 14:41:11  
+05'30'

**Authorized Signatory**

**Name: Avinash Kinhikar  
Designation: Company Secretary & Legal Head**

**Encl: As above.**

**Registered Office: 'Uniworth House' 3A, Gurusaday Road, Kolkata - 700019.**

**Annexure to the Directors' Report**  
**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING**

**SECTION A: GENERAL DISCLOSURE**
**I. Details of Listed Entity**

1	Corporate Identity Number (CIN) of the Company	L55101WB1999PLC090672
2	Name of the Company	Speciality Restaurants Limited
3	Year of Incorporation	1 December 1999
4	Registered Office address	Uniworth House, 3A, Gurusaday Road, Kolkata 700 019. Tel: (91 33) 22837964
5	Corporate Address	Morya Landmark I, 4th Floor, B-25, Veera Industrial Estate, Off. New Link Road, Andheri (West), Mumbai-400053. Tel: (91 22) 6268 6700
6	Email ID	<a href="mailto:corporate@speciality.co.in">corporate@speciality.co.in</a>
7	Telephone	(91 22) 6268 6700
8	Website	<a href="http://www.speciality.co.in">www.speciality.co.in</a>
9	Financial year of which Reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid Up Capital	Rs. 46,95,76,570/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Avinash Kinshikar Company Secretary and Legal Head Email Id: <a href="mailto:corporate@speciality.co.in">corporate@speciality.co.in</a> Contact No. 022-62686700
13	Reporting boundary	Standalone

**II. Products/Services**
**14. Details of business activities (accounting for 90% of the entity's turnover):**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Restaurants & Confectionaries	Restaurants & mobile food service activity	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Restaurants & mobile food service activity	5610	90%
2	Confectionaries	1073	10%

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

Location	Number of plants (Restaurants / Outlets)	Number of offices	Total
National	127	2	129
International	3	-	3

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

Location.	Number
National (No. of States)	11
International (No. of countries)	2

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

Nil

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

Speciality Restaurants Limited, through its restaurant and confectionary business, caters to a variety of customers, including fine diners, casual diners, families, business professionals, tourists, food enthusiasts, and takeaway customers.

**IV. Employees:**
**18. Details as at the end of Financial Year:**
**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)	2,223	2,189	98%	34	2%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	2,223	2,189	98%	34	2%
<b>WORKERS</b>						
4.	Permanent (F)	58	58	100%	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	<b>Total workers (F + G)</b>	58	58	100%	-	-

**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)	7	7	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	7	7	100%	-	-
<b>DIFFERENTLY-ABLED WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	<b>Total differently-abled workers (F + G)</b>	-	-	-	-	-

**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*	5	1	20%

\*Including Executive Directors

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

	FY 2022-23			FY 2021-22			FY 2020-21*		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	32%	30%	32%	61%	42%	61%	90%		
<b>Permanent Workers</b>	18%	-	18%	32%	-	32%	53%		

\*Due to the COVID-19 pandemic employee turnover rate was high.

**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	Speciality Hospitality UK Limited	Wholly owned subsidiary company	100%	No
2	Speciality Hospitality US Inc	Wholly owned subsidiary company	100%	No
3	Speciality Hotels India Private Limited	Wholly owned subsidiary company	100%	No
4	Caterland Hospitality Ltd (UK)	Step-down Subsidiary	51%	No
5	Foodland Ventures LLC (USA)	Step-down Subsidiary	50.5%	No
6	Mainland China & Indigrill Restaurant LLC (Qatar)	Joint venture	49%	No

**V. CSR DETAILS**

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in Rs.) 37,497 Lakhs
- (ii) Net worth (in Rs.) 28,238 Lakhs

**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)  <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2022-23			FY 2021-22		
		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	<a href="https://speciality.co.in/investors">https://speciality.co.in/investors</a>	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)		Nil	Nil	NA	Nil	Nil	NA
Shareholders		Nil	Nil	NA	Nil	Nil	NA
Employees and workers		Nil	Nil	NA	Nil	Nil	NA
Customers		84	0	All consumer complaints were successfully resolved within the fiscal year.	51	0	All consumer complaints were successfully resolved within the fiscal year.
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA
Other (please specify)		Nil	Nil	NA	Nil	Nil	NA

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

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.	<b>Energy management</b>	<b>Risk and opportunity</b>	<p><b>Risk:</b> The business operations of the company rely on several energy consumption activities such as refrigeration, air conditioners, lighting, LPG, etc. Higher energy consumption will impact profitability and also leads to an increased carbon footprint of the business.</p> <p><b>Opportunity:</b> Implementing energy-efficient practices across the restaurants will help the company reduce electricity consumption and resultant carbon emissions.</p>	<p>The Company recognizes that energy management is an important lever in conducting operations in an efficient and responsible manner.</p> <p>The company has installed LED lighting across all its restaurants and confectionaries. Further, the company focuses on purchasing energy-efficient equipment, resulting in a lower carbon footprint.</p>	Positive and Negative

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)
2.	<b>Waste management</b>	<b>Risk</b>	<p><b>Risk:</b> Poor waste management practices can result in hygiene and sanitation issues, heightening food safety concerns. It can pose health risks to anyone who consumes such products while also negatively impacting the environment.</p>	<p>The Company places paramount importance on food safety and the management of process wastes and the end-of-life product wastes.</p> <p>The Company follows strict protocol towards proper disposal of all used cooking oil through authorized vendors recognized by the Central Pollution Control Board (CPCB).</p> <p>The Company ensures that all confectioneries are removed from the shelves well before their expiry dates and sent back to the facility for safe disposal through processes such as crushing and grinding.</p>	Negative
3.	<b>Supply chain management</b>	<b>Risk and opportunity</b>	<p><b>Risk:</b> The procurement of ingredients, packaging materials, and other supplies in the restaurant supply chain can have significant environmental footprints. Risks include water pollution, greenhouse gas (GHG) emissions, and depletion of natural resources.</p> <p><b>Opportunity:</b> Collaborating with suppliers, distributors, and others in the supply chain helps a Company build strong relationships and create pathways to be more sustainable. Partnering with organizations which have a shared vision and participating in industry initiatives can drive sustainability efforts and enhance overall supply chain performance.</p>	<p>The Company prioritizes locally sourced ingredients to reduce the environmental impact associated with transportation.</p> <p>The Company also regularly conducts supply chain checks, including verification of vendor certifications to ensure product quality and ethical sourcing related to animal welfare and fair trade.</p> <p>The Company also ensures robust inventory management and trains its staff about supply chain risks and adherence to procedures. It encourages all employees to report any irregularities in supplies and addresses, promptly.</p>	Positive and Negative
4.	<b>Employee Health and Safety</b>	<b>Risk and opportunity</b>	<p><b>Risk:</b> Occupational health and safety practices in the restaurant industry, if not managed properly, can expose employees to risks such as physical, ergonomic, and fire safety.</p> <p><b>Opportunity:</b> Promoting workplace safety by prioritizing standard-operating procedures, conducting regular training, and providing adequate safety equipment, will not only safeguard the workforce but also contribute to employee productivity.</p>	<p>The Company ensures strict adherence to workplace safety standards across its outlets. The Company has created SOPs for cleaning and maintenance activities to avoid slipping accidents. The kitchen towels, sponges, and cleaning cloths are replaced regularly to ensure safety and hygiene.</p> <p>The Company provides training on safe handling knives, hot surfaces, etc. The staff is provided with gloves, aprons, goggles, etc., to keep them safe. Further, staff members are trained in safety practices such as fire safety and first aid.</p> <p>The Company conducts regular internal checks on all the electrical equipment as a safety measure.</p>	Positive and Negative

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)
5.	<b>Diversity &amp; Inclusion</b>	<b>Opportunity</b>	<p>Promoting diversity and inclusion helps the Company foster a rich and diverse workforce. Moreover, hiring differently-abled employees, including those who are deaf and hard of hearing, offers access to untapped talent pool. This nurtures equal employment opportunities in a true sense and helps in providing them with dignified lives.</p> <p>These inclusive and socially responsible practices also create a vibrant restaurant atmosphere and drive positive brand impact.</p>		Positive
6.	<b>Water Management</b>	<b>Risk</b>	<p><b>Risk:</b> Restaurants typically have high water usage due to the need for dishwashing, food preparation, cleaning, and maintaining facilities. Excessive water consumption can put a strain on local water resources and increase operational costs.</p>	The Company ensures the kitchen and wash area taps are maintained well to avoid water wastage. The water faucets & taps are regularly checked to identify malfunctions and fix leaks promptly. The staff is guided to use water responsibly in operational activities.	Negative
7.	<b>Product (Food) Quality &amp; Safety</b>	<b>Risk and opportunity</b>	<p><b>Risk:</b> If the food quality in restaurants or outlets is not managed properly, it can lead to severe health consequences for the customers. Contamination of food can occur due to various factors such as improper handling, inadequate storage, improper cooking temperatures, cross-contamination, or the use of poor ingredients.</p> <p><b>Opportunity:</b> Maintaining good food quality and safety is essential for the business. By following the best standards in food quality, the company can build a strong customer base and increase its business prospects.</p>	<p>The Company accords the highest priority for food quality and safety.</p> <p>The food at all outlets adheres to the Food Safety and Standards Authority of India (FSSAI) requirements.</p> <p>The Company regularly reviews and updates food storage and handling practices. It ensures that the food-handling employees maintain strict personal hygiene practices. Further, the Company follows strict cleaning and sanitization schedules for all kitchen equipment, utensils, and surfaces to avoid any contamination.</p>	Positive and Negative

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	<a href="https://speciality.co.in/investors">https://speciality.co.in/investors</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated its policies into procedures.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
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 of the company's restaurants have been certified by the Food Safety and Standards Authority of India (FSSAI). Additionally, six restaurants hold ISO-22000 certification for Food Safety Management.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The goals and targets for each business division are set at the beginning of the year, focusing on revenue, cost efficiency, customer experience, and responsible business practices. These are reviewed by the management, including Directors, business, and functional heads on a regular basis.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance evaluation is an essential component for the Company. The company has been meeting all its statutory and voluntary commitments.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> )	At Specialty Restaurants, we are committed to crafting world-class cuisine and providing exceptional experiences at an affordable price. Our focus is to provide personalized service in a warm and vibrant environment that makes everybody feel special. The company's operations span multiple locations in India and internationally, and fulfilling this mission requires us to embed responsible and sustainable business practices throughout our operations. We actively engage with our stakeholders to address environmental challenges, promote workplace diversity and inclusivity, and uphold transparent governance. Through these efforts, we strive to create a sustainable future while delivering value to our stakeholders.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Managing Director oversees decision-making on sustainability-related issues.								

#### 10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board /Any other Committee									Frequency (Annually/ Half yearly/Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up Action	Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Directors									Quarterly								

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No								

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

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

**SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE:**
**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY 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	2	Effect of succession planning Profit maximization	100%
Key Managerial Personnel	2	Effect of succession planning Profit maximization	100%
Employees other than BoD and KMPs	5	Health & safety POSH Basic first aid Fire fighting Leadership training program	85%
Workers	4	Health & safety POSH Basic first aid Fire fighting	85%

**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**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been
Penalty/ Fine	Nil	Nil	Nil	Nil	NA
Settlement	Nil	Nil	Nil	Nil	NA
Compounding Fee	Nil	Nil	Nil	Nil	NA
Non-Monetary					
Imprisonment	Nil	Nil	Nil	Nil	NA
Punishment	Nil	Nil	Nil	Nil	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 the regulatory/ enforcement agencies/ judicial institutions
Nil	

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

Although the Company does not have a separate anti-corruption or anti-bribery policy, the Code of Ethics and Business Responsibility & Sustainability policy provides comprehensive guidelines for anti-corruption and anti-bribery. This policy applies to directors, key personnel, employees, and workers, promoting ethical behaviour across all business activities. These policies emphasise on integrity, responsiveness, conflict of interest, and investigation in case of any breaches. Further, mechanisms such as a whistle-blower will enable uncovering unethical or illegal conduct without fear of retaliation. These measures underscore the Company's commitment to ethical and responsible business practices.

[https://speciality.co.in/pdf/pdf\\_2/Policies/Business-Responsibility-and-Sustainability-Policy.pdf](https://speciality.co.in/pdf/pdf_2/Policies/Business-Responsibility-and-Sustainability-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:**

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil



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

	FY 2022-23	FY 2021-2
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		

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

Not Applicable

**Leadership Indicators**

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

Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programme
The Company encourages its value chain partners to follow transparent and ethical behaviour.		

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's Code of Conduct emphasizes that the Board of Directors, employees & workers act ethically and, in the company's, best interest, fulfilling fiduciary obligations and avoiding conflicts of interest that may hinder their performance. The Directors are required to provide an annual confirmation regarding the code of conduct. If a director has a personal interest, they abstain from participating in related discussions. The Company promotes integrity and maintains the highest standards of professionalism within the organization.

**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.

	Current Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	55%	56%	The company invests in state-of-the-art equipment both for new capital investments as well as the replacement of existing end-of-life infrastructure to create a safe working conditions for the employees and also reduce the impact on environment. The key areas of capex investment include efficient cooking, heating, cooling and ventilation systems.

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

The Company prioritizes sourcing the majority of its raw materials locally, minimizing its carbon footprint, and contributing to the economic development of neighboring communities. Additionally, the Company ensures that food quality aligns with its established standards.

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

100%

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.

Not Applicable

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.

Not Applicable

**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.
The company has not conducted any Life Cycle Assessments during the year.					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material
FY2022-23	FY 2021-22
Not Applicable	

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 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste	Not Applicable					
Hazardous waste	Not Applicable					
Other waste	Not Applicable					

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
Not Applicable	

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**
**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	2,189	2,189	100%	2,189	100%	NA	NA	-	-	-	-
Female	34	34	100%	34	100%	34	100%	-	-	-	-
<b>Total</b>	<b>2,223</b>	<b>2,223</b>	<b>100%</b>	<b>2,223</b>	<b>100%</b>	<b>34</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	58	58	100%	58	100%	NA	NA	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>58</b>	<b>58</b>	<b>100%</b>	<b>58</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/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	39%	31%	Y	53%	37%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	80%	86%	Y	84%	82%	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 operates several outlets across the country, and not all the premises of the entity are entirely as per the requirements of the Rights of Persons with Disabilities Act, 2016. However, the company focuses on establishing inclusive work environment and taking essential measures at its offices and restaurants to ensure that individuals with different disabilities face no obstacles. Employees are sensitized to the needs and preferences of differently-abled individuals, enabling them to offer the required support whenever necessary.

**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.**

Though the entity does not have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016, the Company believes in providing equal opportunities to all its employees, and it is a core part of its philosophy. The Company doesn't discriminate against any of its employees and treats everyone with respect and dignity. The Company has deaf and hard-of-hearing employees and they are provided with special badges for identification. The Company has a separate mode of communication channel which helps in communicating with them regularly. The Company sensitizes its employees to be mindful and accommodative towards the needs of differently-abled colleagues and believes that everyone deserves the opportunity to work and succeed, regardless of their disability. The Company is committed to creating a workplace that is inclusive.

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

The Company provides maternity benefits for all female employees, but none of the employee has opted for parental leave during the financial year.

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

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

The Company has a robust mechanism in place for all its employees and workers, ensuring that all the grievances received are addressed promptly.

- The Company's management has made sure that HR's contact number is available to all the employees and that they can reach out directly to HR.
- The employees or workers can inform their grievances to the Head of Department. If the grievance is unresolved, then the Head of the Department will escalate it to the Regional Heads, who in turn inform the Corporate Head Office.

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

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

The Company has no employees or workers union that are recognized by the company.

Category	FY 2022-23			FY 2021-22		
	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)
	Nil	Nil	Nil	Nil	Nil	Nil

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	2,189	1,612	74%	1,753	80%	1,855	1,430	77%	1,510	81%
Female	34	24	71%	28	82%	21	18	86%	20	95%
<b>Total</b>	<b>2,223</b>	<b>1,636</b>	<b>74%</b>	<b>1,781</b>	<b>80%</b>	<b>1876</b>	<b>1448</b>	<b>77%</b>	<b>1530</b>	<b>82%</b>
<b>Workers</b>										
Male	58	55	95%	57	98%	51	50	98%	50	98%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Total</b>	<b>58</b>	<b>55</b>	<b>95%</b>	<b>57</b>	<b>98%</b>	<b>51</b>	<b>50</b>	<b>98%</b>	<b>50</b>	<b>98%</b>

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 (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2,189	1,861	85%	1,855	1,505	81%
Female	34	32	94%	21	18	86%
<b>Total</b>	<b>2,223</b>	<b>1,893</b>	<b>85%</b>	<b>1,876</b>	<b>1,523</b>	<b>81%</b>
<b>Workers</b>						
<b>Male</b>	58	54	93%	51	48	94%
<b>Female</b>	0	0	0%	0	0	0%
<b>Total</b>	<b>58</b>	<b>54</b>	<b>93%</b>	<b>51</b>	<b>48</b>	<b>94%</b>

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

Yes, the Company has implemented an occupational health and safety management system to prevent injuries and illnesses in the workplace. The Company provides training on how to handle knives and hot surfaces safely. It also provides safety kits, such as gloves, aprons, and goggles, to help employees stay safe.

In case of an injury, the Company has tie-up up with nearby clinics, so employees can be treated quickly if they need medical care. If an employee is not feeling well, they will be accompanied by a senior employee to the nearest clinic.

The Company's employee health and safety management is led by a team comprising the Chairman and Managing Director, the Regional Heads and HR. This team ensures that injured or ill employees are cared for and transported to the hospital as quickly as possible.

The Company is committed to providing a safe and healthy workplace to all its employees. It believes that implementing safety measures helps to prevent injuries and illnesses and creates a workplace where everyone can thrive.

**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 encourages all employees and workers to provide feedback regarding potential hazards and risks they encounter during their work. The employees and workers can communicate directly with HR or report to the department head. By employing all easy communication processes, the Company is able to identify work-related hazards and implement appropriate measures to mitigate them, ensuring a safe working environment in the restaurant business.

**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 conducts daily briefings on various matters such as hazard identification, safety response, and customer service. If any employee or worker experiences a prolonged health issue, they can contact either the HR department or their respective department heads. In such cases, the Company takes necessary steps to transfer them to another department where they can continue to perform their job duties without jeopardizing their health further. This approach allows to prioritize the well-being of the employees while ensuring they can still contribute effectively to their roles within the organization.

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

Yes, the Company recognizes the importance of its employees and workers' overall health and well-being. All the eligible employees are covered under ESIC scheme. Additionally, all the employees are covered by Medclaim.

**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	2	3
	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 workplace.**

The Company adopts all the safety measures at its all restaurants by conducting electric audits periodically, the kitchen equipment is equipped with electrical thermostats which help auto cutoff of the power. Kitchens are equipped with gas leakage sensors and fire suppressions. The Company also ensures that the premises of the restaurants are maintained in a clean and hygienic way.

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

	FY 2022-23			FY 2022-21		
	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%
Working Conditions	100%

\*These assessments were carried out by the company itself.

#### 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 prioritizes its employees' and workers' health and safety above all else. The management along with department heads consistently assesses safety-related risks and incidents. The Company takes prompt and necessary corrective measures, including safety training to ensure a secure working environment for everyone.

#### Leadership Indicators

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

Yes, the employees and workers are covered under Life Insurance and Accidental policy. In case of a death of an employee, the company provides extended support to their immediate family members.

##### 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 regularly monitors and ensures that statutory dues are deducted and deposited in a timely manner by the value chain partners.

##### 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:

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

##### 4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Y/N)

The company considers transition assistance if the employees seek such assistance, based on the merit of the case.

##### 5. Details on assessment of value chain partners on Health and safety practices and working conditions:

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

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

NA

#### PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

##### Essential Indicators

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

The Company identifies its stakeholder groups by considering the individual, organisation, or entities that have an interest in the company or are impacted by the actions, decisions, or outcomes of the company. Furthermore, the management regularly reviews and updates its stakeholder groups.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> <li>Quarterly / Annual financial results and reporting</li> <li>Investor presentations &amp; meetings</li> <li>Annual General Meeting</li> <li>Website</li> </ul>	Annually, Quarterly, Periodically	<ul style="list-style-type: none"> <li>Market outlook</li> <li>Business &amp; financial updates</li> <li>Non-financial &amp; sustainability developments</li> </ul>
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> <li>Statutory and regulatory filings</li> <li>Facility audits and inspections</li> <li>Annual reports</li> </ul>	As per applicable rules/ regulations	<ul style="list-style-type: none"> <li>Policy requirements</li> <li>Compliance</li> </ul>
Employees and Workers	No	<ul style="list-style-type: none"> <li>Induction training</li> <li>Safety training</li> <li>Email</li> <li>Performance appraisal reviews</li> </ul>	Periodically / Regularly (including at the time of joining)	<ul style="list-style-type: none"> <li>Human resource strategy</li> <li>Employee safety, well-being, and development</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Brochures and catalogues</li> <li>Digital and social media connect</li> <li>Website</li> <li>Magazines</li> <li>Phone calls, e-mails</li> <li>In-person meetings</li> </ul>	Periodically/ Regularly	<ul style="list-style-type: none"> <li>Client preferences</li> <li>Experience feedback</li> <li>New recipes development</li> <li>Service quality assessments</li> </ul>
Industry Bodies and Associations	No	Memberships in associations and participation in industry forums	Periodically/ Regularly	<ul style="list-style-type: none"> <li>Developing solutions for common industry problems and industry knowledge exchange</li> </ul>
Communities	Yes	CSR projects, surveys and focused group discussions	Periodically/ Regularly	<ul style="list-style-type: none"> <li>Assessment of community needs</li> <li>Selection of projects based on needs</li> <li>Monitoring and evaluation of ongoing projects</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.**

The Board Members directly, and through business and functional leads, hold regular consultations with various stakeholders on a need basis.

**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.**

The Company proactively engages stakeholders to address economic, environmental, social, and governance matters. It reviewed and enhanced practices to align with the National Guidelines for Responsible Business Conduct (NGRBC). The company’s engagement with employees and workers helped in identifying their coverage needs, resulting in securing an accidental coverage policy for all the employees in the organization. The Company has received an acknowledgment as a “Responsible Employer” for providing “Gift Of Security” by Onsurity.

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

The Company through its CSR activities addresses the concerns of vulnerable/marginalized stakeholder groups.

**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:

	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered	% (D / C)
<b>Employees</b>						
Permanent	2,223	1,560	70%	1876	1,738	93%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>2,223</b>	<b>1,560</b>	<b>70%</b>	<b>1,876</b>	<b>1,738</b>	<b>93%</b>
<b>Workers</b>						
Permanent	58	55	95%	51	45	88%
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	<b>58</b>	<b>55</b>	<b>95%</b>	<b>51</b>	<b>45</b>	<b>88%</b>

2. Details of Minimum wages paid to Employees and workers in the following format

Category	FY 2022-23					FY 2022-21				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage to		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	2,189	7	0.3%	2,182	99.7%	1,855	173	9.3%	1,682	90.7%
Female	34	0	0.0%	34	100.0%	21	0	0.0%	21	100.0%
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	58	0	0.0%	58	100%	51	1	2.0%	50	98%
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

(Amount in Rupees. /Per Annum)

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	17,85,000	2	12,45,000
Key Managerial Personnel	2	39,85,898	-	-
Employees other than BoD and KMP	2,183	1,81,200	34	2,37,000
Workers	58	1,81,200	-	-

\*Includes sitting fees paid to independent directors

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 HR team serves as the focal point of contact and holds responsibility for addressing all queries related to human rights within the company. The company strongly encourages employees and workers to approach the HR department with any concerns regarding human rights.



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

The Company has a robust mechanism in place for all its employees and workers and ensures that all the grievances received are addressed promptly.

- The Company’s management has made sure that HR’s contact number is available to all the employees and that they can reach out directly to HR.
- The employees or workers can inform their grievances to the Head of Department. If the grievance is unresolved, then the Head of the Department will escalate it to the Regional Heads, who in turn inform the Corporate Head Office.

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

	FY 2022-23			FY 2021-22		
	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	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human Rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

The Company is committed to maintaining a safe and respectful workplace for all its employees. The Company has policies such as POSH and procedures in place to prevent adverse consequences to the complaint in case of discrimination and harassment. The Company takes all complaints seriously and ensures all investigations relating to sexual harassment or discrimination are conducted confidentially and impartially through an Internal Complaints Committee (ICC).

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

The Company’s contracts may not explicitly incorporate human rights as part of the business agreement and contract. But it encourages the value chain to adopt ethical behaviour.

**9. Assessments for the year:**

	% 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%

\*These assessments were carried out by the company itself.

**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.**

Since there were no grievances about Human Rights, the Company made no modifications to existing processes, and no new processes were introduced.

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

Nil

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 operates several outlets across the country, and not all of the premises of the entity are entirely as per the requirements of the Rights of Persons with Disabilities Act, 2016. However, the company focuses on establishing inclusive environments and taking essential measures at its offices and restaurants to ensure that individuals with different disabilities face no obstacles. Employees are sensitized to the needs and preferences of differently-abled individuals, enabling them to offer the required support whenever necessary.

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

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	<b>Nil</b>
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
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.**

NA

**PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

**Essential Indicators**

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

<b>Parameter</b>	<b>FY 2022-23</b>	<b>FY 2021-22</b>
Total electricity consumption (A)	35,907	27,032
Total fuel consumption (B)	24,988	21,426
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>60,894</b>	<b>48,458</b>
Energy intensity per Lakhs of turnover ( <i>Total energy consumption/ turnover in Lakhs</i> )	1.62	1.92

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

<b>Parameter</b>	<b>FY 2022-23</b>	<b>FY 2021-22</b>
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	2,01,446	1,27,667
(iv) Seawater/desalinated water		-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>2,01,446</b>	<b>1,27,667</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>2,01,446</b>	<b>1,27,667</b>
<b>Water intensity per Lakhs of turnover (Water consumed / turnover In Lakhs)</b>	<b>5.37</b>	<b>5.05</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. No

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

The Company has not yet implemented a mechanism for zero liquid discharge at its factory. Currently, the Kurla facility has a 5 KL Effluent Treatment Plant (ETP) for treating wastewater. The company also educates its employees to be cognizant of the usage of water in all operations.

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

Parameter*	Please specify unit	FY 2022-23	FY 2021-22
NOx	NA		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – CO			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an 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	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,916	1,575
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	7,874	5,926
<b>Total Scope 1 and Scope 2 emissions per Lakhs of turnover</b>		0.261	0.297

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No

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

Yes, the Company has equipped a 20KW solar power plant at Mainland China Restaurant at Greater Kailash, Delhi.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated</b>		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)	12.15	-
Other Non-hazardous waste generated (H) Please specify, if any.	613.99	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>626.14</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	Nil	-
(ii) Re-used	Nil	-
(iii) Other recovery operations	Nil	-
<b>Total</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	-	-
(ii) Landfilling	-	-
(i) Other disposal operations	626.14	-
<b>Total</b>	<b>626.14</b>	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an 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.

The Company follows the disposal process of waste oil by transferring the used cooking oil to vendors authorized by the Central Pollution Control Board (CPCB), ensuring that it meets legal requirements and contributes to sustainable waste management practices, reducing any potential negative impact on the environment.

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.
NA			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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

Yes, the Company is in compliance with all applicable environment-related legislation.

#### Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	25	25
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>25</b>	<b>25</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	35,881	27,006
Total fuel consumption (E)	24,988	21,427
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from nonrenewable source (D+E+F)</b>	<b>60,869</b>	<b>48,433</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	756	510
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2022-23	FY 2021-22
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	756	510

**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
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-

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

NA

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

NA

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy efficiency equipment	The Company has Installed inverter type AC Energy Saver System	Improved energy efficiency and cost savings.
2	Power-efficient fixtures.	The Company has Installed LED Lights in all restaurants	Improved lighting quality and ambiance. Positive environmental impact by lowering carbon footprint.
3	Renewable energy	The Company has installed a 20KW Solar Power Plant at Mainland China Restaurant at Greater Kailash	Decrease dependency on fossil fuel-driven electricity.

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

Yes. The Company has Business Continuity Management Policy. The policy details a recovery plan & sets clear the responsibilities of tasks. The plan enables the functioning of the critical business processes in the event of a significant disruption/disaster of the primary site pragmatically and cost-effectively. The BCMP defines acceptable methods for business continuity and disaster recovery planning. The Business continuity plan is reviewed and tested for effectiveness annually or whenever updated.

**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.**

NA

**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.**

The Company has 2 affiliations with 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.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	National Restaurant Association of India	National
2	Retailers Associations of India	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.**

NA

**Leadership Indicator**

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

Nil

**PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

**Essential Indicators**

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

NA

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

Nil

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

The Company encourages community people to share their feedback/concerns with its CSR team and ensures timely resolutions. The whistleblower policy allows all stakeholders to register their grievances.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	15%	11%
Sourced directly from within the district and neighbouring districts	80-90%	80-90%

### 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):

NA

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

Nil

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

Although the Company does not have a preferential procurement policy, raw materials such as vegetables, and eggs are purchased from marginalized/ vulnerable groups to the extent possible.

- (b) From which marginalized /vulnerable groups do you procure?

The Company procures raw materials from its suppliers who procure from marginalized /vulnerable groups meeting the company's standards.

- (c) What percentage of total procurement (by value) does it constitute?

8.5%

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:

NA

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

NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Nutritional Food and Health Clinic Program	245 students	100%

### 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 satisfaction is of paramount importance for the Company. The customers that visit the restaurants to dine can raise complaints or share feedback on hospitality, cleanliness, food, etc., at the restaurant itself and get them addressed. Additionally, the company regularly receives customer input about its offerings through various aggregator platforms. The Company maintains a 'Guestbook' at its restaurant to collect customer feedback, it also has a feedback form on its website to interact with its customers. The Company uses customer feedback to identify areas of improvement constantly.

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

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

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (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	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	84	0	All consumer complaints were successfully resolved within the fiscal year.	51	0	All consumer complaints were successfully resolved within the fiscal year.

**4. Details of instances of product recalls (voluntary/forced) on account of safety issues**

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

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)**

Yes, The Company has an internal IT policy and reviews it periodically.

**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.**

No complaints were received about advertising, cyber security, or data privacy of customers.

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

<https://www.speciality.co.in/>

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

The Company complies with all regulations concerning marketing communications, including advertising, promotion, and sponsorship. Our customers receive comprehensive information about allergens contained in their meals through our nutrition booklet, empowering them to make well-informed choices. These informational booklets are readily available to consumers upon request at all of our dining establishments. The Company actively uses social media for consumer engagement to provide product information and promotions.

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

The Company actively uses social media for consumer engagement.

**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)**

The Company operates in the food business and displays the cuisine and confectionary details through its menu card and other digital means. The Company also puts caloric and nutritional information, especially on the food sold through online channels. Product details through its menu card. Also, it puts calorie info on the packaged food sold online.

**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:**

NA