

Ref-LTF/ SE/ 2023-24/

Date: September 06, 2023

To,

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400001	National Stock Exchange of India Ltd. Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (E) Mumbai – 400 051
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Ref. Code: 532783. Scrip ID: DAAWAT

Sub: Business Responsibility and Sustainability Report

Dear Sir/ Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), please find enclosed Business Responsibility and Sustainability Report for the financial year 2022-23.

You are requested to take the above information and enclosed Report for the financial year 2022-23, on your record.

Thanking you.
Yours truly,

For **LT Foods Limited**

Monika Chawla Jaggia
Company Secretary
Membership No. F5150
Encl:a/a



LT FOODS
NURTURING GOODNESS

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

FY 2022-23



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FY 2022-23

Sustainability aims for a shared future, an equitable society, and social justice by responsibly managing resources and minimising environmental impact. It promotes economic prosperity and environmental conservation, fostering collaboration and innovation across all sectors.

LT Foods is deeply committed to proactive ESG engagement, continuously identifying areas for improving environmental impact, social initiatives, and governance practices. These efforts transcend regulatory requirements, as the Company aspires to lead in sustainable business practices.

By adhering to the BRSR framework, the Company ensures stakeholders' access to clear, reliable and relevant information about their ESG performance and progress. This transparent communication fosters trust among investors, customers and the wider stakeholder community, strengthening the Company's reputation as a responsible organisation and nurturing lasting relationships with stakeholders who share the collective commitment to a better and more sustainable future.



BRSR Format



Section A

General disclosures



Section B

Management and process disclosures



Section C

Principle-wise performance disclosures



Principle 1

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



Principle 4

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



Principle 7

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



Principle 2

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



Principle 5

Businesses should respect and promote human rights



Principle 8

Businesses should promote inclusive growth and equitable development



Principle 3

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



Principle 6

Businesses should respect and make efforts to protect and restore the environment



Principle 9

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



SECTION A: GENERAL DISCLOSURES

This segment provides comprehensive information about the listed entity, encompassing its range of products and services, operational scope, dedicated workforce, affiliations with holding, subsidiary and associate companies (including joint ventures), Corporate Social Responsibility (CSR) initiatives, and the Company's commitment to transparency and compliance with disclosure requirements.

Sustainable Development Goals Linkage



I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Company**
L74899DL1990PLC041790
2. **Name of the Company**
LT Foods Limited
3. **Year of incorporation**
1990
4. **Registered office address**
Unit no. 134, Rectangle-1, Saket District Centre, New Delhi-110017
5. **Corporate address**
4th Floor, MVL-I-Park, Sector – 15, Gurgaon – 122001
6. **E-mail id**
ir@ltgroup.in
7. **Telephone**
Corporate Office- 0124-3055100, Registered Office-011-29565344
8. **Website**
<http://www.ltgroup.in/>
9. **Financial year reported**
FY 2022-23
10. **Name of the Stock Exchanges where shares are listed**
BSE Limited, National Stock Exchange of India Limited
11. **Paid-up Capital**
₹ 34.73 crore
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**
Monika Chawla Jaggia VP- Finance & Strategy, Company Secretary, Compliance Officer
Phone - 0124-3055100
Email id - monika.jaggia@ltgroup.in
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).**

Standalone basis
***(Only for LT Foods Limited)**

*Note – The data disclosed in approximate

II. Products/services

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

S No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Rice	Processing and sale (Domestic)	45.01
	Rice	Processing and sale (Export)	44.11
2	Others (Rice by products, bardana, husk, paddy)	Usage of Rice by products, bardana, husk, paddy	10.88

15. Products/Services sold by the Company (accounting for 90% of the turnover)

S No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Rice	15312	89.12
2.	Staples	15319	0.13
3.	Rice food Products (Cuppa rice, Biryani Kit and Kari Kari)	15319	0.28
4.	Others*	15312	10.47

(*Rice by-products, bardana, husk, paddy)

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	20	22
International	0	0	0

17. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States and UT)	36
International (No. of Countries)	37

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

45%

c. Types of customers

LT Foods is a Global Consumer Food Company that specialises in Basmati and Other Specialty Rice, Convenience and Health products.

- Consumer- B2C Basmati business under Company's brands ie. Daawat, Heritage etc.
- Institutional- B2B serves as the Company's oldest business, where the Company caters to the HORECA (Hotel/Restaurant/Catering) segment.
- Value-added products which include the Company's health and convenient foods business under which it sells products like Ready to Heat Daawat Cuppa Rice, Brown rice and Daawat saute sauces.

IV. Employees

18. Details as at the end of Financial Year, i.e. March 31, 2023:

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

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1,149	1,091	94.95	58	5.05
2.	Other than Permanent (E)	83	83	100	0	0
3.	Total employees (D+E)	1,232	1,174	95.29	58	4.71
WORKERS						
4.	Permanent (F)	308	308	100	0	0
5.	Other than Permanent (G)	783	762	97.32	21	2.68
6.	Total workers (F+G)	1,091	1,070	98.08	21	1.92

b. Differently-abled employees and workers:

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D+E)	1	1	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F+G)	1	1	100	0	0

TOTAL EMPLOYEES

1,232



- Male: 95%
- Female: 5%



19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	28.57
Key Management Personnel*	5	1	20.00

*Managing Directors are considered under the heading, Board of Directors

20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years) (in %)

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.2	1.4	6.26	8.6	0.8	7.9	5.1	0.7	5.0
Permanent Workers	19.1	0	19.1	12.9	0.3	12.3	8.2	0.9	7.98

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

21. Name 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 the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	LT Overseas North America, Inc. USA	Subsidiary	100	
2	LT Foods Americas, Inc.	Subsidiary	100	
3	LT Foods USA LLC	Subsidiary	100	
4	LT Foods Middle East DMCC	Subsidiary	100	
5	Sona Global Ltd. UAE	Subsidiary	100	
6	Daawat Foods Limited	Subsidiary	99.99	
7	Nature Bio Foods Limited	Subsidiary	99.95	
8	LT Agri Services Private Limited	Subsidiary	100	
9	Raghunath Agro Industries Private Limited	Subsidiary	100	
10	LT Foods International Limited	Subsidiary	100	
11	LT Foods Europe BV	Subsidiary	100	
12	Deva Singh Sham Singh Export Private Limited	Subsidiary	100	NO
13	Nature Bio-Foods B.V.	Subsidiary	100	
14	Ecopure Specialities Limited	Subsidiary	100	
15	Nature Bio Foods Inc	Subsidiary	100	
16	Raghuvesh Agri Foods Private Limited	Associate	40	
17	Raghuvesh Warehousing Private Limited	Associate	40	
18	Raghuvesh Infrastructure Pvt. Ltd.	Associate	30	
19	Daawat Kameda India Private Limited	Joint Venture	51	
20	Golden Star Trading, Inc.	Joint Venture	51	
21	Leev, NU BV	Joint Venture	30	

On standalone basis

VI. CSR Details

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

Yes

(ii) Turnover (in Rs. Lakh) : 3,91,459.99

(iii) Net worth (in Rs. Lakh) : 1,56,727.07

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2022-23			FY 2021-22		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, LT Foods has a robust mechanism in place to address community complaints. Following each CSR activity, communities can submit feedback through a satisfaction survey. Moreover, to track complaints, the Company has established registers in each location where CSR operations are carried out (http://www.ltgroup.in/pdf/LT-Foods-CSR-Policy-2021.pdf).	0	0		0	0	
Investors (other than shareholders)	Yes (http://www.ltgroup.in/pdf/Investor-Grievance-Redressal-Policy.pdf).	0	0		0	0	
Shareholders	Yes, the Company has a dedicated e-mail id for investors to report their grievances directly. The status of complaints is also being reviewed by the Audit Committee and the Board of Directors (http://www.ltgroup.in/pdf/Investor-Grievance-Redressal-Policy.pdf).	2	0		0	0	

On standalone basis

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2022-23			FY 2021-22		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes. The Company provides a uniform grievance resolution system for employees and workers. Moreover, the employees and workers can utilise the whistle-blower mechanism to report any incidences of misconduct. This involves reaching out to a designated ombudsman through the email address stated in the policy mentioned here: http://ltgroup.in/pdf/Whistle-Blower%20Policy_August%202021.pdf	0	0		0	0	
Customers*	Yes, complainants can raise their concerns through various channels, such as contacting via the toll-free telephone number or sending emails to the designated mailbox.	657	0		506	0	
Value Chain Partners	Yes. The link of the policy- http://ltgroup.in/pdf/Code-of-Conduct-for-Vendors-and-Service-Providers.pdf	0	0		0	0	
Other (Advertising, Delivery of essential services, Retailer, Distributor, in transit, wholesaler etc.)	Yes, Complainants can raise their concerns through various channels such as contacting toll-free telephone number or sending emails to customercare@ltgroup.in	863	0		234	0	

*Approx. numbers and on consolidated basis.

24. Overview of the Company's business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Sustainable packaging	Opportunity	<ul style="list-style-type: none"> Using materials that are recyclable, or made from renewable resources, such as recycled paper, demonstrates the Company's commitment to environmental stewardship. Traditional packaging materials, such as single use plastics, contribute to waste and pollution, posing significant environmental challenges. Down gauging specifications through value engineering and adopting sustainable packaging solutions can help reduce their environmental impact. 		<p>Positive:</p> <p>Sustainable packaging is often lighter, which leads to lower shipping and handling costs. It is also easier to dispose of and there are often less labour and material costs involved.</p>
2	Waste management	Risk	<ul style="list-style-type: none"> Improper disposal or ineffective waste management practices can lead to severe environmental consequences, such as pollution, habitat destruction, and depletion of natural resources. Strict regulations and guidelines have been imposed by environmental authorities. Non-compliance can lead to legal consequences, fines, and even damage the Company's reputation. 	<ul style="list-style-type: none"> Adopting sustainable waste management practices, such as recycling, waste reduction, and responsible disposal methods, to minimise our ecological footprint. Implementing robust waste management systems and engaging with certified waste management partners can help mitigate the risks associated with regulatory compliance. Disposing of pollutants through authorised vendors. 	<p>Negative:</p> <p>Waste management significantly affects the Company's standing, both directly and indirectly. The direct impact revolves around the principle of the 3 Rs (reduce, reuse, and recycle), which can lead to higher purchasing expenses.</p>

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)
3	Sustainable farming and RM sourcing	Opportunity	<ul style="list-style-type: none"> Sustainable farming methods, such as organic farming, agro-forestry, and regenerative agriculture, promote soil health, biodiversity, and water conservation. Incorporating sustainable farming and responsible sourcing practices into the supply chain enhances the Company's resilience. By working closely with farmers and suppliers who practice sustainable agriculture, the Company has established long-term partnerships and secure a reliable supply of raw materials. 		<p>Positive:</p> <p>Sustainable farming and raw material sourcing is important because it can reduce risks, increase efficiency and resilience, enhance reputation, and contribute to the Company's long-term success. Moreover, it helps address the negative impact of unsustainable practices on the environment and society.</p>
4	Climate change	Risk	<ul style="list-style-type: none"> Extreme weather events such as hurricanes, floods and droughts, which can disrupt the production and distribution of raw materials and finished goods. Governments and regulatory bodies are increasingly imposing stricter regulations and targets pertaining to climate change. 	<ul style="list-style-type: none"> Embracing sustainable practices, such as reducing greenhouse gas emissions, using renewable energy and implementing carbon footprint reduction strategies. The Company monitors climatic changes to ensure that there is no/ minimum impact on the business due to climate-related changes. The Company diligently oversees the execution of environmental policies and tracks the implementation for any subsequent modifications. 	<p>Negative:</p> <p>It has the potential to disrupt the continuity of business operations.</p>

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	Water management	Risk	<ul style="list-style-type: none"> Water scarcity can lead to disruptions in the availability and quality of water. Water availability and quality directly impact agricultural supply chains. 	<ul style="list-style-type: none"> Implementing efficient water management strategies and taking various steps to reuse or recycle water through STP (Sewage Treatment Plant) and ETP (Effluent Treatment Plant). 	<p>Negative:</p> <p>Water-related risks, such as floods or water shortages, can lead to production downtime and decreased productivity, impacting revenue and profitability.</p>
6	Health and safety	Risk	<ul style="list-style-type: none"> Hazards posed by machinery, equipment, and the handling of materials can put employees at risk. Failure to prioritise health and safety measures can lead to worker injuries, legal liabilities, increased workers' compensation costs, and damage to the Company's reputation. 	<ul style="list-style-type: none"> Proactively implementing stringent safety measures and prioritising health and safety. 	<p>Positive:</p> <p>Any investment towards employee health and safety will yield positive results in the long-term.</p>
7	Human rights	Opportunity	<ul style="list-style-type: none"> Prioritising human rights and demonstrating a commitment to ethical practices can build a strong brand image and foster consumer loyalty. 		<p>Negative:</p> <p>Any violation can lead to severe reputational and financial risk for the organisation.</p>
8	Diversity and inclusion	Opportunity	<ul style="list-style-type: none"> Fostering a diverse and inclusive work environment enhances employee engagement and retention. 		<p>Positive:</p> <p>Making diversity and inclusion a priority will lead to improved overall employee and business performance.</p>

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)
9	Training and development	Opportunity	<ul style="list-style-type: none"> Developing a highly-skilled and adaptable workforce enables the Company to respond effectively to changing market demands, innovate, and stay ahead of the competition. 		<p>Positive:</p> <p>Equipped with diverse skills, employees can be more productive in their roles and contribute to the Company's success.</p>
10	Product quality and safety	Risk	<ul style="list-style-type: none"> Failure to meet safety standards and regulations can pose serious risks to consumer health. Contaminated products, inaccurate labelling, or undisclosed allergens can lead to consumer illnesses, product recalls, legal actions, and reputational damage. 	<ul style="list-style-type: none"> The Company has developed internal quality and safety parameters which will be strictly monitored via quality teams. Tech-driven quality labs are put in place. To cushion against unprecedented risks the Company's production setup undergoes periodic quality and safety complaint reviews. 	<p>Negative:</p> <p>Product quality and safety has a direct impact on the Company's reputation and sales so it is critically monitored and addressed for avoiding non-compliance and financial losses. However, enhanced consumer experiences can accelerate the Company's growth trajectory.</p>
11	Responsible Marketing & Advertising	Opportunity	<ul style="list-style-type: none"> Responsible marketing and advertising enable the Company to effectively reach and engage with eco-conscious consumers. 		<p>Positive:</p> <p>Responsible marketing and advertising can foster long-term customer loyalty.</p>
12	Innovation and R&D	Opportunity	<ul style="list-style-type: none"> Innovation and R&D enable the Company to develop unique products, differentiate themselves from competitors, and gain a competitive edge in the market. 		<p>Positive:</p> <p>Investments in research and development (R&D) offer a competitive edge to the Company and enable it to meet evolving consumer preferences.</p>

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)
13	Risk Management	Opportunity	<ul style="list-style-type: none"> Risk management initiatives can improve operational efficiency and reduce operational costs. The Company may explore new market possibilities and plans to capitalise on emerging opportunities by recognising and analysing risks. 		<p>Positive:</p> <p>A robust risk management framework assists in mitigating risks and ascertains business continuity and growth.</p>
14	Data Security and Privacy	Risk	<ul style="list-style-type: none"> Data breach can result in unauthorised access to sensitive information, financial loss, reputational damage and legal liabilities. Consumers are increasingly concerned about the security and privacy of their personal data. 	<ul style="list-style-type: none"> Implementing comprehensive cyber-security measures to protect sensitive data from unauthorised access. Training employees on data security best practices and raising awareness about the importance of data protection. 	<p>Negative:</p> <p>Data security and privacy breach can lead to significant reputational damage.</p>
15	Corporate Governance	Opportunity	<ul style="list-style-type: none"> Effective corporate governance focuses on long-term sustainability and performance. 		<p>Positive:</p> <p>Leads to more responsible and sustainable business practices and help in maximising stakeholders value.</p>
16	Business Ethics and Integrity	Opportunity	<ul style="list-style-type: none"> Business ethics and integrity can sharpen the Company's competitive edge. Maintaining strong relationships with all stakeholders ensures trust and mutual respect. 		<p>Positive :</p> <p>Leads to increased customer loyalty and positive word-of-mouth recommendations.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section serves the purpose of aiding enterprises in showcasing the frameworks, policies, and procedural frameworks they have implemented to align with and adopt the NGRBC Principles and Core Elements. Through this, businesses illustrate their commitment to incorporating sustainable business practices that encompass environmental, social, and governance dimensions.

Sustainable Development Goals Linkage



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web link of the policies, if available	http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	No	No	No	No	No	No	No	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 the Company and mapped to each principle.	ISO 9001:2015 certification, BRC Global Standard for Food Safety, IFS Version 7, SQF Food Safety Code for Manufacturing, - Edition 8.1, HACCP, HALAL, KOSHER (OU), ISO 14001:2015, ISO 45001:2018, ISO/IEC 17025:2015 Accredited Laboratory, Approved by EIC (Export Inspection Council of India), Registered Processing Unit by NPPO (National Plant Protection Organisation) for China, Registered under USDA, SA 8000:2014 FSSC V 5.1, FSSAI, FSSAI, KOSHER (A/F)								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any*.	Refer to page 162								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met. *	Refer to page 162								

*Note -Includes LT Food Ltd, (standalone): Daawat Food Ltd, Nature Bio Food Ltd., and Eco Pure Specialities Ltd.



<p>Sustainable Harvesting of Paddy</p> <p>Baseline : 13,000 farmers trained</p> <p>FY 2022-23 : 16,525 farmers trained</p> <p>50,000 farmers to be trained on Sustainable Farming Practices by 2025 (Public private partnership with ICAR*)</p>	<p>Organic Farmland</p> <p>Baseline : 1.4 lakh acres</p> <p>FY 2022-23 : 1.64 lakh acres</p> <p>2.5 lakh acres of organic farmland by 2030</p>	<p>Renewable Energy</p> <p>Baseline : 46%</p> <p>FY 2022-23 : 42%</p> <p>56% Renewable Electricity By 2025 (Solar + Husk + Wind)</p>
<p>Tree Plantation</p> <p>Baseline : 1 Lakh</p> <p>FY 2022-23 : 1.1 lakh</p> <p>10 lakh trees by 2030</p>	<p>Water Conservation</p> <p>Baseline : 110 Bn litres</p> <p>FY 2022-23 : 110 Bn litres</p> <p>140 billion liters of water saving through Land Laser Leveling / AWD /SRI in 60,000 acres by 2030</p>	<p>Water Recharge</p> <p>Baseline : 4 Ponds</p> <p>FY 2022-23 : 7 Ponds</p> <p>Renovation and construction of 100 Ponds by 2030</p>
<p>Plastic Neutrality</p> <p>FY 2022-23 : 100% through EPR</p> <p>100 % Plastic Neutrality by 2025</p>	<p>Sustainable Packaging</p> <p>Baseline : 74%</p> <p>FY 2022-23 : 74%</p> <p>80 % Recyclable Packaging by 2025</p>	<p>Infrastructure Development</p> <p>Baseline : 10 Villages</p> <p>FY 2022-23 : 40 Villages</p> <p>Infrastructure development for 150 villages by 2030</p>
<p>Quality Education</p> <p>Baseline : 19 Schools</p> <p>FY 2022-23 : 30 Schools</p> <p>Adopt 100 schools for infrastructure and quality education 2030</p>	<p>Safe and Clean Drinking water</p> <p>Baseline : 20,000 beneficiaries</p> <p>FY 2022-23 : 31,600 beneficiaries</p> <p>Cover 5,00,000 beneficiaries by 2030</p>	<p>Women Health</p> <p>Baseline : 5,000 beneficiaries</p> <p>FY 2022-23 : 8,500 beneficiaries</p> <p>1 Lakh beneficiaries by 2030</p>
<p>Training Hours</p> <p>Baseline : 20 hours per person / year</p> <p>FY 2022-23 : 23 hours per person / year</p> <p>36 hours per person / year by 2025</p>	<p>Zero Fatality</p> <p>Baseline : Nil</p> <p>FY 2022-23 : Nil</p> <p>We strive to maintain the status of Zero Fatality</p>	<p>Gender Diversity</p> <p>Baseline : 6%</p> <p>FY 2022-23 : 7.7%</p> <p>We aspire to have 10% Gender Diversity (White Collar employees) by 2025</p>
<p>ESG Committee at Board</p> <p>ESG & CSR Committee Formed</p>	<p>ESG Goals and Target</p> <p>Finalized & Declared except for Net-zero target</p>	<p>Board Structure & Independence</p> <p>43% Board Independence Role of the Lead Independent Director</p>
<p>Board Diversity</p> <p>29% female director</p>	<p>Independent Committee</p> <p>100% independent audit committee and NRC committee</p>	

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																																																																											
Governance, leadership and oversight																																																																																				
7.	<p>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)</p> <p>With a strong focus on environmental, social and governance (ESG) considerations, the Company is committed to enhancing the sustainability of its entire value chain. By implementing initiatives to reduce carbon emissions, minimise waste output, and embrace renewable energy sources, the Company aims to make a meaningful and positive impact on the environment. It also places significant emphasis on fostering employee well-being, promoting diversity and creating an inclusive workplace that prioritises safety.</p> <p>To ensure ethical behaviour and accountability, the Company has strengthened its governance practices, maintaining transparency and compliance with regulatory requirements. A robust Whistle-blower mechanism is in place to encourage reporting of misconduct, contributing to governance compliance and bolstering stakeholder trust and satisfaction.</p> <p>Acknowledging that challenges persist, the Company remains resolute in its dedication to continuous improvement, innovation and active stakeholder engagement. With an unwavering commitment to its sustainability agenda, the Company aspires to positively contribute to both society and the environment, making substantial progress towards a more sustainable future.</p> <p>For more details refer to business section of annual report.</p>																																																																																			
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p> <p>Board of Directors Phone - 0124-3055100 Email id- ir.ltgroup.in</p>																																																																																			
9.	<p>Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p> <p>Yes. The Board has expanded the scope of its CSR Committee and named it as CSR & ESG Committee, which is responsible for driving the initiatives of sustainability.</p> <p>Composition of CSR & ESG Committee is as follows:</p> <p>1) Mrs. Neeru Singh, Independent Director – Chairperson 2) Mr. Vijay Kumar Arora, Managing Director – Member 3) Mr. Ashwani Kumar Arora, Managing Director & CEO – Member 4) Mr. Abhiram Seth, Independent Director – Member</p>																																																																																			
10.	<p>Details of the review of NGRBCs by the Company:</p> <table border="1"> <thead> <tr> <th rowspan="2">Subject for review</th> <th colspan="9">Indicate whether review provided below taken by Director/Committee of the Board/any other Committee</th> <th colspan="9">Frequency (Annually/Half yearly/Quarterly/Any other – please specify)</th> </tr> <tr> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> </tr> </thead> <tbody> <tr> <td>Performance against above policies and follow up action</td> <td colspan="9">Committee of the Board</td> <td colspan="9">Annually</td> </tr> <tr> <td>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</td> <td colspan="9">Committee of the Board</td> <td colspan="9">Annually</td> </tr> </tbody> </table>									Subject for review	Indicate whether review provided below taken 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	Committee of the Board									Annually									Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									Annually								
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Description of Main Activity																																																																																				
11.	<p>Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.</p>									No	No	No	No	No	No	No	No	No																																																																		
12.	<p>If answer to question (1) above is 'No' i.e. not all Principles are covered by a Policy, reasons to be stated: Not applicable as the answer to question 1 is YES</p>																																																																																			
Questions																																																																																				
The entity does not consider the Principle material to its business (Yes/No)																																																																																				
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																																																																																				
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																																																																																				
It is planned to be done in the next financial year (Yes/No)																																																																																				
Any other reason (please specify)																																																																																				

Section C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE



Principle 1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable

The Company is dedicated to maintaining integrity and operating in an ethical, transparent, and accountable manner. It has meticulously constructed a robust and equitable governance framework to uphold ethical values across its operational landscape and protect the interests of every stakeholder.

In its endeavour to prevent unlawful conduct, the Company's comprehensive Code of Conduct defines clear goals, responsibilities and regulations for employees and senior management, mandating universal compliance.

Sustainable Development Goals Linkage



Capitals Linkage

- ◆ Human Capital
- ◆ Social and Relationship Capital



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	6	Financial update, Budgets, Corporate planning, Corporate Governance, ESG, CSR update, Statutory update, Internal controls, Risk management, Succession planning, and so on.	100
Key Managerial Personnel	5	GMP, EHS, POSH, Capability building and other HR-related trainings.	67
Employees other than Board of Directors and KMPs	21	GMP, EHS, POSH, Capability building and other HR-related trainings.	60
Workers	76	GMP, EHS, POSH, capability building and other HR-related trainings.	62

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

	Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In ₹) Brief of the Case Has an appeal	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 1	Stock Exchanges	10,000	Levying penalty due to delay in compliance under Regulation 23 of SEBI Listing Regulations.	No
Penalty/Fine	Principle 1	Ministry of Road Transport and Highways	59,900	Penalty due to traffic rules violation.	No
Custom Duty Settlement	Principle 1	Custom office	45,000	Penalty due to delay in document submission.	No
Compounding fee	Principle 1	Legal Metrology Department, Jalandhar	25,000	Compounding for the misbranding of the Daawat Brown Rice.	No

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



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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	Not applicable

4. Does the Company 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 implemented robust Anti-Bribery and Anti-Corruption policies, which are accessible on the Company's official website. This Policy can be found within the 'Policies and Guidelines' section under the 'Business and Investors' tab.

The web-link of the policy :http://www.ltgroup.in/pdf/Anti-Bribery-and-Anti-Corruption_FinalUpdate.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	FY 2021-22
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 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not applicable

Leadership Indicators

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

The Company conducts awareness programmes for its value chain partners, specifically targeting packaging vendors. These programmes encompass several key areas:

Code of Conduct Awareness: The Company educates packaging vendors about its established Code of Conduct, ensuring that all partners are well-informed and aligned with the Company's ethical and operational standards.

ESG Awareness: The programmes also cover broader Environmental, Social, and Governance (ESG) principles, providing an understanding of how these principles guide LT Foods' operations and the specific procedures that the Company follows in line with its ESG commitments.

Environmental Impact of Packaging: For packaging vendors, there is an ongoing initiative to raise awareness about the environmental impact of packaging materials. This includes educating them about the importance of sustainable packaging and its implications on the environment.

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

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 implemented separate Code of Conduct policies for the Board of Directors and Senior Management. The Company does not allow personal interests to come into conflict with the Company's interests.

A weblink to the specified Code of Conduct can be conveniently accessed on the Company's official website at: <http://www.ltgroup.in/pdf/LT-Food-Code-of-Conduct.pdf>.

Moreover, the Company's Code of Ethics and Business Conduct for its employees rigorously prohibits any form of conflict of interest. This comprehensive Code is readily available for reference at: <http://www.ltgroup.in/pdf/Code-of-Conduct.pdf>.



Principle 2

Business should provide goods and services in a manner that is sustainable and safe

The Company is dedicated to providing goods and services in ways that prioritise sustainability and safety. Sustainability is seamlessly woven into the fabric of the Company's operations, achieved through a dedication to operational efficiency and resource optimisation. Maintaining a proactive stance, the Company consistently seeks to reduce its environmental impact across its entire operational spectrum. Additionally, the Company upholds ethical standards that drive sustainable growth, all the while ensuring responsible business conduct.

Sustainable Development Goals Linkage



Capitals Linkage

- ◆ Intellectual Capital
- ◆ Natural Capital
- ◆ Manufactured Capital



Essential Indicators

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

Segment	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	0	0	Associated investment / expenses are not considered. In FY 2022-23, Company has installed Solar panels and in FY 2021-22, turbines were installed for generating energy through Rice Husk.
Capex	3.71	22.56	

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

LT Foods sources rice from the esteemed Sustainable Rice Platform (SRP) ecolabel. With a vast land area of 4,560 hectares, the Company has successfully produced around 24,500 metric tonnes of sustainable paddy.

To ensure the cultivation of sustainable and residue-free basmati rice, LT Foods collaborates with farmers through its Agri programme, strictly adhering to SRP's rigorous standards. A comprehensive audit, covering more than 1,000 farmers across 4,700 hectares, is conducted to ensure compliance and assess sustainability practices.

Further, LT Foods participates in the well-known MAGGI Spice Plan, a sustainable sourcing initiative. The company has ambitious goals to initiate responsible sourcing across its entire product range. LT Foods continues to engage with farmers in the SRP program, providing extensive training and promoting awareness about SRP guidelines. Certified farmers can confidently attest that their paddy meets the exacting SRP standards, as verified by the comprehensive audit report. Through these concerted efforts, LT Foods remains dedicated to sustainability and eco-conscious practices.

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

Under its Sustainability Rice production Programme (SRP), Company is procuring 100% inputs from sustainable sources.

- 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.

Product packaging has the potential to have an environmental impact. These are divided into three groups.

Plastic waste

- Proper disposal of plastic waste
- On-time monitoring of plastic waste disposal through report submitted by authorised vendors on regular basis.
- EPR compliances on the CPBC portal, validated by a certification issued by the CPCB, confirming the Company's meticulous adherence to the stipulated standards.

Hazardous waste

Air: Fly ash generated from the process is collected in trolleys and safely covered with tarpaulin before being sent to an authorised vendor for responsible land filling.

Solid: In Effluent treatment plant (ETP) sludge is carefully stored in concrete tanks and subsequently disposed of through an authorised vendor, ensuring safe and compliant land filling. Plant cleaning dust is appropriately handed over to authorised vendors in accordance with the regulations set by the local government body.

Liquid waste: To handle liquid waste, such as black oil and waste oil, the Company diligently partners with authorised vendors, ensuring its proper disposal and adherence to environmental guidelines.

Bio waste: The proper disposal of bio waste is also a priority, and the Company entrusts authorised vendors with the task, often utilising incineration as an effective disposal method.

Operator Clothing Cleaning: Cleaning of clothes for operators at the shopfloor is managed through authorised vendors, ensuring proper sanitation and adherence to safety standards.

E-waste

For the safe disposal of electronics and electrical items, the Company works exclusively with authorised vendors, guaranteeing the appropriate handling of E-waste.



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

Yes, EPR is applicable for the Company. The Company diligently adheres to the Extended Producer Responsibility (EPR) regulations outlined by the Central Pollution Control Board (CPCB). This certification bestowed by CPCB stands as a testament to the Company's dedication to ensuring the secure and efficient disposal of its manufactured products and materials. By consistently upholding EPR compliance, the Company mitigates the environmental repercussions of its operations and ensures the implementation of sustainable practices. This certification further shows the Company's unwavering commitment to meeting regulatory standards, extending its impact towards, enhancing the overall health and welfare of the communities it serves.

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?

As of now, the Company has not conducted LCA.

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
-					

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).

The Company's operations do not currently entail the need for material reuse within its framework. However, it is important to note that the packaging materials utilised by the Company fall under the recyclable category. Currently, the Company is engaged in the process of capturing data pertaining to this aspect.

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
	-	-

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)	0	1,584 MT	0	0	927 MT	0
E-waste	0	0.85 MT	0	0	0.22 MT	0
Hazardous waste	0	0	18.80 MT	0	0	37.04 MT
Other waste(Bio medical waste, STP Dry sludge, Fly ash)	0	0	17.13 MT	0	0	37.23 MT

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
Category I	82
Category 2	61





Principle 3

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

The Company prioritises ensuring the welfare of all its employees, including those within its value chains. Recognising that employee well-being and satisfaction are foundational to its own advancement and productivity, the Company adopts equitable employment practices. Ensuring fair opportunities and maintaining a steadfast commitment to health and safety further exemplify the Company's dedication to nurturing its workforce.

Sustainable Development Goals Linkage



Capitals Linkage

◆ Human Capital



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	1,091	1,091	100	1,091	100	0	0	0	0	0	0
Female	58	58	100	58	100	58	100	0	0	58	100
Total	1,149	1,149	100	1,149	100	58	5.05	0	0	58	5.05
Other than Permanent employees											
Male	83	83	100	83	100	0	0	0	0	0	0
Female	0	0	100	0	0	0	0	0	0	0	0
Total	83	83	100	83	100	0	0	0	0	0	0

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)
Permanent Workers											
Male	308	308	100	308	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	308	308	100	308	100	0	0	0	0	0	0
Other than Permanent Workers											
Male	762	762	100	762	100	0	0	0	0	0	0
Female	21	21	100	21	100	21	100	0	0	21	100
Total	783	783	100	783	100	21	2.68	0	0	21	2.68

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

Benefits	FY 2022-23			FY 2021-22		
	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	100	100	Y	100	100	Y
Others- please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces are the premises / offices of the Company 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 Company in this regard.

Yes, the Company is committed to providing equal opportunity for all employees, including facilities for colleagues with special needs. Efforts are being made to modify the infrastructure, when needed, to meet the standards established in the Rights of Persons with Disabilities Act, 2016. Moreover, the Company has implemented a comprehensive Diversity and Equal Opportunity Policy to support these endeavours.

The weblink the policy: http://ltgroup.in/pdf/Diversity-and-Equal-Opportunity-Policy_Final.pdf.

4. Does the Company 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 treats everyone equally and values inclusion. It has a policy in place that promotes diversity and equal opportunities, ensuring there is no discrimination in the workplace.

The web link of the policy :<http://www.ltgroup.in/pdf/LT-Foods-Diversity-Policy-2021.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*	NA	NA	NA	NA
Female	100	100	0	0
Total	100	100	0	0

*Parental leave does not apply to male employees

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

	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

* The Company has a committee called the Grievance Redressal Committee. In addition, the Company offers an online grievance procedure that may be accessed via its internal website. The online grievance procedure is specifically intended for permanent employees and permanent workers.

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

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)
Total Permanent Employees	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0
Total Permanent Workers	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0

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)
Employees										
Male	1,091	1,004	92.03	879	80.57	985	678	68.83	543	55.13
Female	58	49	84.48	41	70.69	45	28	62.22	19	42.22
Total	1,149	1,053	91.64	920	80.07	1,030	706	68.54	562	54.56
Workers										
Male	308	178	57.79	124	40.26	279	186	66.67	126	45.16
Female	0	0	0	0	0	0	0	0	0	0
Total	308	178	57.79	124	40.26	279	186	66.67	126	45.16

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

	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,091	1,091	100	985	985	100
Female	58	58	100	45	45	100
Total	1,149	1,149	100	1,030	1,030	100
Workers						
Male	308	308	100	279	279	100
Female	0	0	0	0	0	0
Total	308	308	100	279	279	100

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 of such system?

Yes. According to the Company's EHS policy, the Company is committed to protecting the health and safety of its employees and preventing accidents by implementing sound manufacturing practises, reducing pollutants, and eliminating occupational health and safety concerns.

The web link of the policy: <http://www.ltgroup.in/pdf/EHS-Policy.pdf>.

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's EHS policy focuses on recognising potential work-related risks and evaluating risks that could arise during its operations. To ensure workplace safety, the Company has implemented various measures. It also identifies situations that might lead to risks in the workplace beforehand. For more information, kindly refer the EHS policy of the Company available on the website. The web link of the policy - <http://www.ltgroup.in/pdf/EHS-Policy.pdf>.

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

Yes. The Company is committed to keeping its workers and employees safe at all of its locations. To that end, the Company has included in its EHS policy a method for reporting any work-related risks. This enables them to detect and report any problems while performing their duties.

For more information, kindly refer the EHS Policy of the Company, through the following weblink - <http://www.ltgroup.in/pdf/EHS-Policy.pdf>.

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

Yes. The Company identifies and evaluates health risks related to operations and carry out pre-employment and periodic health check-up of its employees.

The Company has included this requirement in its EHS Policy, and you can access it through the following web link: <http://ltgroup.in/pdf/EHS-Policy.pdf>.

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
	Worker	0.76	0
Total recordable work-related injuries	Employees	0	0
	Worker	0	0
No. of fatalities	Employees	0	0
	Worker	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Worker	0	0

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

The Company prioritises process safety, which is achieved by seamlessly incorporating strong protective measures into plant design and establishing clear systems for managing process and operational changes.

The Company is committed to following safe work practices, regularly reviewing and improving its protocols. It provides comprehensive training on health and safety practices to both permanent and contract employees, ensuring work is carried out with utmost safety. Personal protective equipment is supplied to employees, and the Company conducts regular audits of work procedures to maintain a secure work environment.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	2	0	Resolved through works committee	3	0	Resolved through works committee
Health and safety	0	0	0	0	0	0

14. Assessments for the year:

Case Details	% of plants and offices that were assessed (by entity or statutory authorities or third parties)*
Health and safety practices	100
Working Conditions	100

*Assessed by Audit agencies for ISO 45001/ 14001 / SA 8000 and third party customer audit.

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 and safety practices and working conditions.

LT Foods is committed to providing a safe and healthy workplace for its employees. To achieve this, the Company has implemented an Occupational Health and Safety Management System. This system includes EHS induction programmes, safe operating procedures, tools and equipment inspections, first aid protocols, and processes for reporting near-misses and incidents.

In the event of accidents or incidents, dedicated investigation teams are formed at each site to identify the root cause and recommend corrective and preventive actions. Moreover, the Company has established a comprehensive process for hazard identification and risk assessment, ensuring that all potential hazards related to health, safety, and legal compliance are identified and appropriate control measures are implemented.

To evaluate the effectiveness of the Occupational Health and Safety Management System, LT Foods conducts internal and external audits. These audits assess the Company's compliance with safety standards and identify areas for improvement, ensuring the ongoing enhancement of the workplace safety and well-being of employees.

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)?

Employees: Yes
Workers: Yes

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company goes to great lengths to guarantee that its vendors and suppliers strictly adhere to labour laws, human rights, and regional legislation. It prioritises open communication and cooperation, building a common commitment to ethical business practises.

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

Safety Incident /Number	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? (Yes/ No)

No

5. Details on assessment of value chain partners:

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

Business should respect the interests of and be responsive to all its stakeholders

The organisation values and addresses the interests of its diverse stakeholders. Recognising that business success is dependent on meeting the evolving expectations of its diverse stakeholders — customers, suppliers, vendors, governmental bodies, regulatory bodies, investors, and employees — the Company is strongly committed to fostering responsive interaction. This proactive interaction with stakeholders empowers the Company to acquire invaluable insights into their significant concerns and expectations, thus guiding its strategic approach and decision-making processes.

Sustainable Development Goals Linkage



Capitals Linkage

- ◆ Social and relationship Capital



Essential indicators:

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

LT Foods prioritises stakeholder engagement as an integral part of their growth strategy. Regular communication with stakeholders, including consumers, investors, suppliers, and partners, provides valuable insights into their needs and expectations. The Company focuses on building long-term relationships with stakeholders, emphasising empathy and respect, active listening and a commitment to sustainable business practices.

The Company has adopted a modern approach to employee engagement through the use of Amber, an AI-based tool. Amber provides a secure and anonymous platform for employees to express their views in real-time, allowing the Company to monitor employee satisfaction and make proactive adjustments.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Consumers	No	Customer Satisfaction Surveys, Social media, Website, Consumer Research.	Continuous, Need basis	<ul style="list-style-type: none"> Understanding customer needs and expectations. Product awareness and advertising. Gauging customer satisfaction. Identifying areas for improvement. Collecting and analysing consumer feedback. Conducting Consumer Connect studies to gain insights and enhance consumer engagement.
Communities	Yes	CSR Initiatives, Satisfaction Survey.	Continuous	<ul style="list-style-type: none"> Establishing positive relationships with local communities. Addressing community concerns and interests. Contributing to the well-being and development of the communities.
Investors and Shareholders	No	Shareholders Meetings, Investors Meetings and Events, Emails, Website Helpline Number, Social Media, Road Shows, Investor calls.	Quarterly, Annually, Need basis, Continuous	Financial Results, understanding their expectations, communicating the performance of the Company.
Government and Regulatory Bodies	No	Public Disclosures, Newspapers, Email, social media, Website, Statutory Filings.	Continuous, Need basis	Compliance of rules and regulations, tax revenues, change in laws and regulations.
Employees	No	Town Hall Meeting, Internal Grievance Committees, HR Team Meets, Training and Development Activities, Social Media, Internal Communication, Newsletters.	Continuous	Identifying improvement areas, understanding needs of employees, gauging employee satisfaction.
Business Partners, Suppliers and Distributors	No	Supplier / Vendor meets, Contract Meetings, Workshops, Training Sessions.	Continuous, Need basis	Business performance update, understanding improvements areas / bridging gaps in Business activities, product awareness and marketing strategies communication.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Supply chain partners and farmers	No	Supplier meets, CSR, awareness camps on sustainable agricultural practices, contract meetings, training sessions and workshops, mobile application.	Continuous, Need basis	Procurement, quality checks, Sustainable Rice Production programme, awareness sessions, modifications in requirements communication.
Banks and Other financial Institutions.	No	Public Disclosures, Email, Regular file updates, Consortium Meetings.	Need basis	Compliance requirements, financial performance, business due diligence.
Media	No	Newspaper ,Brand Building and Marketing Initiatives ,Press Conference,Quarterly/ Annual Results , Social Media, Media Interactions.	Continuous, Need basis	Business performance and updates, new products launched, product modifications, engagement activities conducted with stakeholders.

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.

LT Foods has taken a proactive approach towards sustainability by undertaking a materiality assessment to identify the key issues that are material to its business. The Company has taken an interactive and data-driven approach to the evaluation, drawing on best industry practises and engaging with internal and external stakeholders.

The materiality matrix developed by LT Foods reflects the primary areas of focus across Environmental, Social, and Governance parameters, based on two dimensions — importance to stakeholders and importance to the Company. By prioritising the ESG issues that are most significant to both its stakeholders and the Company, LT Foods is better able to align its ESG strategy with its business objectives and enhance its sustainability performance.

The Company has established a CSR & ESG Committee, which includes members of the Board. The Committee is regularly informed about the Company's ongoing initiatives. Additionally, the Company has designated an ESG head who engages with relevant stakeholders and provides updates and feedback to the CSR & ESG Committee.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs

received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder participation and ideas are critical in identifying material subjects, contributing significantly to an organisation's complete and inclusive approach to sustainability. By consulting stakeholders, an organisation can effectively identify and manage environmental and social topics that hold significance.

This collaborative process enables the organisation to benefit from diverse perspectives, ensuring a well-rounded understanding of sustainability issues and their impacts. By valuing stakeholder consultation, the organisation can foster transparency, accountability and informed decision-making, leading to more robust sustainability strategies and outcomes.

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

Through its CSR activities, the Company actively engages with vulnerable and marginalised populations, demonstrating its commitment to social responsibility. Notably, the Company has adopted villages located in some of India's most impoverished areas, undertaking initiatives to uplift these communities. By focusing on fundamental needs, the Company ensures the provision of basic infrastructure, access to clean drinking water, and educational opportunities for the adopted villages. This holistic approach aims to improve the overall well-being and quality of life for the communities in need, aligning with the Company's dedication to making a positive impact on society.





Principle 5

Business should respect and promote human rights

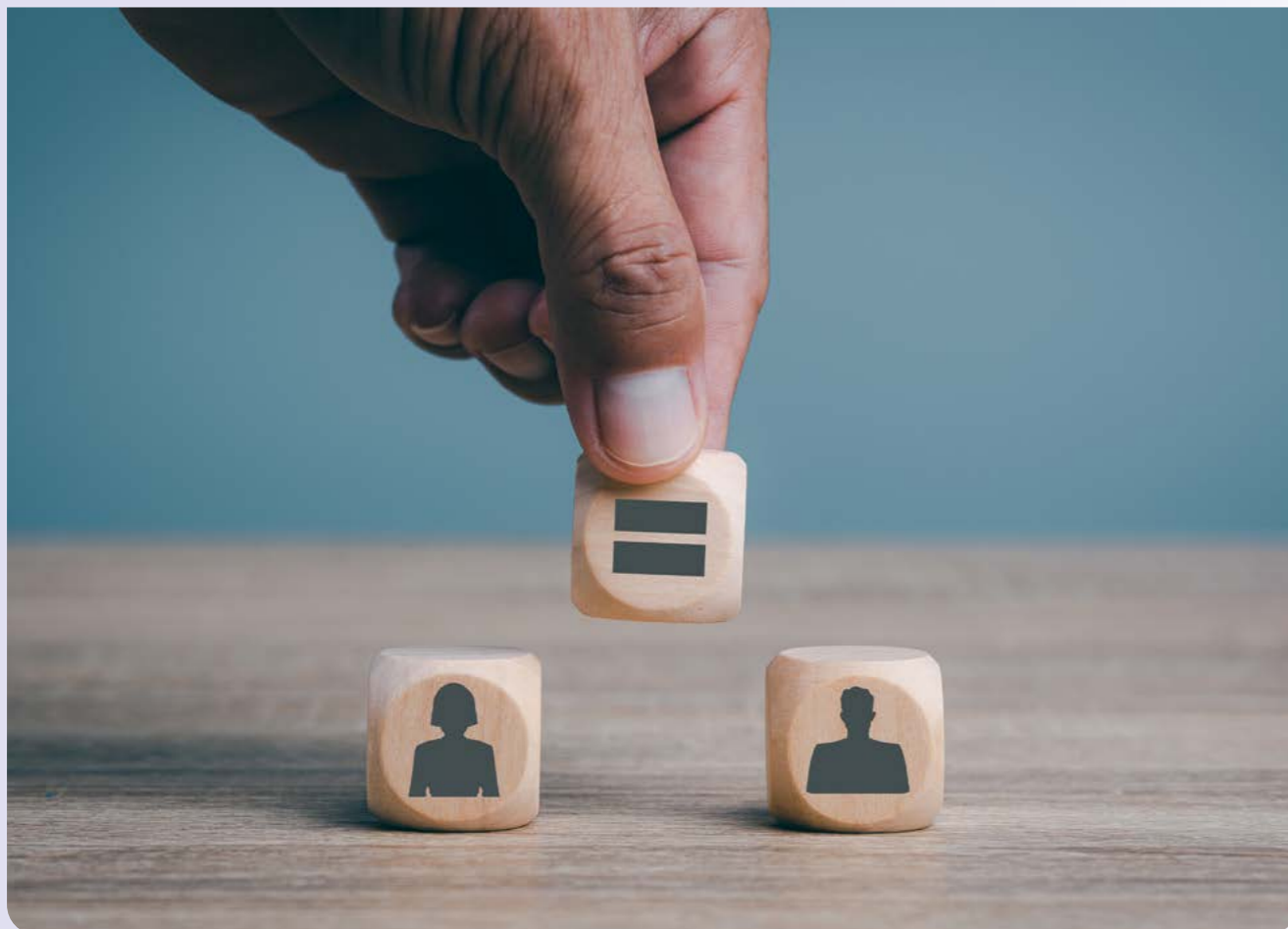
The organisation upholds a steadfast commitment to upholding and advancing human rights. Fundamental to its operational ethos is a profound reverence for human rights, which underpins the Company's interactions and treatment of its personnel. Firmly dedicated to the betterment of humanity, the Company not only strives to safeguard the planet but also advocates for and champions essential rights such as privacy, safety, freedom of expression and opinion.

Sustainable Development Goals Linkage



Capitals Linkage

- ◆ Human Capital
- ◆ Social and Relationship Capital



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:

LT Foods is developing a comprehensive human rights strategy and framework. Induction workshops are held by the Company to discuss value systems and encourage ethical practises.

The Company also has a Code of Conduct, which is conveyed to workers on their first day and signed by employees to agree to these practises. In addition, the organisation is assessing international human rights standards and frameworks.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	1,149	1,149	100	1,030	1,030	100
Other than Permanent	83	83	100	76	76	100
Total Employees	1,232	1,232	100	1,106	1,106	100
Workers						
Permanent	308	178	57.79	279	136	48.75
Other than Permanent	783	267	34.10	546	234	42.86
Total Workers	1,091	445	40.79	825	370	44.85

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

The Company follows labour employment-related acts that are framed in line with human rights laws and guidelines. This includes paying minimum wages to employees, which is in accordance with human rights requirements.

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										
Permanent										
Male	1,091	0	0	1,091	100	985	0	0	985	100
Female	58	0	0	58	100	45	0	0	45	100
Other than Permanent										
Male	83	0	0	83	100	76	0	0	76	100
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	308	16	5.19	292	94.81	279	21	7.53	258	92.47
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	762	544	71.39	218	28.61	673	612	90.94	61	9.06
Female	21	21	100	0	0	17	17	100	0	0

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

Gender	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	2	6,15,000	2	6,75,000
Key Managerial Personnel (KMP)#	4	16,50,000	1	61,35,252
Employees other than BOD and KMP	1,089	5,50,260	57	5,19,996
Workers	308	2,86,908	0	0

*Remuneration to Independent Director is paid in the form of sitting fees, which is being considered. Remuneration paid to Managing Directors, is considered under the head KMP.

#Remuneration to Mr Surinder Kumar Arora is being paid from DAAWAT Foods Limited (Subsidiary Company).

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 Company is engaged in the evaluation and deliberation of various human rights standards and frameworks. With the goal of developing a comprehensive human rights policy and framework, the Company is dedicated to proactively addressing any potential impacts or concerns related to human rights. By conducting thorough assessments and discussions, the Company aims to ensure that its policies and practices align with internationally recognised human rights principles. In addition, Human Resource personnel stationed at each plant and office site are responsible for resolving any human rights problems that may emerge.

and measures for POSH (Prevention of Sexual Harassment), fostering a secure and inclusive work environment for all team members.

In line with ethical business practices and International Labour Organisation (ILO) guidelines, the Company emphasises its expectation that suppliers adhere to the same high standards and values. By imposing this policy on its suppliers, the Company ensures that its entire supply chain operates ethically and is in compliance with recognised standards. The point of contact has also been disclosed, along with contact information, as part of the Code of Conduct signed by every employee.

The respective policies can be found on the Company's website and accessed through the following link: <http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines>.

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

The Company acknowledges the importance of addressing human rights concerns and has implemented several initiatives to address them effectively. One of the key policies enforced by the Company is the strict prohibition of child labour, ensuring the protection of children's rights and preventing their exploitation for employment purposes. Additionally, the Company has established a non-discrimination policy, ensuring equal and fair treatment of all workers, irrespective of their gender, colour, ethnicity, religion, or other personal attributes.

To promote fair compensation and combat issues related to poverty, income inequality, and economic exploitation, the Company has set minimum wage standards, guaranteeing that employees are justly remunerated for their contributions. In addition the Company has implemented a comprehensive framework that includes a Code of Conduct



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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	-	-	0	-	-
Discrimination at workplace	0	-	-	0	-	-
Child Labour	0	-	-	0	-	-
Forced Labour/ Involuntary Labour	0	-	-	0	-	-
Wages	0	-	-	0	-	-
Other Human rights related issues	0	-	-	0	-	-

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

The Company has established a comprehensive diversity policy that encompasses clear procedures and guidelines for addressing instances of discrimination and harassment within the workplace. Additionally, the Company has implemented a POSH (Prevention of Sexual Harassment) policy, ensuring a safe and respectful working environment for all employees. These policies reflect the Company's commitment to promoting inclusivity, diversity and focuses on a zero-tolerance approach towards any form of discrimination or harassment.

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

Yes, the Company places a significant emphasis on ensuring that all partners within its value chain uphold the human rights standards outlined by the International Labour Organisation (ILO). This dedication is underscored by the Company's active efforts to propagate and implement these guidelines across its network of suppliers, contractors and other value chain collaborators.

The Company also has a dedicated Code of Conduct for vendors and service providers, which is available on the Company's website. You can access it through the following weblink: <http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines>.

9. Assessment for the year:

Case Details	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100
Forced Labour/ Involuntary Labour	100
Sexual Harassment	100
Discrimination at Workplace	100
Wages	100

Note: Both internal and external auditors conduct assessments according to the audit schedule. Additionally, relevant government authorities also

perform their own assessments, and it is noteworthy that the Company has not received any non-compliance certifications to date.

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

The Company's unwavering commitment to ethical and responsible business practices is evident through the establishment of comprehensive policies explicitly prohibiting child labour and workplace discrimination. By implementing a robust Code of Conduct and a Whistle-Blower Policy, the Company ensures the maintenance of a healthy working environment, where employees feel secure and encouraged to report any concerns or violations.

Leadership Indicators

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

The Company is in the process of developing a comprehensive human rights policy that will cover all relevant human rights issues.

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 is dedicated to providing equal opportunities for individuals with special abilities. Additionally, it is actively shaping an infrastructure that complies with the Rights of Persons with Disabilities Act, 2016. The Bahalgarh and Varpal plants are situated on the ground floor, while the Corporate Office is equipped with a lift for accessibility. The Company has also formulated a Diversity and Equal Opportunity policy, accessible on its website through the following link: http://ltgroup.in/pdf/Diversity-and-Equal-Opportunity-Policy_Final.pdf.

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	0
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

Note-The Company is in process of conducting assessment for its value chain partners. However, anyone subjected to an audit by SRP will be considered to have undergone assessment.

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

Business should respect and make efforts to protect and restore the environment

The Company is dedicated to environmental protection, as seen by its diligent attempts to limit its carbon footprint. The Company carefully reduces its ecological impact and leads projects to restore natural balance through a wide range of initiatives.

In a systematic way, the Company has introduced various measures to support efficient resource usage. It seeks ways to reduce the effects of its operations. This approach displays the Company's natural alignment with environmental sustainability. It reflects the Company's strong dedication to creating a better world for current and future generations.

Sustainable Development Goals Linkage



Capitals Linkage

- ◆ Natural Capital



Essential Indicators*

*(Approx. numbers)

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

Parameter	FY 2022-23*	FY 2021-22*
Total electricity consumption (A)	44,323.20	34,466.77
Total fuel consumption (B)	11,669.29	12,151.47
Energy consumption through other sources (C)	5,72,291.84	5,48,810.11
Total energy consumption (A+B+C)	6,28,284.33	5,95,428.35
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees Lakhs)	1.60	2.09
Energy intensity (optional) - the relevant metric may be selected by the Company	-	-

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

Not applicable.

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

Parameter	FY 2022-23*	FY 2021-22*
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	3,18,463	3,24,843
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,18,463	3,24,843
Total volume of water consumption (in kilolitres)	2,26,289.76	2,37,854.58
Water intensity per rupee of turnover (Water consumed / turnover in rupees lakhs)	0.57	0.83
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

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

*This data is approximate and belongs to the Bahalgarh and Varpal plants only.

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

The Company has implemented a Zero Liquid Discharge mechanism in all its plants. This means that the Company's industrial facilities strictly adhere to a policy of not releasing any liquid waste into the environment.

Moreover, the Company presents compliance reports to the appropriate regulatory bodies on a regular basis to establish their compliance with environmental standards governing pollution control, wastewater recycling, responsible effluent treatment, and proper waste disposal.

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

Parameter	Unit	FY 2022-23*	FY 2021-22*
NOx	MT	10.87	6.86
SOx	MT	4.90	3.18
Particulate matter (PM)	MT	26.82	34.58
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). 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*
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)	tonnes of CO ₂ equivalent	1,303	1,145.04
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)	tonnes of CO ₂ equivalent	9,799	7,631.32
Total Scope 1 and Scope 2 emissions per rupee of turnover	tonnes of CO ₂ equivalent / Rs in lakhs	0.02	0.03
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-
Bio fuel (Husk)		52,732	50,544.22

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 Company have any project related to reducing Green House Gas emission? If yes, then provide details.

The Company is making remarkable progress in adopting sustainable practices by utilising green energy through a husk-powered turbine boasting an impressive capacity of 3.5 MW per hour. Moreover, the use of synchronisation meters demonstrates how cutting-edge energy-efficient technology have been included. These meters efficiently manage power derived from various sources, including diesel generators, turbines, and solar arrays. Notably, the Company's commitment to environmental consciousness extends to operational shifts, such as replacing Diesel Operated Fork Lifts with Battery Operated ones. The company has also embraced afforestation, establishing a new forest that spans approximately 2 acres within its premises. Taking their environmental stewardship further, they engage in carbon markets, providing incentives to farmers for minimising greenhouse gas emissions and water consumption. With a dedicated pledge to reduce their carbon footprint and overall environmental impact, the Company has set clear objectives. By 2025, they aim to increase renewable electricity usage to 56%, contributing significantly to lowering greenhouse gas emissions and combatting climate change. In addition the Company has set an ambitious target of planting 1 million trees by 2030.

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

Parameter	FY 2022-23*	FY 2021-22*
Total waste generated (in metric tonnes)		
Plastic waste (A)	1,584	1,459.99
E-waste (B)	0.85	0.22
Bio-medical waste (C)	0.72	0.73

Parameter	FY 2022-23*	FY 2021-22*
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous Waste. Please specify, if any. (Waste oil and ETP sludge)(G)	18.80	37.04
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	16.41	36.50
Total (A+B + C + D + E + F + G + H)	1,620.78	1,534.48

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2022-23*	FY 2021-22*
(i) Recycled	1,584.85	927.22
(ii) Re-used	0.0	0.0
(iii) Other recovery operations	0.0	0.0
Total	1,584.85	927.22

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2022-23*	FY 2021-22*
(i) Incineration	0.72	0.73
(ii) Landfilling	32.46	61.50
(iii) Other disposal operations	2.75	12.04
Total	35.93	74.27

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 establishment. 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 knows that its product packaging has a major environmental impact, notably in terms of plastic waste, hazardous waste, and e-waste. To address these concerns, the business assures appropriate plastic waste disposal by continuously monitoring the process via reports supplied by authorised vendors. It also maintains compliance with Extended Producer Responsibility (EPR) regulations through the CPBC portal. Hazardous waste management involves adopting defined measures for disposal, including appropriate handling of fly ash, ETP sludge, plant cleaning dust, black oil, waste oil, bio waste, and operator clothing cleaning and the Company carries out all of these activities through authorised vendors.

Moreover, the Company responsibly manages e-waste by disposing of all electronics and electrical items through authorised channels. These measures reflect the Company's commitment to mitigating its environmental impact and promoting sustainable waste management practices.

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:

It is not applicable in this case, as the Company has not established any of its operations/offices in proximity to any sensitive area.

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.
			No. The Company does not have any offices/facilities located around ecologically sensitive areas.

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)	Type of operations	Relevant Web link
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As there was no expansion or new project during the year, the Company did not execute an Environmental Impact Assessment (EIA).

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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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The Company is in compliance with the applicable provisions of the Air Act, Water Act, and Hazardous Act. It follows the laws established in these acts, ensuring that its operations and practises are in accordance with the prescribed requirements for air quality, water management, and hazardous substance handling.

By maintaining compliance, the Company upholds its commitment to environmental protection and the well-being of surrounding communities. Regular monitoring and adherence to these acts contribute to the Company's responsible and sustainable approach to business operations.

Leadership Indicators* -

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

Parameter	FY 2022-23**	FY 2021-22**
From renewable sources		
Total electricity consumption (A)	1,691.98	1,886.83
Total fuel consumption (B)		
Energy consumption through other sources (C)	5,70,599.86	5,46,923.28
Total energy consumed from renewable sources (A+B+C)	5,72,291.84	5,48,810.11
From non-renewable sources		
Total electricity consumption (D)	44,323.20	34,466.77
Total fuel consumption (E)	11,669.29	12,151.47
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	55,992.49	46,618.24

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

*This data is approximate and belongs to the Bahalgarh and Varpal plants only.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23*	FY 2021-22*
Water discharge by destination and level of treatment (in kilolitres)		
i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment (ETP, STP)	-	-

Parameter	FY 2022-23*	FY 2021-22*
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment (ETP, STP)	92,173.24	86,988.42
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	92,173.24	86,988.42

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

This data is approximate and belongs to the Bahalgarh and Varpal plants only.

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

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

- (i) Name of the area – Sonipat and Varpal
- (ii) Nature of operations – Rice processing
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23*	FY 2021-22*
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	3,18,463	3,24,843
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water consumption (in kilolitres)	2,26,289.76	2,37,854.58
Water intensity per rupee of turnover (Water consumed / turnover in rupees lakhs)	0.57	0.83
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment (STP, ETP)	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment (STP, ETP)	92,173.24	86,988.42
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2022-23*	FY 2021-22*
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	92,173.24	86,988.42

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

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

The Company is in the process of accounting the scope 3 emissions.

Safety Incident /Number	Unit	FY 2022-23*	FY 2021-22*
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 3 emissions per rupee of turnover	NA		NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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

Not Applicable

6. If the entity provided below taken 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:

S No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Using by-product (Husk) for electricity generation	Harnessing green energy from a turbine that utilises husk, generating an impressive capacity of 3.5 MW per hour.	Utilising less electricity from Power Grid.
2	Renewable (Solar) Energy Generation	Generating Solar Energy 5 L KWH/ yearly.	Energy conservation and emission reduction.
3	Rain Water Harvesting increased	Installed a new Rain water Harvest Well and constructed a Pond within the factory premises, aiming to significantly increase their capacity for Rainwater Harvesting and enhance groundwater recharge.	Water stress reduced due to Rain Water Harvesting recharging the land with rain water.
4	Technology / Machine modification	Implemented advanced energy-efficient technologies by installing synchronisation meters to effectively manage the power generated from DG (Diesel Generator), turbines, and solar sources.	Energy saving and productivity improvement.
5	Electric Fork Lift introduced	Diesel Operated Fork Lift is replaced with Battery Operated fork lift.	Fossil fuel consumption reduction. Reducing air emission inside the plant.
6	New Plantation in Factory Land	Conducted a plantation drive in approximately 2 acres land are within the Company premises.	Healthier environment within the factory premises.

The Company is dedicated to reducing the impact of its packaging on the environment and has implemented a continuous process towards this objective. To achieve this, the Company has focused on reducing the consumption of plastic in their packaging by utilising innovative structures and polymer recipes. By taking this step, the Company has reduced the amount of plastic they need to produce to make their packaging.

Recently, the Company has also re-engineered its tote bag, which is used for bulk shipments, to accommodate 14% more rice. This has enabled the Company to ship more rice in a container or truck, thereby reducing the carbon footprint generated during transit.

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

Yes. LT Foods has a robust risk management policy that includes a comprehensive business continuity and disaster management strategy. The Company recognises the potential impact of natural disasters on production and the potential for supply shortages. To mitigate these risks, LT Foods has strategically established operations in multiple locations, ensuring that supplies can be redirected to maintain uninterrupted production and fulfil customer commitments.

In the event of a natural disaster affecting one facility, the Company has contingency plans in place to swiftly assess the situation, activate alternative production sites, and adjust supply chains accordingly. This proactive approach will enable LT Foods to respond quickly and efficiently in minimising any potential disruptions to its operations and ensuring the continued availability of its products to customers. By having operations in various geographic locations, LT Foods enhances its resilience by reducing dependence on a single facility or region. This diversification allows the Company to tap into alternative sources of supply and leverage its extensive network to meet customer demands, even in the face of localised disruptions.

Moreover, LT Foods maintains close relationships with its suppliers, enabling effective coordination

and communication during times of crisis. This collaboration ensures a proactive response to supply shortages, enabling the Company to promptly identify alternative sourcing options and maintain consistent product availability.

The Company has uploaded Risk Management Policy on its website and the same can be accessed through the following web link <http://www.ltgroup.in/pdf/LT-Foods%20Risk-Management.pdf>.

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?

According to the Company's Code of Conduct for Vendors and Service Providers policy, which is readily accessible on the Company website, suppliers are explicitly obligated to conduct their operations with a strong commitment to environmental responsibility and compliance with all applicable laws and regulations in their respective operating countries. This commitment to sustainability extends beyond our internal practices, as we also ensure that our suppliers uphold these principles and take responsibility for their environmental impact.

In line with this commitment, the Company has actively engaged in educating farmers on the principles and practices of Sustainable Rice Production (SRP). By implementing SRP methods, we are taking proactive measures to effectively manage and minimise any potential environmental repercussions that may arise from our agricultural activities. This approach aligns with the Company's dedication to sustainable practices and reinforces our efforts to protect the environment for future generations.

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

Zero. The Company is in the process of implementing the system for assessing environmental impacts for value chain partners.



Principle 7

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

The Company acknowledges its duty to play a significant role in the formulation of public policy that resonates with its overarching goals of fostering social and environmental well-being. This commitment is manifested through principled actions that contribute positively to policy development.

Moreover, the organisation recognises that responsible and transparent engagement in policy influence not only aligns with its core values but also nurtures public trust, which is fundamental for sustainable partnerships and collaborative progress.

Sustainable Development Goals Linkage



Capitals Linkage

- ◆ Social and Relationship Capital



Essential indicators

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

Yes, the Company is affiliated with six trade and industry chambers and associations.

- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company 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	All India Rice Exporters Association (AIREA)	National
2	Confederation of Indian Industry (CII)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Progress, Harmony and Development Chamber of Commerce and Industry (India)	National
5	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
6	All India Rice Exporters Federation	National

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

Name of the authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

Leadership Indicators

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

S. 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
-	-	-	-	-	-

The Company collaborates with leading industry institutions such as the Confederation of Indian Industry, Federation of Indian Chambers of Commerce and Industry, Associated Chambers of Commerce and Industry of India, along with other forums, including regional Chambers of Commerce. Its interactions with these entities are characterised by a commitment to integrity, transparency and a thoughtful consideration of all.



Principle 8

Businesses should promote inclusive growth and equitable development

LT Foods is deeply committed to fostering inclusive growth and promoting equitable development. The Company recognises the significance of inclusive growth as a cornerstone for achieving corporate success. It is resolutely dedicated to cultivating sustainable value while also advancing societal well-being by ensuring equitable access to developmental prospects.

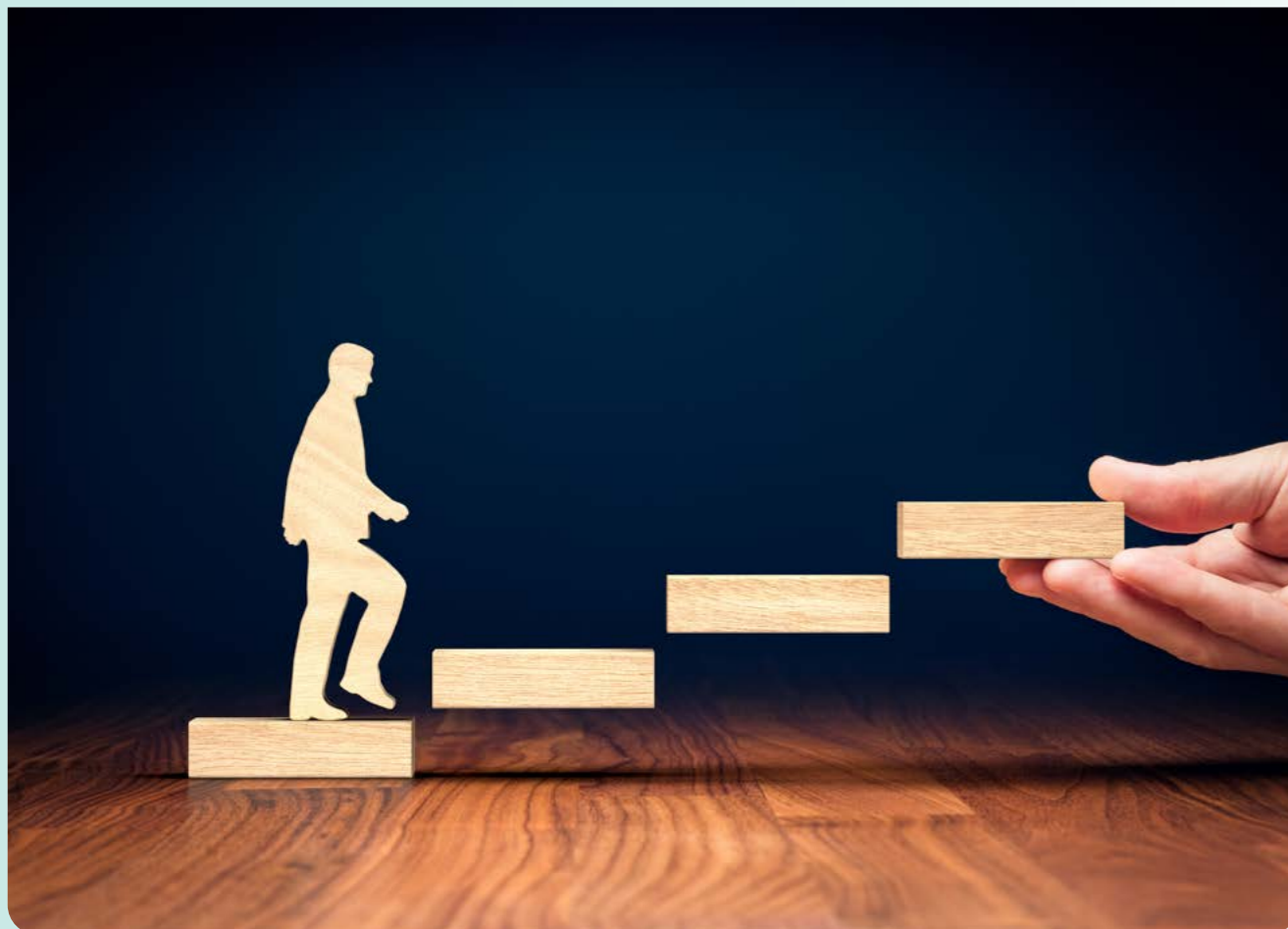
This commitment is exemplified through purposeful Corporate Social Responsibility (CSR) initiatives designed to cultivate balanced growth. LT Foods intends to achieve positive improvements within its operational territories through these focused activities, hence creating long-term value for its valued stakeholders.

Sustainable Development Goals Linkage



Capitals Linkage

- ◆ Human Capital
- ◆ Social and Relationship Capital



Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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
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Not applicable

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

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

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

The Company receives and addresses community concerns through a feedback method. Members of the community are asked to provide feedback on how the work has been accomplished, and the Company conducts satisfaction surveys to determine the level of satisfaction in the area. The objective of such visits is to discover any gaps or areas for improvement, as well as to ensure that the community's needs and concerns are addressed. The Company devised a pen-and-paper technique to address the community's problems.

Village adoption project was designed following the bottom up approach involving all community members. Based on the suggestions from community members, social development activities were carried out in the villages adopted by the Company. Regular programme meetings were organised to get the feedback and grievances of the community members, if any. Gram Panchayats and head of villages were involved and the Company has received their feedback as well on various activities conducted in those villages. A register in the region's language was established at the project office to record community members' satisfaction and concerns.

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	9.7	6.7
Sourced directly from within the district and neighbouring districts	81.7	74.4

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
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Not applicable

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

The Company's CSR initiatives are aimed at benefiting socio-economically marginalised and vulnerable communities who are considered to be among the most marginalised groups in society.

S No.	State	Aspirational District	Amount spent (In ₹)
1.	Madhya Pradesh	Chhatarpur	1,27,20,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)

No. The Company upholds a non-discriminatory approach towards its suppliers and does not maintain a separate preferential procurement policy. Instead, it has established an integrated procurement process, working closely with farmers to ensure the timely acquisition of high-quality paddy.

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

Not applicable

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

Procurement is carried out by evaluating the quality of raw materials and ensuring that they fulfil the Company's established criteria as indicated in the internal checklist prepared by the Company. The purchasing process is free of prejudice or bias, with an emphasis on fair treatment and equal opportunity for all suppliers.

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:

Not applicable

S. 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.

Not applicable

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

6. Details of beneficiaries of CSR Projects:

S No.	CSR Project	No. of persons benefitted from CSR Projects	Amount spent (In ₹)	% of beneficiaries from vulnerable and marginalised groups
1	Parivartan Project-Village Adoption Programme	9,200	1,27,20,000	100
2	Vocational Skill and Livelihood Enhancement Programme	1,362	90,00,000	100
3	Promoting Healthcare : Medical Relief	2,000	50,00,000	100
4	Promoting Education: Girl Child	35	6,30,000	100
	Total		2,73,50,000	





Principle 9

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

The Company works hard to engage with its clients, attempting to understand their needs and aligning its operational objectives to maximise value development. The Company emerges as client-centric organisation, building long-term partnerships by emphasising customer satisfaction and patron loyalty.

Sustainable Development Goals Linkage



Capitals Linkage

- ◆ Intellectual Capital
- ◆ Social and Relationship Capital



Essential indicators

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

At LT Foods, we cherish our customers' inputs on our product offerings. We make it a point to include a customer service phone number and email address on every product pack so that our customers may simply contact us with their suggestions and feedback. In addition to this, our sales teams are trained to gather information directly from customers about their experiences with our products. This information is then compiled and sent to the relevant teams for review, research and development purposes.

Our dedication to putting our clients first is at the heart of our business. We endeavour to provide high-quality products that satisfy our customers' requirements and expectations, and we are constantly searching for ways to enhance our offers based on their input.

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	0
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY 2022-23*			FY 2021-22*		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	17	-	-	-	-	-
Cyber- security	-	-	-	-	-	-
Delivery of essential services	2	0	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other: (Customer, Retailer, Distributer, in transit, wholesaler etc.)	1,501	0	-	740	0	-

* Approx. numbers (Consolidated figures)

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

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

Yes. The policy related to the data privacy is available on our website and can be referred using the following web link: <http://www.ltgroup.in/pdf/IT-Privacy-Policy.pdf>.

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.

The Company is an active and responsible member of American Standard Code for Information Interchange (ASCAII) and other relevant industry bodies, demonstrating a commitment to ensuring due diligence in its communications. The Company diligently follows the legal and moral frameworks governing its industry, ensuring compliance with industry standards.

Leadership Indicators

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

Information pertaining to the Company's products and range can be accessed from its official website. Web link for the same is as follows: <http://ltgroup.in/index.html>.

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

To aid consumers in making informed decisions, every product is accompanied by packaging featuring a clear message about its safety for usage. This packaging also provides details about its nutritional value and instructions for use. Moreover, a recipe section has been introduced on the Company's website, allowing users to explore and learn how to prepare their preferred dishes.

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

The Company possesses a comprehensive understanding of the market by diligently evaluating

each batch of paddy and their goods. Through the application of rigorous quality measures, they meticulously examine their items, ensuring that only the finest products reach the consumers. Moreover, they strive to provide a seamless experience, ensuring that customers can access their products without any disruptions throughout the entire process.

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

Yes. The Company upholds its commitment to transparency by sharing comprehensive product information, including ingredient and nutritional details, in compliance with applicable laws. It maintains a truthful and open approach with customers, ensuring that all necessary information is provided. The Company adheres to the norms set by the Bureau of Indian Standards (BIS) as part of its compliance efforts. Internal meetings are held periodically to address areas for improvement and enhance customer satisfaction.

Consumer satisfaction surveys are conducted on a regular basis by the organisation to gauge customer satisfaction across its core products/services and operating locations. These surveys are useful for gathering feedback, identifying areas for development, and improving the overall quality of products and services. The survey findings are thoroughly examined, and the insights gathered are used to guide strategic decision-making, product development and attempts to improve the customer experience. The Company's dedication to client satisfaction is demonstrated in its proactive approach to collecting and implementing consumer feedback.

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