

# GOPAL SNACKS LIMITED

(Formerly known as Gopal Snacks Private Limited)

Regd. Office/Unit 1 - Plot No. G2322-23-24, GIDC, Metoda,  
Tal. - Lodhika, Dist - Rajkot - 360021, (Gujarat), India. Ph : 02827 297060  
CIN : L15400GJ2009PLC058781  
email : [info@gopalsnacks.com](mailto:info@gopalsnacks.com) | [www.gopalnamkeen.com](http://www.gopalnamkeen.com)



Date: 3<sup>rd</sup> September 2024

## BSE Limited

Department of Corporate Services,  
Pheroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai – 400001

## National Stock Exchange Limited

Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No. C/1, G Block,  
Bandra-Kurla Complex,  
Mumbai – 400051

Script code: 544140

Symbol: GOPAL

## Sub: Business Responsibility and Sustainability Reporting

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for Financial Year 2023-24 (FY24), which also forms part of the Annual Report for FY24.

The aforesaid report is also available on the website of the Company viz. <https://www.gopalnamkeen.com/annual-report>

Please acknowledge and take on your record. Thanking You.

Yours Faithfully,

For, **GOPAL SNACKS LIMITED**

**CS Mayur Gangani**

**Company Secretary and Compliance officer**

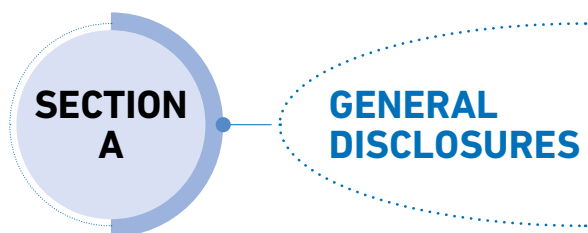
**Membership No. FCS 9980**

Encl: as above

Unit 2 : GS:Survey No. 435/1A, 432, Pawaddauna Road, NH-6, Village-Mouda, Nagpur - 441104, (Maharashtra), India.  
Unit 3 : G5:Survey. No. 267, 271, 272, 274, Village: Rahiyol - 383310, Taluka - Dhansura, District - Aravalli, (Gujarat), India.



# Business Responsibility and Sustainability Report



## I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L15400GJ2009PLC058781
2.	Name of the Company	Gopal Snacks Limited
3.	Year of Incorporation	2009
4.	Registered Office Address	Plot Nos. G2322, G2323 and G2324, GIDC
5.	Corporate Address	Metoda, Taluka Lodhika, Rajkot - 360 021, Gujarat, India
6.	Email Address	<a href="mailto:cs@gopalsnacks.com">cs@gopalsnacks.com</a>
7.	Telephone	02827-297060
8.	Website	<a href="http://www.gopalnamkeen.com">www.gopalnamkeen.com</a>
9.	Financial Year Reported	FY 2023-24
10.	Name of the Stock Exchanges where shares are listed	(i) BSE Limited (ii) National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 12,46,04,370
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mayur Gangani +91 (02827) 297060 <a href="mailto:cs@gopalsnacks.com">cs@gopalsnacks.com</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures under this report are made on standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

## II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacturing	Manufacturing Food Products	97%
2	Trading	Trading Food Products	3%

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

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Potato chips, Namkeen and other snacks	1030	97%
2	Trading Food Products	46101	3%

## III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	Nil	3
International	Nil	Nil	Nil

**19. Markets served by the Company****a. Number of locations**

Location	Number
National (No. of States)	13
International (No. of Countries)	9

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

0.27%

**c. Types of customers**

Gopal, a prominent snack manufacturing company, specializes in a diverse range of products, including namkeen and sweets. With a global consumer base, Gopal serves customers through multiple channels, including general trade (wholesalers, retailers, and local shops) and modern trade (supermarkets).

**IV. Employees****20. Details as at the end of Financial Year****a. Employees and workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	969	909	94%	60	6%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D+E)</b>	<b>969</b>	<b>909</b>	<b>94%</b>	<b>60</b>	<b>6%</b>
<b>WORKERS</b>						
4.	Permanent (F)	2,428	1,631	67%	797	33%
5.	Other than Permanent (G)	160	42	26%	118	74%
6.	<b>Total workers (F+G)</b>	<b>2,588</b>	<b>1,673</b>	<b>65%</b>	<b>915</b>	<b>35%</b>

**b. Differently abled Employees and workers:**

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

**21. Participation/Inclusion/Representation of Women**

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

**22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)**

	FY2024			FY2023			FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9%	22%	31%	12%	27%	39%	13%	31%	44%
Permanent Workers	40%	17%	58%	50%	22%	72%	57%	25%	82%

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

### 23. Name of holding/subsidiary/associate companies/joint ventures

Sl. 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)
			Nil	

## VI. CSR Details

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

(ii) Turnover (in Rs. Lacs): **1,40,249.70**

(iii) Net worth (in Rs. Lacs): **39,036.40**

## VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY24 - Current Financial Year			FY 23 - Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Communities can submit their grievances at <a href="https://www.gopalnamkeen.com/contact">https://www.gopalnamkeen.com/contact</a>	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes, Investors can submit their grievances at <a href="https://www.gopalnamkeen.com/investor-grievance">https://www.gopalnamkeen.com/investor-grievance</a>	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes, Shareholders can submit their grievances at <a href="https://www.gopalnamkeen.com/investor-grievance">https://www.gopalnamkeen.com/investor-grievance</a>	51	Nil	NA	Nil	Nil	NA
Employees and workers	Yes. The Company has whistleblower policy and Vigil mechanism policy in place. Web-Link : <a href="https://www.gopalnamkeen.com/corporate-governance-policies">https://www.gopalnamkeen.com/corporate-governance-policies</a>	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes, Customers can submit their grievances at <a href="https://www.gopalnamkeen.com/contact">https://www.gopalnamkeen.com/contact</a>	150	Nil	Product Market Complaints	436	Nil	Product quality, packaging etc.
Value Chain Partners	Yes, Value Chain Partners can submit their grievances at <a href="https://www.gopalnamkeen.com/contact">https://www.gopalnamkeen.com/contact</a>	Nil	Nil	NA	Nil	Nil	NA
Other	NA						

**26. Overview of the Company's material responsible business conduct and sustainability issues 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	Product Quality and Safety, and Data integrity	Risk	The Company recognizes the legal risks associated with non-compliance to required standards, particularly when product ingredients could trigger allergies or conflict with religious sensitivities. It understands that product safety, quality, and data integrity are crucial for satisfying customer needs and creating stakeholder value. Any shortcomings in these areas could have significant implications.	Each manufacturing location has a dedicated quality team that ensures consistent audit preparedness and quality performance. The Company uses technology to digitalize and improve quality assurance processes. It follows a targeted quality enhancement and training program to address past quality issues. It also has strong Corrective and Preventive Action (CAPA) procedures to handle non-compliance. Furthermore, the Company thoroughly assesses vendors and suppliers to ensure they meet the food safety standards set by FSSC.	Negative
2	EHS	Risk	EHS incidents can lead to several consequences including non-compliance with regulations resulting in fines, operational interruptions causing productivity losses, damage to reputation leading to a loss of stakeholder trust, and liabilities for environmental clean-up or worker compensation.	The Company is actively managing EHS risks throughout its operations. This involves the use of a thorough EHS management system and compliance with legal and regulatory requirements, including those related to E-waste management and EHS policy.	Negative
3	Supply Chain	Risk	The Company could face operational and procurement difficulties if a vendor stops supplying, especially as it relies on single-source key raw materials. Such disruptions could result in increased prices. To mitigate this, the Company procures agricultural commodities directly from farmers and APMC, ensuring that it doesn't depend on a single supplier for palm oil and other raw materials.	The procurement team is actively identifying new vendors and keeping a record of approved alternatives for certain raw materials. The Company is also seeking more vendor sources to lessen the risk linked to dependency on a single source	Negative
4	IT Security & Data Protection	Risk	The network is vulnerable to cyber attacks, which could potentially result in the loss of data or breach of confidential information.	The Company has a documented Standard Operating Procedure (SOP) that includes a detailed disaster recovery and business continuity plan. This plan outlines backup, archival, and restoration processes. IT controls are tested annually, and regular reviews of SAP user access are conducted to ensure duties are properly segregated. An application control firewall is in place, and email content is consistently monitored to prevent confidential data from being sent to external email IDs.	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	People	Risk	The absence of a succession plan for crucial roles could potentially cause delays in business decisions and disrupt operations.	The Company is running several programs to manage employee turnover and retain key talent. These initiatives include promoting work-life balance, enhancing rewards and recognition, and implementing succession planning for key roles with talent calibration.	Negative
6	Energy Efficient	Opportunities	Prioritize the use of alternative energy sources such as Solar power to minimize emissions, and optimize the utilization of natural resources.	-	Positive
7	Corporate Governance	Risk	Non-compliance with regulatory and statutory requirements can affect the Company's operations, future fundraising capabilities, and Company valuation.	The Company complies with all regulatory and statutory requirements, protects investor interests with strict governance protocols, and addresses concerns through Investor Relations and Grievance Redressal Policy.	Negative

SECTION  
BMANAGEMENT AND  
PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct [NGRBC] as brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

Principle	Description
Principle - 1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable
Principle - 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle - 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle - 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle - 5	Businesses should respect and promote human rights
Principle - 6	Businesses should respect and make efforts to protect and restore the environment
Principle - 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle - 8	Businesses should promote inclusive growth and equitable development
Principle - 9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether 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. Weblink of the policies, if available	<p>The above mentioned policies are available on (1) website of the Company - <a href="http://www.gopalamkeen.com">www.gopalamkeen.com</a> and (2) Intranet portal of the Company - accessible to the employees of the Company except for P2, P3, P5, P6 and P9</p> <p>Corporate Social Responsibility Policy (<a href="https://www.gopalamkeen.com/storage/policy_images/1700374602.pdf">https://www.gopalamkeen.com/storage/policy_images/1700374602.pdf</a>)</p> <p>Archival and Preservation of document policy (<a href="https://www.gopalamkeen.com/storage/policy_images/1700568738.pdf">https://www.gopalamkeen.com/storage/policy_images/1700568738.pdf</a>)</p> <p>Policy on Diversity of Board (<a href="https://www.gopalamkeen.com/storage/policy_images/1700374333.pdf">https://www.gopalamkeen.com/storage/policy_images/1700374333.pdf</a>)</p> <p>Vigil mechanism policy (<a href="https://www.gopalamkeen.com/storage/policy_images/1700378466.pdf">https://www.gopalamkeen.com/storage/policy_images/1700378466.pdf</a>)</p> <p>Policy for determination of materiality events (<a href="https://www.gopalamkeen.com/storage/policy_images/1700375378.pdf">https://www.gopalamkeen.com/storage/policy_images/1700375378.pdf</a>)</p> <p>Code of Conduct for Director and Senior Management (<a href="https://www.gopalamkeen.com/storage/policy_images/1692437677.pdf">https://www.gopalamkeen.com/storage/policy_images/1692437677.pdf</a>)</p> <p>Dividend Distribution Policy (<a href="https://www.gopalamkeen.com/storage/policy_images/1700374742.pdf">https://www.gopalamkeen.com/storage/policy_images/1700374742.pdf</a>)</p>								



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>Familiarisation Programme for Independent Directors  <a href="https://www.gopalamkeen.com/storage/policy_images/1700374893.pdf">https://www.gopalamkeen.com/storage/policy_images/1700374893.pdf</a></p> <p>Policy on Succession Planning for Board and Senior Management  <a href="https://www.gopalamkeen.com/storage/policy_images/1692438251.pdf">https://www.gopalamkeen.com/storage/policy_images/1692438251.pdf</a></p> <p>Risk Management Policy  <a href="https://www.gopalamkeen.com/storage/policy_images/1692438286.pdf">https://www.gopalamkeen.com/storage/policy_images/1692438286.pdf</a></p> <p>Business Responsibility Policy  <a href="https://www.gopalamkeen.com/storage/policy_images/1700374430.pdf">https://www.gopalamkeen.com/storage/policy_images/1700374430.pdf</a></p> <p>Prevention of sexual harassment policy  <a href="https://www.gopalamkeen.com/storage/policy_images/1700377876.pdf">https://www.gopalamkeen.com/storage/policy_images/1700377876.pdf</a></p> <p>Anti-Bribery Policy  <a href="https://www.gopalamkeen.com/storage/policy_images/1700374027.pdf">https://www.gopalamkeen.com/storage/policy_images/1700374027.pdf</a></p> <p>Materiality Policy  <a href="https://www.gopalamkeen.com/storage/policy_images/1700390464.pdf">https://www.gopalamkeen.com/storage/policy_images/1700390464.pdf</a></p> <p>Policy &amp; Procedure for Inquiry in case of leak of UPSI  <a href="https://www.gopalamkeen.com/storage/policy_images/1700390797.pdf">https://www.gopalamkeen.com/storage/policy_images/1700390797.pdf</a></p> <p>Code of Practices and Procedure for Fair Disclosure of UPSI  <a href="https://www.gopalamkeen.com/storage/policy_images/1707220573.pdf">https://www.gopalamkeen.com/storage/policy_images/1707220573.pdf</a></p> <p>Policy on Related Party Transactions  <a href="https://www.gopalamkeen.com/storage/policy_images/1709038466.pdf">https://www.gopalamkeen.com/storage/policy_images/1709038466.pdf</a></p> <p>Terms and Conditions of Appointment of Independent Directors Policy  <a href="https://www.gopalamkeen.com/storage/policy_images/1701087590.pdf">https://www.gopalamkeen.com/storage/policy_images/1701087590.pdf</a></p> <p>Criteria for making payment to Non-Executive Directors  <a href="https://www.gopalamkeen.com/storage/policy_images/1712743989.pdf">https://www.gopalamkeen.com/storage/policy_images/1712743989.pdf</a></p>								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes								
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.	FSSAI (Food Safety and Standards Authority of India) HALAL APEDA (Agricultural and Processed Food Products Export Development Authority) FDA (Food and Drug Administration)								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Company has initiated its journey towards sustainability, committing to distinct objectives and targets in various areas of sustainability. These areas encompass food safety and quality, water management, circular packaging, waste reduction, and sustainable sourcing. The Company also prioritizes diversity and inclusion, the health and safety of its employees, human rights, health and nutrition, and community development. Furthermore, The Company is dedicated to responsible marketing, risk management, and ensuring data privacy and security.								



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	The Company has committed to evaluate its performance based on sustainability Key Performance Indicators (KPIs), aligning them with the established goals and targets. The Company will be reporting on these KPIs going forward.								

### Governance, leadership and oversight

7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company is dedicated to enhancing sustainability across the all plants. It implements initiatives to reduce water consumption, minimize waste, and use renewable energy. The Company also prioritises employee well-being, diversity, and safety. Strengthened governance practices ensure ethical behavior, transparency, and regulatory compliance, supported by a robust whistle-blower mechanism. Despite challenges, the Company remains committed to continuous improvement, innovation, and stakeholder engagement, aiming to positively impact society and the environment. For more details, refer to the business section of the annual report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Bipinbhai Vithalbhai Hadvani CMD (Chairman and Managing Director) (DIN: 02858118)								
9. 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.	Same as mentioned above								
10. Details of review of NGRBCs by the Company:									

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads/ director / board committees / board members, wherever applicable									Any other - Continuous assessment is an inherent component of corporate functioning and remains a continual pursuit.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board on a quarterly basis.									Quarterly basis								

11. 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 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	No, The Company's policies are subject to audit by its internal auditors. Compliance with these policies is further ensured by the various department heads, directors, board committees, and board members, as applicable, thereby reinforcing the Company's commitment to its guiding principles.								
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### 12. If answer to question (1) above is 'No' i.e. not all Principles are covered by a Policy, reasons to be stated:

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

## SECTION C

## PRINCIPLE WISE PERFORMANCE DISCLOSURE

### Principle 1:



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

#### Essential Indicator

#### 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 Key Managerial Personnel	Multiple trainings across the plants	Familiarisation programmes at Gopal Snacks Limited include comprehensive presentations on financial, operational, and business performance, strategies, policies, internal financial control reviews, internal audits, and updated laws. They also cover the Code of Conduct, roles and duties of independent directors, business updates, and strategy.	100%
Employees other than Board of Directors and KMPs		Employees undergo various training and awareness sessions, including induction training at joining, and leadership, policy, technical, and compliance training during employment.	100%
Workers			100%

#### 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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment					
Punishment			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 an Anti-Bribery Policy. The purpose of this Anti-Bribery Policy is to emphasize the Company's zero tolerance approach to bribery and to ensure that the Company sets up adequate procedures to prevent involvement in any activity relating to bribery, facilitation payments or corruption, even if unintentional. The policy applies to all employees, including senior managers, officers, contractors, and members of the Board of Directors. It also applies to third parties working on behalf of the Company, such as clients, suppliers, partners, and government officials. The policy defines bribery as the offer, promise, giving, demand or acceptance of an undue advantage as an inducement for an action which is illegal, unethical or a breach of trust. Bribes can include payments, gifts, hospitality, employment of relatives, and other favors. The policy states that the Company has a zero-tolerance approach to all forms of bribery and corruption, and that any violations will result in disciplinary action.

The policy is available <https://www.gopalamkeen.com/corporate-governance-policies>

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

Product/Service	FY2024	FY2023
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY2024		FY2023	
	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

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

Product/Service	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Number of days of accounts payables	7	3

**9. Open-ness of business**

**Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	3%	2%
	b. Number of trading houses where purchases are made from	22	17
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	94%	97%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	96%	96%
	b. Number of dealers / distributors to whom sales are made	880	796
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	7%	7%

Parameter	Metrics	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	10%	20%
	b. Sales (Sales to related parties / Total Sales)	0%	0%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

## Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
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The Company has not conducted a specific number of recordable awareness programs for value chain partners. However, the Company proactively conducts sessions for value chain partners whenever required.

### 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 in place a 'Policy on Related Party Transactions' which deals with conflict of interest and are applicable to board members of the Company. Transactions with the board members or any entity in which such board members are concerned or interested are required to be approved by the Audit Committee and the Board of Directors. In such cases, the interested directors abstain themselves from the discussions at the meeting.

Refer the link [https://www.gopalamkeen.com/storage/policy\\_images/1709038466.pdf](https://www.gopalamkeen.com/storage/policy_images/1709038466.pdf) for policy.

## Principle 2:



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

## Essential Indicator

### 1 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	FY2024	FY2023	Details of improvements in environmental and social impacts
R & D		Nil	Installation of Solar Power Plant and Wind Turbine <ul style="list-style-type: none"> <li><b>The Company has made significant strides in its commitment to environmental sustainability by installing a Windmill and Solar Power Plant. This addition represents a major enhancement to the Company's green initiatives. The Company's objective is to utilise Wind and Solar energy as a means to lessen its environmental impact and bolster its role in promoting a more sustainable future.</b></li> <li><b>Benefit:</b> This strategic shift not only aligns with the Company's sustainability goals but also underscores its commitment to environmental stewardship.</li> <li><b>Investment:</b> A capital expenditure of ₹2.84 Crore for Solar Power Plant in Rajkot and ₹13.20 Crore for Windmill in Hirana.</li> </ul>
Capex	58.82%	7.49%	

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

Yes, The Company has established a comprehensive set of guidelines and procedures to promote sustainable sourcing. The selection of suppliers is executed through actively defined protocols, ensuring that all engagements align with the Company's non-negotiable standards. The Company is committed to the provision of high-quality, safe, and reliable products for its consumers. Rigorous quality management practices are actively adhered to throughout all stages of the supply chain, ensuring the highest standards are consistently met.

The primary focus of the Company is to engage local suppliers, thereby promoting cost efficiencies. Simultaneously, it is dedicated to minimizing environmental impacts, such as air and noise pollution, and reducing the consumption of natural resources like petrol and diesel.

Safety is paramount in the Company's operations, with the well-being of consumers always at the forefront. As a responsible corporate entity, The Company has implemented comprehensive controls to detect, assess, and communicate the benefits, risks, and potential safety issues associated with its products. This proactive approach ensures that all stakeholders are well-informed and that safety remains a top priority.

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

100% of critical inputs sourced is sourced sustainably from approved suppliers

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

<b>(a) Plastics (including packaging)</b>	The Company has been registered with the CPCB EPR (Extended Producer Responsibility) portal since 2021 and has consistently met its annual plastic waste targets set by CPCB. The Company collects, recycles, and manages end-of-life (EOL) plastic, and submits the required annual forms within the prescribed time limits.
<b>(b) E-waste</b>	The Company collects e-waste annually and sends it to an authorized vendor with a CPCB NOC. The Company completes the e-waste manifest and obtains an e-waste certificate, including the weight.
<b>(c) Hazardous waste</b>	The Company collects hazardous waste (waste oil from production, chemical sludge, and evaporator residual from ETP) annually and sends it to an authorized vendor with a valid CCA from the GPCB. The Company also has a membership with a TSDF landfill site for disposing of evaporator residuals.
<b>(d) Other waste</b>	The Company sends metal and paper waste to a government-approved recycler with the required legal documents.

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, The Company adheres to the Extended Producer Responsibility (EPR).

Under the Plastic Waste Management Rules, 2016 (amended 2018), the Company is required to adhere to the Extended Producer's Responsibility. This includes establishing a system for collecting back the plastic waste generated by its products, obtaining registration from the Gujarat Pollution Control Board, and ensuring the complete collection of post-consumer waste. Non-compliance may result in legal action under the Environment (Protection) Act, 1986. All legal matters are subject to Gandhinagar jurisdiction.

## Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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No, The Company has not conducted LCA for any of its product.



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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	1,631	1,631	100%	1,631	100%	-	-	-	-	-	-
Female	797	797	100%	797	100%	-	-	-	-	-	-
<b>Total</b>	<b>2,428</b>	<b>2,428</b>	<b>100%</b>	<b>2,428</b>	<b>100%</b>	-	-	-	-	-	-
<b>Other than Permanent Workers</b>											
Male	42	42	100%	42	100%	NA	NA	-	-	-	-
Female	118	118	100%	118	100%	118	100%	-	-	-	-
<b>Total</b>	<b>160</b>	<b>160</b>	<b>100%</b>	<b>160</b>	<b>100%</b>	<b>118</b>	<b>100%</b>	-	-	-	-

## c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

	FY24 Current Financial Year	FY23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the Company	0.59%	0.57%

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

Benefits	FY2024			FY2023		
	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	98%	96%	Y	97%	93%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	16%	19%	Y	27%	23%	Y
Others- please specify	-	-	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.**

The Company ensures that its premises and offices are fully accessible to individuals with disabilities, in compliance with the stipulations of the Rights of Persons with Disabilities Act, 2016. The Company is deeply committed to promoting a culture of Diversity & Inclusion.

The Company has accessible restrooms and ramps in place.

## 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.

Gopal Snacks is committed to diversity and inclusivity, providing equal opportunities to all. The Company's workforce, diverse backgrounds, educational qualifications, and experiences, is a commitment. Performance is the key determinant of rewards and recognition at Gopal snack, ensuring a fair and motivating environment for all its employees. The Company fosters a conducive business environment that extends equal employment opportunities to all individuals, without any discrimination based on caste, creed, gender, nationality, color, race, religion, disability, or sexual orientation.

## 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	-	59%	-	-
Female	-	30%	-	-
<b>Total</b>	Nil	89%	Nil	Nil

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, Channels such as email, letterbox, and registered post are readily available for employees and workers at Gopal Snacks. These avenues provide a direct line of communication to business leaders, human resources, or senior management members, ensuring that any concerns or issues are promptly addressed.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY2024			FY2023		
	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						
- Male						
- Female						
Total Permanent Workers		Nil			Nil	
- Male						
- Female						

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

Category	FY2024					FY2023				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	909	728	80%			767	204	27%		
Female	60	60	100%		Nil	35	35	100%		Nil
<b>Total</b>	<b>969</b>	<b>788</b>	<b>81%</b>			<b>802</b>	<b>239</b>	<b>30%</b>		
<b>Workers</b>										
Male	1,631	1,631	100%			1,624	1,624	100%		
Female	797	797	100%		Nil	781	781	100%		Nil
<b>Total</b>	<b>2,428</b>	<b>2,428</b>	<b>100%</b>			<b>2,405</b>	<b>2,405</b>	<b>100%</b>		

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

Category	FY2024			FY2023		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
<b>Employees</b>						
Male						Nil
Female						
Total						
<b>Workers</b>						
Male						Nil
Female						
Total						

**10. Health and Safety Management System:**

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

At Gopal snacks, safety holds the highest value. The Company mandates the implementation of occupational health and safety policies across all manufacturing facilities, including those under contract. The Safety Management Framework, integral to the Company, encapsulates all Company activities and aligns with the Quality and Safety Management System requirements. This comprehensive framework extends to all employees and workers, ensuring safety in every business aspect.



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

The Company has put in place numerous measures to prevent accidents, injuries, emergencies, and occupational diseases, thereby ensuring operational continuity. As a part of safety the Company is continuous monitoring and recording of hazards related to noise, temperature, ambient lighting conditions, near misses, and high potential incidents are carried out.

**c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Yes/ No)**

Yes, The Company promotes a culture of vigilance among its employees, advocating for the continuous observation and reporting of any work-related hazards. This can be accomplished through direct communication with supervisors or managers, or alternatively, via a dedicated complaints box. The Company places great emphasis on maintaining a safe and secure working environment, and thus, values the active participation of its employees in this endeavour.

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

Yes, The Company provides its employees with access to non-occupational medical and healthcare services. A fully-staffed dispensary operates around the clock, ensuring that medical assistance is readily available during work hours. In addition, ambulances are stationed at the Company's facilities to respond promptly to any medical emergencies. The Company further bolsters its commitment to employee welfare through comprehensive Medclaim Insurance policies and Group Term Life Insurance policies. Moreover, all employees are covered under workmen compensation, reinforcing The Company's dedication to a safe and secure workplace.

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

Safety Incident /Number	Category	FY2024	FY2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Safety, compliance, and risk management are of utmost importance in the operations of the Company. Measures are implemented to ensure these priorities are met. Regular IS14489 audits are conducted every two years on the site to maintain safety standards. This approach allows for efficient identification and mitigation of risks, creating a safer work environment. Safety awareness is promoted through various initiatives. The Company celebrates Safety Week, Fire Safety Week, and Environment Day, providing opportunities to educate and engage employees on safety and environmental topics. Regular safety committee meetings are held to discuss concerns, identify areas for improvement, and foster a healthy workplace atmosphere.

A safe and healthy workplace is essential for any responsible entity. Common measures often implemented include:

**Safety Training:** Employees undergo regular training sessions on workplace safety protocols, emergency procedures, and proper handling of equipment.

**Risk Assessments:** Potential hazards in the workplace are identified through regular risk assessments. This includes physical hazards, such as slippery floors or faulty machinery, and health hazards like exposure to harmful chemicals.

**Safety Equipment:** Appropriate safety equipment and gear are provided, such as Safety Shoes, goggles, gloves, and respiratory masks, depending on the nature of the work.

**Health and Wellness Programs:** Health and wellness programs are offered to employees, including First aid Training, counselling services, and initiatives promoting physical and mental well-being.

**Ergonomic Considerations:** Workstations are designed ergonomically to reduce the risk of repetitive strain injuries and musculoskeletal disorders.

**Regular Inspections:** Routine inspections of the workplace are conducted to identify any potential safety hazards and promptly address them.

**Compliance with Regulations:** Relevant health and safety regulations set forth by local authorities and industry standards are adhered to.

**Emergency Preparedness:** Emergency response plans for scenarios such as fires, natural disasters, or medical emergencies are developed and practiced.



**Open Communication:** Open communication between management and employees regarding safety concerns, near-misses, and suggestions for improvement is encouraged.

**Continuous Improvement:** Safety policies and procedures are regularly reviewed and updated to reflect best practices and accommodate changes in the work environment.

The Company recognizes the importance of personal protection and ensures that employees have access to the necessary Personal Protective Equipment (PPE). By providing adequate PPE, the well-being of the workforce is prioritized and a secure working environment is created. These comprehensive safety measures and robust risk management practices demonstrate the Company's commitment to maintaining a safe, compliant, and healthy workplace for all employees.

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

Benefits	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	NA	-	Nil	NA	-
Health & Safety	Nil	NA	-	Nil	NA	-

### 14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	80%

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

In current year, there were no safety related incident reported.

## Leadership Indicators

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

Yes, it extend to all employees and workers in the Company.

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

Adequate mechanisms are in place within the Company to ensure that all necessary statutory dues, applicable to transactions with value chain partners, are deducted and deposited in compliance with relevant regulations. These processes are subject to regular audits. The Company also obtains essential certificates and proofs from contractors regarding the payment of statutory dues such as PF, ESIC, etc., related to contractual employees and workers. It is expected that all value chain partners will conduct business ethically, maintain integrity in all transactions, and uphold the standards of fair business practices.

#### 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:

Benefits	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	
	FY2024	FY2023	FY2024	FY2023
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:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	Nil. Although the value chain partners are not assessed on the above mentioned aspects, Gopal has a rigid process for the evaluation and onboarding of its suppliers.
Working Conditions	

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.**

There were no significant risks / concerns arising from the assessments of health and safety practices and working conditions of value chain partners.

## Principle 4:



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

#### Essential Indicator

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

Stakeholders are recognized as important in shaping strategies, decisions, and overall performance. By comprehending and prioritizing their needs, expectations, and concerns, effective management of relationships is achieved, working towards mutually beneficial outcomes. The stakeholder identification process involves a thorough assessment of interests, encompassing distributors/customers, employees, shareholders, suppliers, local communities, regulatory bodies, and others. The impact these stakeholders have on operations, as well as their involvement in governance matters such as decision-making processes, policy development, or participation in relevant initiatives, is evaluated. This process enables the establishment of effective communication channels, engagement in meaningful dialogue, and the building of robust relationships with key stakeholders. By understanding their perspectives and considering their interests, concerns can be proactively addressed, risks mitigated, and opportunities for collaboration and shared value creation capitalized upon.

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

<b>Stakeholder Group</b>	<b>Whether identified as vulnerable &amp; marginalised group (Yes/ No)</b>	<b>Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)</b>	<b>Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Distributors/ Customers	No	In-market visits/Meetings/ Email	Periodic	Engagement with consumers is a priority, providing awareness about products, Product quality, safety, nutrition and other relevant information.
Suppliers	No	Supplier visits/Supplier audits/Supplier engagement on compliance and QMS	Periodic	The Company ensures business continuity and opportunities without quality-related challenges by identifying and closing gaps at supplier facilities related to cGMP practices and seeking their confirmation on compliance with the Company's Suppliers Code of Conduct.
Government & Regulators	No	Written communication/ Facility visits/Engagement with Industry Associations /subcommittees	Event based/ Periodic	The Company ensures timely compliance with government and regulatory requirements and actively responds to any communication from the agencies.



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
Shareholders & Investors	No	General Meeting/Annual report /Grievance mechanism/Financial results/ Stock exchange and other communications	Annual/ Event based/ Quarterly	The Company understands the expectations of shareholders and investors, seeks their feedback, and presents it to the management and Board. It communicates the business and financial performance and overall strategy of the Company.
Employees	No	Appraisal, awards and recognition /Grievance mechanism/One-to-one manager connects	Quarterly/ Annual /Event based	The Company conducts performance and career development reviews to build a safe, diverse, and inclusive working environment. It communicates the performance and strategy of the Company and seeks feedback on the work culture.

### 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.**

Active engagement with stakeholders on various Environmental, Social, and Governance (ESG) topics is ensured by the respective business and functional heads of the Company. This engagement results valuable feedback, which, when relevant, is shared with the Board. Such a practice allows the Company to integrate stakeholder perspectives and concerns into its decision-making processes and governance practices.

**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.**

Through active stakeholder engagement, the Company identifies its material issues. This proactive involvement facilitates a comprehensive understanding of stakeholder concerns, priorities, and expectations. Regular customer audits form part of this engagement process, providing a platform for direct customer feedback and insights. These audits involve a close examination of the Company's operations, products, and services to ensure alignment with customer expectations and industry standards. Observations from these audits identify areas needing improvement or corrective action. This approach keeps the Company to stay relevant to emerging trends, customer preferences, and industry best practices, fostering robust stakeholder relationships.

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

Not Applicable

## Principle 5:



### Business should respect and promote human rights

#### Essential Indicator

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

Category	FY2024			FY2023		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	969	Nil	NA	802	Nil	NA
Other than Permanent	Nil	Nil	NA	Nil	Nil	NA
Total Employees	969	Nil	NA	802	Nil	NA
<b>Workers</b>						
Permanent	2,428	Nil	NA	2,405	Nil	NA
Other than Permanent	160	Nil	NA	Nil	Nil	NA
Total Workers	2,588	Nil	NA	2,405	Nil	NA

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

Category	FY2024					FY2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	969	526	54%	443	46%	802	531	66%	271	34%
Male	909	502	55%	407	45%	767	513	67%	254	33%
Female	60	24	40%	36	60%	35	18	51%	17	49%
Other than Permanent										
Male										Nil
Female										
<b>Workers</b>										
Permanent	2,428	2,093	86%	335	14%	2,405	2,098	87%	307	13%
Male	1,631	1,324	81%	307	19%	1,681	1,377	82%	304	18%
Female	797	769	96%	28	4%	724	721	99.59%	3	0.41%
Other than Permanent	160	160	100%							
Male	42	42	100%							Nil
Female	118	118	100%							

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

- a. The details are provided below:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	2	23,07,763	1	15,38,509
Key Managerial Personnel (KMP)	2	9,55,744	Nil	-
Employees other than BoD and KMP	905	2,49,33,731	59	26,16,610
Workers	1,631	2,76,72,337	797	80,87,466

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY24 Current Financial Year	FY23 Previous Financial Year
Gross wages paid to females as % of total wages	18%	15%

**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 assigns dedicated personnel to address any human rights issues arising within the Company.

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

The Company stands firm in its commitment to a safe and healthy work environment, maintaining a strict policy against any human rights infringements. The Company has in place a robust procedure for reporting work-related issues or concerns. Grievances are addressed by the Grievance Handling Committee and the IIC Committee. Employees, retainers/consultants, associates, suppliers, or business partners have the right to file complaints with the Ombudsman. In addressing these concerns, violations, adhering to principles of natural justice, confidentiality, sensitivity, non-retaliation, and fairness. Issues are managed with sensitivity, ensuring prompt action and resolution.

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

The details are provided below:

Benefits	FY2024			FY2023		
	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	Nil	NA	-	Nil	NA	-
Discrimination at workplace	Nil	NA	-	Nil	NA	-
Child Labour	Nil	NA	-	Nil	NA	-
Forced Labour/Involuntary Labour	Nil	NA	-	Nil	NA	-
Wages	Nil	NA	-	Nil	NA	-
Other Human rights related issues	Nil	NA	-	Nil	NA	-

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY24 Current Financial Year	FY23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	NA	NA
Complaints on POSH upheld	NA	NA

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

Proactive measures have been taken by the Company to cultivate a safe and respectful work environment. An Internal Complaints (IC) Committee has been established in strict compliance with the Prevention of Sexual Harassment (POSH) Policy. This committee provides a dedicated platform for employees to report any instances of sexual harassment, with a commitment to confidentiality and a supportive framework for addressing such matters. The IC Committee actively investigates complaints, takes appropriate actions, and facilitates a fair resolution process, upholding principles of justice and equality. Recognising the need to address all employee concerns, the Company has also established a Grievance Redressal Committee. This committee is designed to handle and resolve a range of grievances raised by employees, including work-related issues, conflicts, and disputes. The Grievance Redressal Committee, by providing a structured mechanism for employees to voice their concerns, plays a important role in promoting a harmonious and inclusive workplace.

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

Yes

**10. Assessment for the year:**

	<b>% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)</b>
Child Labour	
Forced Labour/Involuntary Labour	
Sexual Harassment	100%
Discrimination at workplace	(The Company assess the plants and offices internally)
Wages	
Other- please specify	

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

There was no need to take any corrective actions as no significant concerns or risks were identified during these assessments.

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

Not Applicable

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

No

**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?**

All premises at the Company are accessible to differently abled visitors. The Company maintains a strong focus on enhancing the accessibility of its offices and plant locations.

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

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

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

Not Applicable

## Principle 6:



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

### Essential Indicator

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

Parameter	FY24 (Current Financial Year) (GJ)	FY23 (Previous Financial Year) (GJ)
<b>From renewable sources</b>		
Total electricity consumption (A)	5,249.07	1,077.07
Total fuel consumption (B)	Nil	Nil
Energy consumption sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>5,249.07</b>	<b>1,077.07</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	33,813.42	27,499.66
Total fuel consumption (E)	447.51	304.55
Energy consumption sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	34,260.93	27,804.21
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>39,510</b>	<b>28,881.28</b>
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.28	0.21
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	6.45	4.74
Energy intensity in terms of physical output	0.43	0.29

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

No

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

As of the reporting year, none of the plants or offices of the Company are identified as designated consumers (DCs) under PAT Scheme of the Government of India.

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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	53,089	51,796
(iii) Third party water	6,770	8,372
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>59,859</b>	<b>60,168</b>
Total volume of water consumption (in kilolitres)	59,859	60,168
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.43	0.43
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	9.76	9.87
Water intensity in terms of physical output	0.64	0.60

**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. Provide the following details related to water discharged:**

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	50,163	44,548
- No treatment	-	-
- With treatment – please specify level of Treatment*	50,163	44,548
(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	-	-
<b>Total water discharged (in kilolitres)</b>	<b>50,163</b>	<b>44,548</b>

\*ETP, STP Plant. ETP plant has fully functional neutralisation tank, UASB tank, aeration tank, tube settler 1 & 2 chemical dosing system, Multi grade filter and activated carbon filter, UF+RO available. The ETP outlet water is recycled in Cleaning purpose and use in garden.

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

The Company operates an advanced Effluent Treatment Plant (ETP) with a three-stage system: primary, secondary, and tertiary treatment. Ozone is employed as an additional method to remove organic compounds and contaminants. After primary treatment, the system includes neutralization, followed by aerobic and anaerobic processes in the secondary stage. The sophisticated two-stage Ultrafiltration with Reverse Osmosis (RO) effectively removes dissolved salts, heavy metals, and impurities from the treated water. The RO process ensures high water purity and compliance with stringent quality standards. Additionally, the Company has a single Evaporator plant for reject R.O. treatment.

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

Parameter	Unit	FY2024	FY2023
NOx	ug/m <sup>3</sup>	30.28	23.35
SOx	ug/m <sup>3</sup>	26.98	20.05
Particulate matter (PM)	mg/Nm <sup>3</sup>	90.60	87.27
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)		Not Applicable	
Hazardous air pollutants (HAP)			

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

The details are provided below:

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	176.22	144.26
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	6,797.05	5,574.51

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO <sub>2</sub> e/Turnover in Lakh	0.049	0.041
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MT CO <sub>2</sub> e/Turnover in Lakh	1.14	0.94
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO <sub>2</sub> e/MT	0.077	0.057

**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

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

As a prominent player in the snack manufacturing industry, The Company acknowledges its pivotal role in mitigating greenhouse gas emissions and tackling climate change. The Company is committed to the execution of initiatives designed to diminish its carbon footprint, thereby promoting a sustainable future. A testament to this commitment is the investment in energy-efficient apparatus, a notable example of which is the transition to LED lighting systems across all premises, marking a significant stride in The Company's journey towards energy efficiency. Also, the Company working on Solar energy developing and electric vehicle increasing for Reducing greenhouse emission.

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

The required details are provided below:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	8,594	5,427
E-waste (B)	0.47	0.25
Bio-medical waste (C)	0.022	0.015
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	0.8	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G) (Empty barrel Used oil Chemical Sludge)	331.81	3.772
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Waste iron and Metal and copper, Waste Carton)	132.92	269.01
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>9,060.02</b>	<b>5,700.04</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.064	0.0409
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	1.48	0.93
(Total waste generated / Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output	0.099	0.057
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	4,372.87	5,670.76
(ii) Re-used	3.01	2.708
(iii) Other recovery operations	4348	-
<b>Total</b>	<b>8,723.88</b>	<b>5,673.468</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration (Bio medical waste)	0.022	0.015
(ii) Landfilling (Chemical Sludge)	0.9	0.7
(iii) Other disposal operations	0.922	0.715
<b>Total</b>	<b>1.844</b>	<b>1.43</b>

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

No

**10. 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 effectively manages and disposes of all waste and by-products in accordance with Central/State Pollution Control Board requirements. The facilities generate plastic waste due to the packaging process. To address this, the organization collaborates with a waste management Company to handle the plastic waste responsibly. Additionally, the Company avoids any activities involving hazardous or toxic chemicals.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			Not Applicable

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
During the year under review, the Company hasn't undertaken environmental impact assessment.					

**13. 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
	Yes, The Company is compliant with the applicable environmental law/ regulations/ guidelines			

## Leadership Indicators

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

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

- Name of the area – **Lodhika, Rajkot**
- Nature of operations – **FMCG**
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	6,770	8,372
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	6,770	8,372
Total volume of water consumption (in kilolitres)	6,770	8,372
Water intensity per rupee of turnover (Water consumed / turnover)	0.048	0.06

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	5,416	6,697
<b>Total water discharged (in kilolitres)</b>	<b>5,416</b>	<b>6,697</b>

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

No

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

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,483.98 MT (0.105 KG per Km CO <sub>2</sub> produce by truck)	1,434.96 MT (0.105 KG per Km CO <sub>2</sub> produce by truck)
Total Scope 3 emissions per rupee of turnover	MT CO <sub>2</sub> /Rupee turnover	0.010581	0.010289011
Total Scope 3 emission intensity per physical output	MT CO <sub>2</sub> /MT	0.016334	0.014412647

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

No

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

Environmental impact assessment is carried-out for each an every activity in the plant.

**4. 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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solar Project	200 KW solar power plant was successfully commissioned in March 2021 in Rajkot district of Gujarat and 1 MW Solar power plant at Modasa. Output of solar power is used in Gopal Snacks Main Plant. Now 450 KW Plant installed and commissioning done at Same plant on Apr-24.	A significant portion of the Company's power consumption is derived from solar energy, resulting in reduced carbon emissions
2	Wind Power Plant	Wind turbine at Hirana Amreli with capacity of 2 MW.	
3	ETP Plant	The ETP plant consists of primary, secondary and tertiary treatment with additional provision of ozonising.	All parameters as per GPCB norms.
4	ZLD plant	Consist of 2 stage RO & 2 stage Eva	Zero effluent is sent to CETP
5	Paper waste reduction	Implementation of SAP system for document system management.	Distribution of control and display copy has been reduced.
6	Reuse of reject RO water	Reject RO is installed to reduce load on ETP in one of manufacturing plant	2.0 m <sup>3</sup> /hr water is recycled as good water from reject water and reuse as raw water for pre-treatment system

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	RWH system Develop	Rain water harvesting system Develop for Recharge groundwater layer.	Reduce storm water during Monsoon.
8	Auto tube cleaning system for Chillers	2 Chillers of 350 tons have a common auto cleaning for condenser that reduces the electrical load of chiller. Thus it has reduced the electrical units	The electrical units consumed by chiller reduced as efficient in line cleaning of Chiller condenser
9	Hour meter in water system to monitor the running hours of Ultra filtration and RO system	Creation of awareness of water consumed in factory. The hour meter provides the data how many hours per day the Ultra filtration system and RO membrane are working. This indicates the water consumed	The Running hours of Ultra filtration and RO system provide trigger for water conservation awareness

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

The Company has established an on-site emergency plan that thoroughly covers internal factors contributing to emergency situations, as well as external events like natural disasters and civil unrest. This plan delineates specific roles and responsibilities for all stakeholders. Beyond managing emergencies, it outlines a precise course of action for restoring normalcy once the situation is under control.

**6. 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?**

The Company has not observed any significant adverse impacts on the environment within its value chain. As a measure of adaptation, the Company evaluates critical vendors based on ESG parameters when necessary. Additionally, the Company exclusively engages with vendors who comply with ESG standards for the supply of critical materials.

**7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?**

20%

## Principle 7:



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

### Essential Indicator

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

3

- 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.

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	GIDC (Lodhika) Industrial Association	State
2	Gujarat Chamber of Commerce & Industry	State
3	Rajkot Chamber of Commerce & Industry	State

**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
		Not Applicable

## Leadership Indicators

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

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

## Principle 8:



**Businesses should promote inclusive growth and equitable development.**

## Essential Indicator

### 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
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:

Sr. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In INR)
Not Applicable						

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

The Company's CSR Committee, supported by the corporate CSR team, oversees CSR activities. Plant-level CSR teams handle stakeholder grievances. Regular community engagement is conducted directly or via implementing agencies. Any grievances are promptly addressed and resolved under the guidance of the CSR Committee.

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

	FY2024	FY 2023
Directly sourced from MSMEs/small producers	18%	20%
Directly from Within India	100%	100%

### 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY24 Current Financial Year	FY 23 Previous Financial Year
Rural	27.96%	36.18%
Semi-urban	45.47%	44.55%
Urban	25.51%	18.78%
Metropolitan	1.06%	0.49%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

## Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No	State	Aspirational District	Amount spent (In INR)
Not Applicable			

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

No

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

The Company maintains an impartial approach in selecting and procuring suppliers, guided by its requirements, supplier code of conduct, and supply chain management. However, it does not specifically consider criteria related to marginalized or vulnerable groups during supplier selection.

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

During the year, the Company sourced 18% of the total inputs material from MSME suppliers.

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

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

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

Name of authority	Brief of the Case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR Projects:

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Promoting Education	5	100%
2	Promoting Health	5	100%
3	Environment Related Activity	2	100%
4	Animal Welfare	1	100%
5	Women Empowerment	4	100%

## Principle 9:



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

#### Essential Indicator

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

The Company have a customer care department who records and take care of all the complaints and feedback received through emails & calls. If compliant for products may in form of defect or teste, we approached them to provide sample of products. Once the sample received it will counter check with our products, and detailed product analysis taken and reported. If compliant is positive, we will take corrective and preventive actions.

The consumer feedback categorised in two types. i.e. in improvement and suggestions. The Company takes all the positive feedback regarding improvement and also noted their suggestions.

#### 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	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Number of consumer complaints in respect of the following:	FY24(Current Financial Year)			FY23(Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy			-			-
Advertising			-			-
Cyber-security	Nil	NA	-	Nil	NA	-
Delivery of essential services			-			-
Restrictive Trade Practices			-			-
Unfair Trade Practices			-			-
Other	150	Nil	Product market complaint	436	Nil	Product market complaint

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

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

#### 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 Company maintains comprehensive IT policies and guidelines related to cybersecurity, data privacy, acceptable usage, and incident management. These documents outline user dos and don'ts, procedures for handling cybersecurity incidents, and the consequences for violating security policies. Additionally, the Company employs web filtering to prevent data exchange with external sites and restricts access to removable media on its systems.

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

Not Applicable



**7. Provide the following information relating to data breaches:**

	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 customer	Nil
c. Impact, if any, of the data breaches	NA

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

Information on products of the entity can be accessed on Company's website - [www.gopalnamkeen.com](http://www.gopalnamkeen.com)

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

The Company operates a 24/7 consumer service helpline to address queries and feedback. All business activities comply with regulations and voluntary codes for marketing communications, including advertising and promotion. The Company's communications aim to enable informed consumer decisions and educate on responsible product and service usage.

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

The Company has mechanisms to inform consumers of any major discontinuations through its website, stock exchange disclosures, publications, and social media accounts.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (No) 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 whole? (No)**

The Company provides additional information to educate consumers about the nutrient profile and other product aspects, beyond mandatory legal requirements, focusing on consumer satisfaction and engagement. It conducts regular consumer surveys to gather feedback on product satisfaction, preferences, brand strength, and usage behavior across different segments, measuring responses and satisfaction through continuous and periodic tracking studies.