



Date: 2nd August, 2023

To,
The Manager,
Corporate Relations Department
BSE Limited, Phiroze Jeejeebhoy Towers,
Dalal Street, Fort, Mumbai - 400 001
Scrip Code: 500825

To,
The Manager,
Listing Department
National Stock Exchange of India Limited,
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block, Bandra-Kurla Complex,
Bandra (East), Mumbai – 400051
Scrip Code: BRITANNIA

Dear Sir/Madam,

**Sub : Business Responsibility and Sustainability Report for the Financial Year ended
31st March, 2023**
**Ref : Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and
Disclosure Requirements) Regulations, 2015**

Pursuant to provisions of Regulation 34 and other applicable provisions 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 FY 2022-23.

Request you to take the above information / documents on records.

Thanking You
Yours faithfully,
For Britannia Industries Limited

T. V. Thulsidass
Company Secretary
Membership No.: A20927

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L15412WB1918PLC002964
2	Name of the Listed Entity	Britannia Industries Limited
3	Year of incorporation	1918
4	Registered office address	5/1A, Hungerford Street, Kolkata, West Bengal-700017
5	Corporate address	Prestige Shantiniketan, The Business Precinct, Tower C, 16 th & 17 th Floor, Whitefield Main Road, Mahadevapura Post, Bengaluru - 560048
6	E-mail	investorrelations@britindia.com
7	Telephone	080 37687100
8	Website	www.britannia.co.in
9	Financial year for which reporting is being done	1 April 2022 to 31 March 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	24,08,68,296
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	T.V. Thulsidass, Company Secretary 080 37687232 thulsidasstv@britindia.com
13	Reporting boundary <i>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).</i>	The disclosures under this report are made on consolidated basis, unless otherwise specified.

II. Products/Services

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

Sl.	Description of main activity	Description of business activity	% of Turnover of the entity (FY 22-23)
1	FMCG	Manufacturing, trading and selling of food products	100%

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

Sl.	Product/Service	NIC Code	% of total Turnover contributed
1	Bakery products (includes biscuits, cake, rusk, bread and other bakery products)	1071 (includes 10711, 10712 and 10719)	~96%
2	Dairy products (includes milk powder, butter, cheese, ghee, milk-based beverages)	1050 (includes 10502, 10504 and 10509)	~4%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	19*	7	26
International**	4	0	4

*Out of 19 owned plants, only 16 are considered under the scope of this report. The remaining 3 plants were established during the reporting period and therefore, full year data is not available.

**The international plants are not considered under the scope of this report.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan-India
International (No. of Countries)	The products of the Company are exported to over 70 Countries across the world.

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

The contribution of International Business to the consolidated turnover is ~5 % for the FY 2022-23.

c. A brief on types of customers

Britannia is one of the leading food companies of India and its key businesses include bakery, dairy and adjacent snacking categories. With 100+ years' of legacy, the Company has been serving billions of customers across India on various consumption occasions catering to a diverse range of consumer needs and preferences. The Company has a strong supply chain and distribution network and its products are available across the globe.

Towards its journey of becoming a 'Responsible Global Total Foods Company', the Company is committed to offer products that are good for the customers and for the planet. The Company is constantly working towards making exciting new products for all consumer segments and consumption occasions.

IV. Employees (for listed entity only)

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

SI.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	2,372	2,099	88.5	273	11.5
2	Other than Permanent (E)	771	701	90.9	70	9.1
3	Total employees (D + E)	3,143	2,800	89.1	343	10.9
WORKERS						
4	Permanent (F)	2,198	2,092	95.2	106	4.8
5	Other than Permanent (G)	11,429	5,665	49.6	5,764	50.4
6	Total workers (F + G)	13,627	7,757	56.9	5,870	43.1

b. Differently-abled Employees and Workers

SI.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100	0	0
2	Other than Permanent (E)	1	0	0	1	100
3	Total differently abled employees (D + E)	2	1	50	1	50
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than permanent (G)	11	9	81.8	2	18.2
6	Total differently abled workers (F + G)	11	9	81.8	2	18.2

19. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	1	8.3
Key Management Personnel	4	0	0

20. Turnover rate for permanent employees and workers:

(in %)

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.1	26.6	23.5	21.6	29.9	22.5	13.5	9.7	13.1
Permanent Workers	5.0	0	4.7	7.3	0	7.0	-*		

*Turnover rate for permanent workers was not tracked for FY 2020-21.

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

21.(a) Names of holding / subsidiary / associate companies / joint ventures as on 31 March 2023:

SI.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary/ associate / joint venture	% of shares held by listed entity (directly or indirectly)
1	Associated Biscuits International Limited	Holding Company	Nil
2	Dowbiggin Enterprises Pte. Ltd		Nil
3	Nacupa Enterprises Pte. Ltd		Nil
4	Spargo Enterprises Pte. Ltd		Nil
5	Valletort Enterprises Pte. Ltd		Nil
6	Bannatyne Enterprises Pte. Ltd		Nil
7	International Bakery Products Limited	Subsidiary	100
8	J B Mangharam Foods Private Limited	Subsidiary	100

SI.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary/ associate / joint venture	% of shares held by listed entity (directly or indirectly)
9	Manna Foods Private Limited	Subsidiary	100
10	Sunrise Biscuit Company Private Limited	Subsidiary	99.16
11	Britchip Foods Limited	Subsidiary	60
12	Boribunder Finance and Investments Private Limited	Subsidiary	100
13	Flora Investments Company Private Limited	Subsidiary	100
14	Gilt Edge Finance and Investments Private Limited	Subsidiary	100
15	Britannia Employees Educational Welfare Association Private Limited*	Subsidiary	Nil
16	Britannia Employees Medical Welfare Association Private Limited*	Subsidiary	Nil
17	Britannia Employees General Welfare Association Private Limited*	Subsidiary	Nil
18	Snacko Bisc Private Limited	Subsidiary	100
19	Vasana Agrex and Herbs Private Limited	Subsidiary	100
20	Ganges Vally Foods Private Limited	Subsidiary	98.87
21	Britannia Bel Foods Private Limited (formerly known as Britannia Dairy Private Limited)	Joint venture	51
22	Strategic Food International Co. LLC	Subsidiary	100
23	Britannia and Associates (Dubai) Private Company Limited	Subsidiary	100
24	Strategic Brands Holding Company Limited	Subsidiary	100
25	Britannia and Associates (Mauritius) Private Limited	Subsidiary	100
26	Britannia Dairy Holdings Private Limited	Subsidiary	100
27	Britannia Nepal Private Limited	Subsidiary	100
28	AL Sallan Food Industries Company SAOC	Subsidiary	65.46
29	Britannia Bangladesh Private Limited	Subsidiary	100
30	Britannia Egypt LLC	Subsidiary	100
31	Strategic Foods Uganda Limited	Subsidiary	100
32	Kenafric Biscuits Limited	Subsidiary	51
33	Catalyst Britannia Brands Limited	Subsidiary	100
34	Nalanda Biscuit Company Limited	Associate	35
35	Sunandaram Foods Private Limited	Associate	26

*Company limited by Guarantee.

- (b) Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)

Yes, the above entities, wherever applicable, participate in the relevant Business Responsibility initiatives of the Company.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (In ₹): 15,984.90 Crores for FY 2022-23
(iii) Net worth (In ₹): 3,534.27 Crores as on 31 March 2023

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors* (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	182	0	-	43	0	-
Employees and workers	Yes	1	0	-	3	0	-
Customers	Yes	10,069	1,040	-	11,037	1,239	-
Value Chain Partners	Yes	0	0	-	0	0	-

* Debenture holders are considered under this head; Weblink: <https://www.britannia.co.in/investors>

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

The material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications are given below:

Sl.	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 safety and quality	Risk	Quality and Food Safety is fundamental to the Company's business and any issues on the same can adversely affect the Company.	The Company's manufacturing facilities comply with the required Quality Standards and 31 factories have received American Institute of Baking (AIB) certification. Consumer Quality Index is also used to track and maintain the quality of products in the market.	Negative- Failure to meet product quality and safety can lead to severe reputational and financial risk for the Company.
2	Sustainable packaging	Opportunity	Plastic pollution and its related hazards have been at the forefront as a major concern for a long time in the Environment, Social and Governance (ESG) landscape. Sustainable packaging is critical being a food product Company.	The Company has achieved plastic neutrality for the consecutive second year, proving to its ethos of delivering 'Responsible Goodness' to the consumers. The Company is continuously working on innovative packaging, removal of plastic trays from its product portfolio and recycling & reduction of plastic through Extended Producer Responsibility (EPR) programs and other measures.	Positive- Transition to sustainable packaging will bring positive environmental outcomes and strengthen the Company's Sustainability Goals.

SI.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Renewable energy	Opportunity	Protection of environment and optimum utilisation of resources are critical for long term prospects of the Company.	Being conscious of the use of natural resources and the environment in which the Company operates, it has adopted sources of renewable energy and is consistently working on reduction of GHG emissions.	Positive - Increase in the usage of renewable energy mix will help in reduction of GHG emissions and operational costs.
4	Community nutrition	Opportunity	663 million people in the world are malnourished and the Company understands that it plays a key role in the community's health. Food products can help improve health and alleviate malnourishment.	Malnutrition reduction programme focuses on improving the nutritional status of children, adolescents and women.	Positive- This will improve lives of millions of people and in the long run enhance brand reputation.
5	Business ethics and culture	Risk	Unethical behaviour may lead to non-compliances and adverse impact, financial or otherwise.	Training and mandatory affirmation to the code of business conduct and ethics.	Negative - Non-compliance with Code of Conduct may result in penalties and loss of brand reputation.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

National Guidelines for Responsible Business Conduct (NGRBC) issued by the Ministry of Corporate Affairs advocates nine principles as given below:

SI.	Principle Description
P1	Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1 a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies mandated under the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 are approved by the Board and other applicable policies are approved by the Managing Director or Functional Heads of the Company, as appropriate.								
c. Web Link of the Policies, if available	<ul style="list-style-type: none"> • Whistle Blower Policy - https://www.britannia.co.in/BIL_Whistle_Blower_Policy.pdf. • Code of Business Conduct - https://www.britannia.co.in/Code_of_Business_Conduct.pdf. • Code of Ethics and Business Principles Applicable to Non-Executive Directors - https://www.britannia.co.in/Code_of_Ethics_and_Business_Principle_Applicable_to_Non_Executive_Directors.pdf. • CSR Policy - https://www.britannia.co.in/BIL_Corporate_Social_Responsibility_Policy.pdf. • Supplier Code of Conduct - https://www.britannia.co.in/Britannia_Supplier_Code_of_Conduct.pdf. • Human Right Policy - https://www.britannia.co.in/Britannia_Human_Rights_Policy.pdf. • ESG Policy - https://www.britannia.co.in/Britannia_ESG_Policy.pdf. 								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes, Code of Business Conduct, ESG Policy, Supplier Code of Conduct, Sustainable Sourcing Policy and Human Rights Policy extend to the value chain partners as well.								
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.	The policies align with the National and International standards like ISO 14001, ISO 45001, ISO 22000, FSSAI standards etc.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company's sustainability strategy has 4 core pillars, supported by 8 levers and further split into 26 programs. These programs have been assigned annual targets and Key Performance Indicators (KPIs) to evaluate the progress.</p> <p>The Company has also set certain aspirational goals and targets to achieve positive Environmental Social and Governance (ESG) outcomes through its business. Some of them include:</p> <ul style="list-style-type: none"> • 59% renewable electricity in total electricity consumption by 2024; • 50% representation of women in factory workforce and 20% in senior management by 2025; • ESG assessment of 100% suppliers of raw materials and packaging materials by 31 March 2024. 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The Company has made significant progress towards meeting its goals and commitments during the reporting year in the following areas:</p> <ul style="list-style-type: none"> • 34% of electricity requirement was obtained through renewable sources (4% increase from the previous year); • Reduction of specific water consumption to 0.83 litres/kg of product, which is a 34% reduction from the base line of 2019 (1.25 litres/kg); • Achieved plastic neutrality by collecting and processing ~43,000 tonnes of plastic during the year and is also making progress in its efforts towards elimination of plastic trays from its packaging. 								
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)	<p>The Company firmly believes that success is not just about financial achievement but also encompasses its responsibility towards environment, its employees, communities and other stakeholders.</p> <p>The Company's ESG strategy forms the foundation of its operations, reflecting its commitment to sustainability, ethical conduct and long term value creation.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy / policies	Board of Directors led by the Chairman and Executive Vice-Chairman & Managing Director and Executive Director & Chief Executive Officer.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Varun Berry, Executive Vice-Chairman & Managing Director.								

10. Details of Review of NGRBCs by the Company:																			
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	P1	P2	P3	P4	P5	P6	P7	P8	P9	Policies are reviewed quarterly, half yearly and at such intervals as may be required.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	P1	P2	P3	P4	P5	P6	P7	P8	P9	Compliance checks are conducted quarterly to ensure that the Company is in compliance with all the applicable laws and regulations.
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9	Yes, the Company has robust review mechanisms and internal audit processes to monitor the implementation of key policies. The internal audits and assessments are conducted by the independent firms and major concerns are reported to the Audit Committee.

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

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness 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	% of persons in respective category covered by the awareness programmes
Board of Directors	Business & Regulatory updates including developments in the global environment, industry scenarios, key operational matters and sustainability initiatives are placed and discussed at various Meetings of Management Committees, Executive Committees and Board of Directors.		100%
Key Managerial Personnel			
Employees other than BoD and KMPs	226	- Code of Business Conduct	32.1%
Workers	5,552	- Human Rights Policy - Anti-Sexual Harassment Policy - EHS Policy	30.3%

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:

Monetary					
Particulars	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	During FY 2022-23, there were no material fines/penalties/punishment/ award/ compounding fees/ settlements as specified under Regulation 30 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015.				
Settlement					
Compounding fee					

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

Not Applicable

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

The Company's Code of Business Conduct contains stringent provisions to prevent corruption/ bribery and is applicable to all the directors, employees and others associated with the business of the Company. The principles of business conduct are strongly embedded into working environment of the Company.

The weblink of the Code - https://www.britannia.co.in/Code_of_Business_Conduct.pdf.

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

Particulars	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable.

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

ESSENTIAL INDICATORS

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

Particulars	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	During the year, ₹ 45.82 Crores was spent on R&D out of which, ₹ 0.285 Crores (or 0.62%) was spent on technologies to improve environmental and social impact of the products and processes.	Nil	<p>During the year, the Company has undertaken various initiatives to conserve water viz., water sprinkler systems in garden, automatic water level controller for raw water, water aerator in all water taps, electromagnetic flow meters for the ETP and STP line which helped in reduction of fresh water consumption by 10% (160 KL per week to 144 KL water)</p> <p>Improvements were made to the electric panel, and, Di-electric paint was introduced as a substitute for rubber mats. The use of Di-electric paint in place of rubber mats would help reduce risks associated with electrical accidents in the workplace.</p> <p>Investments in R&D also helped the Company to improve its packaging and remove plastic tray from its product portfolio. As a result, many of the products are now 'Tray Free' and ~72% of the laminate used in the product portfolio is now recyclable.</p> <p>In its endeavour to improve the health and wellness aspects of its portfolio, the Company reduced ~1.8% of sugar/serving & ~7.8% of sodium/serving and has also launched various healthy products under its brand 'Nutrichoice'.</p>
Capex	Total capex invested for the reporting year was ₹ 1142.49 Crores, out of which capex in the improvement of environmental and social impacts of products/processes was ₹ 8.89 Crores which is (0.8% of the total capex).	Nil	<p>During the year, the Company made certain capex investments towards its ESG goals. These investments includes installation of sprinkler system which made it possible to conserve 17% of raw water and establishment of scrap yard to segregate and store waste (including e-waste) till it is disposed.</p> <p>Further capex investments were made towards the installation of biomass plants, rainwater harvesting systems, solar plants and other energy saving initiatives at Company's facilities which helped in reducing its environmental impact.</p>

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

Yes, the Company has a number of procedures in place for sustainable sourcing, the details of which are given in the Company's 'Sustainable Sourcing Policy'. The Company encourages suppliers to adhere to ESG standards and critical suppliers are assessed on compliance and regulatory standards which include Environment, Social and Governance aspects. The Company prefers to source its material locally, within the vicinity of its factories.

The Company has also adopted a comprehensive 'Supplier Code of Conduct' which contains certain expectations/ requirements for its suppliers with respect to ESG aspects. The Code covers ESG areas like business integrity, environmental sustainability, human rights, occupational health and safety, product quality and data privacy. Suppliers are expected to have internal policies complementing and complying with the Company's policies. Suppliers are also required to implement any suggestions given by the Company based on supplier audits conducted by the Company.

The Company has also developed Supplier Assessment Tool to evaluate their sustainability practices in line with the Company's sustainability goals. The assessment is conducted periodically and evaluates suppliers on parameters like energy/ water/ waste management, GHG & carbon footprint, sustainable packaging, and social accountability. The Company's commitment to sustainably sourcing its inputs, reflects in its decisions to not use or produce Genetically Modified Organisms (GMOs).

The Company prioritizes local sourcing and considers it as an opportunity to minimize the environmental impact associated with storage and shipping of materials/ingredients. In FY 2022-23, 98% of procurement budget was spent on sourcing in India.

b. What percentage of inputs were sourced sustainably?

During FY 2022-23, 74 critical suppliers were assessed based on self-declaration. These suppliers contributed to 51.5% of the total volume sourced during the year.

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:

- (a) Plastics (including packaging): The Plastic waste generated from the manufacturing facilities is safely collected and stored in a dedicated location and disposed of to the authorized agencies. The Company is plastic neutral and has collected and processed over 43,000 tonnes of plastic (>100% of plastic procured by the Company in India).
- (b) E-waste: The E-waste generated from manufacturing facilities is safely collected, stored and disposed to Pollution Control Board authorized recyclers / refurbishers.
- (c) Hazardous waste: The Hazardous waste generated from the manufacturing facilities is safely collected and stored in a dedicated location and disposed to Pollution Control Board authorized recyclers / TSDF (treatment, storage and disposal facilities) agencies.
- (d) Other waste: The other waste such as Non-hazardous solid waste generated from the manufacturing facilities are separated based on their characteristics and are collected, stored in a dedicated location and disposed to authorized agencies.

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

Yes, EPR is applicable to the Company's activities. The Company continues to be plastic neutral for FY 2022-23 and has collected and processed over 43,000 tonnes of plastic (>100% of plastic procured by the Company in India).

The Company is committed to be 100% EPR compliant and to further reduce the virgin plastic consumption across the supply chain.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent employees											
Male	2,099	2,099	100	2,099	100	NA	NA	2,099	100	0	0
Female	273	273	100	273	100	273	100	NA	NA	273	100
Total	2,372	2,372	100	2,372	100	273	11.5	2,099	88.5	273	11.5
Other than Permanent employees											
Male	701	701	100	701	100	NA	NA	0	0	0	0
Female	70	70	100	70	100	70	100	NA	NA	70	100
Total	771	771	100	771	100	70	9.1	0	0	70	9.1

*Includes ESI

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

Category	% of workers covered by										
	Total (A)	Health insurance*		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent workers											
Male	2,092	1,553	74.2	1,435	68.6	NA	NA	2,092	100	2,092	100
Female	106	50	47.2	47	44.3	106	100	NA	NA	106	100
Total	2,198	1,603	73.0	1,482	67.4	106	4.8	2,092	95.2	2,198	100
Other than Permanent workers											
Male	5,665	5,361	94.6	1,986	35.1	NA	NA	0	0	5,665	100
Female	5764	5,141	89.2	1,308	22.7	5,764	100	NA	NA	5,764	100
Total	11,429	10,502	91.9	3,294	28.8	5,764	50.4	0	0	11,429	100

*Includes ESI

2. Details of retirement benefits:

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total Employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	0.20	100	Y	0.20	100	Y
Others – please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces:

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

Yes, The Company's premises/offices are accessible to Persons with Disabilities (PwDs), as per the requirements of the Rights of Persons with Disabilities Act, 2016. The Company provides Wheelchair and Evacuation chair at its premises/offices.

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

The Company is an equal opportunity employer and it hires employees on the basis of merit and does not discriminate on the basis of race, sexual orientation, colour, religion, physical disability etc.

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	100	98.65	100	100
Female	100	100	100	100
Total	100	98.80	100	100

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? : Yes

Particulars	(Brief details of the mechanism)
Permanent Workers	<ul style="list-style-type: none"> Grievance Redressal Committee Canteen Committee Safety Committee Prevention of Sexual Harassment (POSH) Committee Works Committee : Grievances related to work environment is addressed through works committee. Grievance Redressal through workers union members : Individual workers issues are being resolved through this mechanism.
Other than Permanent Workers	POSH Committee, Safety Committee and Canteen Committee
Permanent Employees	<ul style="list-style-type: none"> Ethics Committee under Code of Business Conduct
Other than Permanent Employees	<ul style="list-style-type: none"> POSH Committee Vigil Mechanism under Whistle Blower Policy Townhalls Employee Surveys

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	2,372	0	0	2,176	0	0
- Male	2,099	0	0	1,946	0	0
- Female	273	0	0	230	0	0
Total Permanent Workers	2,198	1,361	62.0	-*		
- Male	2,092	1,350	64.6			
- Female	106	11	10.4			

* Data on membership of workers in associations/unions was not tracked for FY 2021-22.

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees*										
Male	2,099	369	17.6	408	19.4	1,946	104	5.3	690	35.5
Female	273	87	31.9	54	19.8	230	12	5.2	93	40.4
Total	2,372	456	19.2	462	19.5	2,176	116	5.3	783	36.0
Workers										
Male	7,774	4,062	52.3	3,286	42.3	6,246	4,409	70.6	2,678	42.9
Female	5,870	2,434	41.5	3,200	54.5	3,641	2,214	60.8	1,658	45.5
Total	13,644	6,496	47.6	6,486	47.5	9,887	6,623	67.0	4,336	43.9

*Permanent Employees only.

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees*						
Male	2,099	2,099	100	1,946	1,946	100
Female	273	273	100	230	230	100
Total	2,372	2,372	100	2,176	2,176	100
Workers						
Male	Not Applicable					
Female						
Total						

*Permanent Employees only.

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, what is the coverage of such a system?

Yes, The Company has an effective health and safety management system in place and all manufacturing facilities have transitioned from OHSAS 18000 to ISO 45001 certification. The Occupational Health and Safety ('OHS') management system is audited regularly by internal as well as external teams.

Health and Safety of the employees are of the highest priority for the Company and its OHS management system covers all manufacturing facilities in India. The Company's Environment, Health and Safety (EHS) Policy encourages a Zero Accident work culture and extends safety training and monitoring to all employees.

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

OHS risks are identified through hazard identification and identified risks are then prioritized and integrated into action plans with quantified targets to address the risks. The Company regularly evaluates the progress in reducing or preventing the risks against the identified targets. In addition to this, reporting of unsafe acts, unsafe

conditions and near misses has been established to prevent accident at work place. The Company also tracks safety performance through certain KPIs like Lost Time Injury ('LTI'), Medical Treatment Cases ('MTC') and Total Recordable Accident Frequency Rate ('TRAFR'). TRAFR is a more comprehensive measure compared to Lost Time Injury Frequency Rate ('LTIFR') as it records the rate of not only LTIs, but includes MTCs as well.

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

Yes, The Company strongly encourages employee participation in EHS aspects such as unsafe act / condition, near miss reporting through workplace inspections, critical machine audits and process confirmation audits such as Lockout and Tagout (LOTO) & Permit to Work (PTW) systems.

In FY 2021-22, the Company implemented Integrated EHS Maturity Assessment at all factories through Britannia Self Assessment Tool (B-SAT) to identify material issues in the workplace. Through these assessments, all work-related injuries, ill health, diseases and incidents are investigated thoroughly. The Company is also focusing on behaviour based safety programs for all employees and providing coaching using planned-personal-contact techniques.

To improve employee participation, the Company also conduct monthly Theme-Based EHS campaigns like National Safety month, Fire Safety month, World Environment month, Slip-Trip-Fall month, etc. The Company also appreciates the active participating employees and workers through its Reward & Recognition program which are conducted periodically.

- d. **Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?**

Yes, all manufacturing facilities of the Company are equipped with Occupational Health Centers (OHC) staffed by a Doctor and full time paramedic staff. The employees have all time access to non-occupational related medical treatment.

Apart from the OHC services inside the facilities, employees are also provided with access for virtual consultation with doctor on their health and well-being. The Employees are covered under ESI & Medical Insurance based on their eligibility to get medical and health care services for both occupational & non occupational services.

11. **Details of safety related incidents are given below:**

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.06	0.04
	Workers		
Total recordable work-related injuries	Employees	16	5
	Workers	11	11
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company follows well-established processes to identify and manage health & safety hazards at work sites. Regular risk assessments, workplace inspections, internal / external audits and tracking of information such as the types and rates of injuries, occupational diseases, lost days and absenteeism, work related fatalities are also carried out to improve the EHS performance in all the activities, processes, products and services.

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

Particulars	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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:

There are no significant risks arising from the above assessments of health & safety practices and working conditions. However, corrections and corrective actions are taken as a continuous journey to improve the EHS management system which is being tracked through a tool (CAPA Tracker) and progress is monitored regularly.

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

ESSENTIAL INDICATORS

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

Key stakeholders, both internal and external, are identified based on

- a. the impact that they have on the value Company creates and
- b. the impact of Company's business operations on the stakeholders.

These include employees, shareholders, consumers, investors, communities, suppliers, and vendors. Various communication channels have been established to allow open discussions and understanding of the issues that are critical to their respective interests. This enables a Company to create shared value and make a positive contribution to build a sustainable society.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Trainings, awareness sessions on physical, mental, financial and social well-being, engagement surveys, townhalls, development conversations, learning cafes and interactions at Workplace (employees' social media platform).	Regularly	The purpose is to have an inclusive and overall development of employees, obtaining valuable feedback and sharing the strategy & vision of the Company with the employees.
Consumers	No	Consumer feedback mechanism, consumer satisfaction surveys, market research, brand campaigns and consumer promotions.	Regularly	Engagement with consumers is aimed at building awareness and receiving feedback from the consumers. The scope of interaction includes product quality, tastes and preferences of consumers etc.
Suppliers	No	Supplier meets, reviews and audits.	Regularly	The scope includes capacity and capability building, competitive pricing, value chain efficiencies, sustainability and adherence to Company's standards and policies.
Local communities	Yes	Corporate Social Responsibility and Sustainability Initiatives	Regularly	CSR initiatives are undertaken in the areas of promoting health care including preventive health care, village development, nutrition awareness, reduction of malnutrition, water and sanitization. Sustainability initiatives are aimed at community development, improved quality of life and preservation of environment.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors / Shareholders	No	Annual report, press releases, stock exchange communications, investors' presentations, investors' meet, newspaper publications, general meetings and website disclosures.	Regularly	Communications made to the investors of the Company majorly includes updates on the financial performance, business growth, future plans, ESG initiatives, key organizational changes and investor service related information.

Principle 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Details of Employees and workers who have been provided training on human rights issues and policy(ies) of the entity are given below:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2,372	1,010	42.6	2,176	57	2.6
Other than permanent	771	0	0	Nil	0	0
Total employees	3,143	1,010	32.1	2,176	57	2.6
Workers						
Permanent	2,198	812	36.9	2,225	832	37.4
Other than permanent	11,429	3,319	29.0	7,662	3,266	42.6
Total workers	13,627	4,131	30.3	9,887	4,098	41.4

2. Details of minimum wages paid to employees and workers are given below:

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2,372	0	0	2,372	100	2,176	0	0	2,176	100
Male	2,099	0	0	2,099	100	1,946	0	0	1,946	100
Female	273	0	0	273	100	230	0	0	230	100
Other than permanent	771	0	0	771	100	785	0	0	785	100
Male	701	0	0	701	100	720	0	0	720	100
Female	70	0	0	70	100	65	0	0	65	100
Total employees	3,143	0	0	3,143	100	2,961	0	0	2,961	100
Workers										
Permanent	2,198	518	23.6	1,680	76.4	2,225	346	15.6	1,879	84.4
Male	2,092	459	22.0	1,633	78.1	2,123	288	13.6	1,835	86.4
Female	106	59	55.7	47	44.3	102	58	56.9	44	43.1
Other than permanent	11,429	10,090	88.3	1,339	11.7	7,662	6,538	85.3	1,124	14.7
Male	5,665	4,326	76.4	1,339	23.6	4,123	2,999	72.8	1,124	27.3
Female	5,764	5,764	100	0	0	3,539	3,539	100	0	0
Total workers	13,627	10,608	77.8	3,019	22.2	9,887	6,884	69.6	3,003	30.4

3. Details of remuneration/salary/wages are given below:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	11	1,20,40,000	1	31,50,000
Key Managerial Personnel (KMP)**	4	3,21,14,302	0	0
Employees other than BoD, KMPs and Workers	2,095	8,59,466	273	6,80,186
Workers	2,092	2,86,948	106	1,93,347

* BoD includes executive directors who are KMPs; **KMPs of the listed entity are only considered.

Notes:

- A Median is the middle number in a sorted list of numbers (either ascending or descending) used in statistical studies.
- Employee benefits which are based on actuarial valuation done on an overall Company basis and perquisites are excluded from the computation of remuneration of KMPs.

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 has a Human Rights Policy in place to address issues related to human rights. The policy extends to all internal and external stakeholders which includes employees, vendors, contractors and business partners. Various management committees and committees of the Board reviews and addresses human rights issues.

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

Respecting and upholding human rights and values is deeply integrated into the Company's culture, ways of working and value system over the years. The human rights concerns/grievances can be reported to the Direct Manager, Principal Manager or the Compliance Officer. Further, the Company's policies provides for various mechanisms to effectively redress grievances relating to human rights. Under these policies, the Company has established web portal, e-mail IDs and contact details for handling the complaints.

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

Particulars	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	-	3	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

The Company believes in providing equal opportunity and has zero tolerance towards any kind of discrimination on the basis of age, gender, religion or other factors. The Code of Business Conduct and Anti Sexual Harassment Policy of the Company provides adequate mechanisms for redressal of complaints of harassment without fear or threat of reprisals in any form or manner to all employees irrespective of their gender and sexuality.

The Whistle Blower Policy provides vigil mechanism for Directors and Employees to voice their concerns in a responsible and effective manner regarding unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct and Britannia Code dealing with Insider Trading and Unpublished Price Sensitive Information. It also provides adequate safeguards against victimization of Directors and Employees who avail the mechanism.

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

Yes. All the business agreements require compliance with applicable laws including labour laws by suppliers and business partners. Further, the Company obtains declarations from all suppliers regarding the prohibition of child labour, forced or involuntary labour and anti-discrimination and also encourages suppliers to follow fair wage and overtime pay regulations.

9. Assessments of the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

* Assessments were done by the Company.

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

The Company did not find any significant risks or concerns arising from the assessments conducted. Further, the Company's statutory and internal auditors' observations of the audits carried out at the plants and offices are placed before the Audit Committee on quarterly basis.

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

ESSENTIAL INDICATORS

1. a. Details of total energy consumption (in Joules or multiples) and energy intensity are given below:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (in GJ)	3,36,615	2,92,436
Total fuel consumption (B) (in GJ)	13,01,140	11,46,772
Energy consumption through other sources (C) (in GJ)	0	0
Total energy consumption (A+B+C) (in GJ)	16,37,755	14,39,208
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	102.46 GJ/crore	103.2GJ/crore
Energy intensity (GJ/Metric tonnes of production)	2.60	2.33

Note: 14 factories for FY 2021-22 and 16 factories for FY 2022-23 are considered for the above computation.

GJ= Gigajoules.

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

Yes, independent external assurance has been carried out for FY 2022-23 by Earthood Services Pvt. Ltd.

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

Not Applicable

3. a. The disclosures related to water are given below:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater (in kilolitres)	2,08,549	2,05,207
(iii) Third party water (Municipal water supplies, tankers, supplies from industrial estate) (in kilolitres)	3,56,294	3,30,997
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,64,843	5,36,204
Total volume of water consumption (in kilolitres)	5,22,878	5,15,364
Water intensity per rupee of turnover (Water consumed / turnover)	32.71 KL/crore	36.96KL/crore
Water intensity (KL/Metric tonnes of production)	0.83	0.81

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

Yes, independent external assurance has been carried out for FY 2022-23 by Earthood Services Pvt. Ltd.

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

Yes, Zero Liquid Discharge mechanism has been implemented in all manufacturing facilities of the Company whereby the treated wastewater is recycled for utilities and gardening.

5. Air emissions (other than GHG emissions) by the entity:

Currently air emissions are not monitored by the Company.

6. a. The details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity are given below:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	75,813	77,309
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	50,257	47,096
Total Scope 1 and Scope 2 emissions per rupee of turnover	Tonnes of CO ₂ equivalent/ turnover in INR Crore	7.89	8.92
Total Scope 1 and Scope 2 emission intensity (Metric tonnes of production)	Tonnes of CO ₂ equivalent/ metric tonnes of production	0.19995	0.2018

Note: 14 factories for FY 2021-22 and 16 factories for FY 2022-23 are considered for the above computation.

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

Yes, independent external assurance has been carried out for FY 2022-23 by Earthood Services Pvt. Ltd.

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

Yes, the Company uses renewable sources of energy like biomass, solar and wind power at its facilities in Chennai, Pondicherry (IBPL 1&2), Perundurai, Bidadi, Madurai, Khurda and Gwalior. The Company has also completed pilot run of the biomass plant installed at its dairy plant in Ranjangaon, Maharashtra.

Efforts to reduce energy consumption and make processes and equipment more efficient have significantly lowered energy intensity over time and enabled savings of ~5977 GJ of energy.

The Company is evaluating various renewable energy options after considering the policies and guidelines of each state viz., own investment, open access, third party agreements and captive arrangements.

8. a. The details related to waste management by the entity are given below:

Parameter	UOM	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)			
Plastic waste (A)	MT	3,398.45	3,430.12
E-waste (B)	MT	1.42	0.94
Bio-medical waste (C)	MT	0.13	1.03
Construction and demolition waste (D)	MT	0	0
Battery waste (E)	Nos	391	964
Radioactive waste (F)	MT	0	0
Other Hazardous Waste (G):			
Waste Oil	MT	4.28	17.22
Waste Oil Cotton	MT	0.42	0.79
DG Filters	Nos	44	-
Hazardous Waste Containers	Nos	1,414	950
Other Non-hazardous waste generated (Rejected product waste, paper waste, cardboard, metal, PPE, wood, rubber) (H)	MT	12,836.17	11,750
Total (A+B + C + D + E + F + G + H)	MT	16,240.88	15,200
	Nos	1,849	1,914
Category of waste (in metric tonnes)			
(i) Recycled	MT	16,236	15,182
	Nos	1,805	1,914
(ii) Re-used	MT	0	0
(iii) Other recovery operations	MT	4.28	17.22
Total	MT	16,240	15,199
	Nos	1,805	1,914

Parameter	UOM	FY 2022-23	FY 2021-22
Category of waste (in metric tonnes)			
(i) Incineration	MT	0.55	1.82
	Nos	44	0
(ii) Landfilling	MT	0	0
(iii) Other disposal operations	MT	0	0
Total	MT	0.55	1.82
	Nos	44	0

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

Independent external assurance has been carried out for generated quantities of non-hazardous waste for FY 2022-23 by Earthood Services Pvt. Ltd.

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

Food waste is a major concern in the industry and the Company has taken initiatives to ensure optimization of processes that will help to reduce waste. The Company has reduced wastage of raw materials by adopting bulk handling of raw materials in the supply chain.

To reduce food losses the Company also monitors the products' freshness after manufacture and its warehouses using a freshness index.

Based on the waste characteristics, the waste is segregated into Hazardous and Non-Hazardous and appropriate disposal methods are followed. All hazardous waste is disposed as per the Hazardous Waste Management Rules, 2016 and non-hazardous waste is sent for further processing.

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

None of the factories are located in ecologically sensitive areas.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not Applicable

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

Yes, your Company is compliant with the applicable environmental law/ regulations/ guidelines in India.

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

ESSENTIAL INDICATORS

1. Number of affiliations with trade and industry chambers/ associations and list of top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to:

SI.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bangalore Chamber of Industry and Commerce	State
2	Sidcul Entrepreneur Welfare Society	State
3	Confederation of Indian Industry (CII)	National
4	All India Bread Manufacturers' Association	National
5	Federation of Biscuit Manufacturers of India	National
6	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
7	Ranjangaon Industries Association	State
8	The Madras Chamber of Commerce & Industry	State
9	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National

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

Not Applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

Not Applicable

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

Not Applicable

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

The Company is committed to develop communities around its sites and proactively engages with them to understand and redress their concerns. To promote inclusive development, various formal and informal interactive sessions were conducted throughout the year with the communities. Community representatives including Sarpanch, Panchayat Samiti and other stakeholders are encouraged to share any concerns that they may have to ensure that the voice of the communities is always heard.

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

(in %)

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	13.0	10.5
Sourced directly from within the district and neighbouring districts	7.5	6.0

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

ESSENTIAL INDICATORS

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

The Company's commitment to provide quality products to consumers has made it one of the most trusted, valuable and popular brand among Indian consumers.

There is a dedicated "Consumer Care Cell," which complies with the "Global Standards on Quality Management for Complaints Handling in Organisations". Consumer complaints and feedback on the Company's products are received and redressed by the Consumer Care Cell.

Quarterly customer satisfaction surveys are also carried out to ensure that the customer feedback is considered and addressed appropriately and expeditiously. The Company also monitors social media, consumer complaints and redressal channels, and has laid down strict time lines for resolving complaints.

The Company makes necessary disclosures on its products to promote consumer awareness and markets its products in a responsible manner.

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

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

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

Particulars	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others*	10,069	1,040	-	11,037	1,239	-

*Product related complaints received on the Company's Consumer Care Cell are considered.

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

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

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

Yes, the Company respects the privacy of its employees, business partners and others who interact with the Company. This is reflected in the Company's cyber security policy. The policy provides a framework to manage and handle all security breaches, violations and business disruptions. Cybersecurity issues are overseen by the Executive Committee and Board Committees, as may be required.

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:**

There were no significant issues/ penalties/ regulatory actions relating to advertising, cyber security and data privacy during the year.