

## Annexure VI

# Business Responsibility and Sustainability Report

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of Listed Entity	L55101KA2002PLC031224
2.	Name of the Listed Entity	WONDERLA HOLIDAYS LIMITED
3.	Year of Incorporation	November 18, 2002
4.	Registered office address	28th K.M, Mysore Road, Bengaluru - 562109
5.	Corporate Address	28th K.M, Mysore Road, Bengaluru - 562109
6.	E-mail	investors@wonderla.com
7.	Telephone	+91 80 37230372
8.	Website	www.wonderla.com
9.	Financial year (FY) for which reporting is being done	April 2022- March 2023
10.	Name of the Stock Exchange(s) where shares are listed	(i) BSE Limited (ii) National Stock Exchange of India Limited
11.	Paid-up Share Capital	₹ 5655.92 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR	Srinivasulu Raju Y +91 80 37230372 investors@wonderla.com
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)	On standalone basis

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Amusement Parks & Food services	Amusement Parks, Resorts, Restaurants & Retail	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Amusement Parks	93210	96%
2.	Resort	55101	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	3*	5*	8
International	-	-	-

\*Note: The Company's businesses and operations are spread across Karnataka, Kerala, and Telangana. The parks and corresponding offices are at the same location except for the corporate office in Bengaluru and BD office in Hyderabad. Details of plant locations, including parks and resort owned/operated by the Company, are provided under sections 'Shareholder Information' in Annual report. Additionally, parks at Tamil Nadu and Odisha are presently under construction/ development.

#### 17. Markets served by the entity.

##### a. Number of locations

Locations	Number
National (No. of States)	5 States*
International (No. of Countries)	-

\* Note: The parks at Tamil Nadu and Odisha are presently under construction & development and yet to start operations.

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

– Not Applicable.

##### c. Types of customers and beneficiaries.

Wonderla has a wide spectrum of customer base. All the parks are located within close proximity to major cities and offer enthralling entertainment to a vast young population wanting to escape the monotony of life. Our Company serves all customers equally because we believe in maintaining a strong relationship with our customers, especially since our customer base is large and unrelated. Our institutional and retail customers access our services, constituting the primary source of revenue for Wonderla.

### IV. Employees

#### 18. Details as at the end of Fiscal.

##### a. Employees and workers (including differently abled).

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	627	570	90.90%	57	9.10%
2.	Other than Permanent (E)	2	1	50%	1	50%
3.	<b>Total employees (D + E)</b>	<b>629</b>	<b>571</b>		<b>58</b>	
<b>WORKERS*</b>						
4.	Permanent (F)	-	-	NA	-	NA
5.	Other than Permanent (G)	1741	1285	73.80%	456	26.19%
6.	<b>Total workers (F + G)</b>	<b>1741</b>	<b>1285</b>		<b>456</b>	

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

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

**19. Participation/Inclusion/Representation of women.**

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

Note: Wonderla has devised a Board Diversity Policy. Consideration and selection of candidates for appointment to the Board are based on merit and includes a review of any candidate's integrity, experience, educational background, industry or related experience and more general experience. Within that overriding emphasis on merit, the Nomination and Remuneration Committee of the Board (the "Committee") seeks to address Board vacancies by actively considering candidates that bring a diversity of background and opinion from amongst those candidates with the appropriate background and industry or related expertise and experience. The Committee's considerations include achieving an appropriate level of diversity having regard to factors such as race, gender, age, nationality, cultural and educational background. The policy may be accessed at <https://www.wonderla.com/investor-relations/prospectus-and-policies.html>

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020 -21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	13.69%	1.5%	15.19%	11%	1%	12%	7.5%	0.5%
Permanent Workers	-	-	-	-	-	-	-	-	-

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**
**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/ subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	NA	NA	NA	NA

Note: Wonderla has no subsidiaries, holding or associate companies or joint ventures.



**VI. CSR Details**

22. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. Turnover (in ₹): 42,922.46 Lakhs

iii. Net worth (in ₹): 94,961.80 Lakhs

**vii. Transparency and Disclosures Compliances**

23. 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)	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities****	Yes	-	-	NA	-	-	NA
Investors (other than shareholders) *	Yes	-	-	NA	-	-	NA
Shareholders*	Yes	-	-	NA	-	-	NA
Employees and workers**	Yes	-	-	NA	-	-	NA
Customers/ Consumers***	Yes	-	-	NA	-	-	NA
Value Chain Partners*****	Yes	-	-	NA	-	-	NA
Others (Health & Safety)	Yes	-	-	NA	-	-	NA

**Notes:**

\*Investor/shareholder: The Company has constituted a Stakeholders Relationship Committee to specifically focus on redressal of shareholders'/ investors' complaints and grievances. The Company Secretary acts as one point of contact for all the investor-related concerns/ grievances. The composition of the Stakeholder Relationship Committee is available at: <https://www.wonderla.com/investor-relations/committees.html>

\*\*Employees and workers: The vigil (Whistle Blower) mechanism aims to provide a channel to the directors and employees to report genuine concerns about unethical behaviour, actual or suspected fraud or violation of the Codes of Conduct or Policy. The Whistle Blower Policy/ Vigil Mechanism is available at: <https://www.wonderla.com/investor-relations/prospectus-and-policies.html>. Also, the grievance redressal mechanism may be accessed at Wonderla's Intranet Portal.

\*\*\*Customers/Consumers: Customers can complain directly at parks to respective authorities. The Company has installed suggestion boxes. Wonderla has implemented Net Promoter Score (NPS) and feedback system at each park. NPS is a feedback system from customers where 10-12 inches tablets are installed at various locations in the park. Customers can rate land and water rides from 1 to 5 and can additionally offer suggestions or lodge complaints by using the said tabs. The company has implemented NPS and feedback system at each park, Investors can approach through website: <https://www.wonderla.com/investor-relations/prospectus-and-policies.html>.

\*\*\*\*Communities: The community members may address their concerns by filling the Inquiry Form available at: <https://www.wonderla.com/contact-us/inquiry-form.html>. Thereafter, the grievances/ concerns are addressed by relevant Departments on a case-to-case basis. Additionally, the CSR Committee monitors the Corporate Social Responsibility Policy of the company from time to time and institutes a transparent monitoring mechanism for implementation of the CSR projects or programs or activities undertaken by the company.

\*\*\*\*\*Value Chain Partners: As per the Supplier Code of Conduct, in the context of Company's business relationship, if any supplier or its employees believe that the terms of the Supplier Code of Conduct are not adhered to, or that the Company is not acting in accordance with its own Code of Conduct, then the Company encourages the Supplier to raise its concerns via the Company stakeholder reporting channels.

**24. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format.**

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of Risk, approach to adopt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
Customer Experience	Risk	The Company operates 3 largest amusement parks in Kochi, Bengaluru and Hyderabad; and the Wonderla resort in Bengaluru under the brand name Wonderla, and any undesirable customer experience could result in loss of customers or even reputational loss.	<p>Our safety regiment includes: Daily safety checks on rides</p> <ol style="list-style-type: none"> <li>1. Safety harness for rides</li> <li>2. Attendants with 2-way radios all over the park</li> <li>3. Lifeguards/Security on duty at rides</li> <li>4. Lightning arrester to protect against lightning hazards</li> <li>5. Fire extinguishers at every nook and corner of the park</li> <li>6. CCTV surveillance throughout the park</li> <li>7. Public address system to flash emergency warnings if needed</li> <li>8. Fully Equipped first aid facility with professional nurses etc.</li> </ol> <p>The safety regiment is available at: <a href="https://www.wonderla.com/safety-and-hygiene.html">https://www.wonderla.com/safety-and-hygiene.html</a></p>	Negative Loss of reputation can result in the loss of customer thereby adversely impacting business of the Company.
Energy Efficiency and Energy Management	Risk/ Opportunity	Amusement Park Industry is an energy intensive industry. Initiatives for energy management and efficiency help Wonderla better control and optimize its use of energy throughout its operations, which lowers operational costs (through less energy consumption), increases resilience in the event of energy disruptions, and improves the company's capacity to meet regulatory requirements.	<p>Actions are being undertaken to reduce greenhouse gas emissions by investing in reducing carbon footprints and increasing the share of renewable energy. At present, approximately 40% of a company's power requirements are met by company owned and operated i.e. captive solar power plants with excess connected to grid. The Company has also developed an Environment, Social and Governance (ESG) Roadmap and has identified potentials projects for reducing carbon footprints in electricity. Wonderla has undertaken various projects on environmental sustainability such as:</p> <ol style="list-style-type: none"> <li>(a) At Kochi, Wonderla has installed 684 KW Solar Power Plant and Solar Water Heater System for utilities.</li> <li>(b) At Bangalore, Wonderla has installed 50 KW Solar Power Plant Solar Water Heater System for utilities and Solar Water Heater System for Pools.</li> <li>(c) At Hyderabad, Wonderla has installed 800 KW Solar Power Plant and Solar Water Heater System for utilities.</li> <li>(d) At our Resort, Wonderla has installed a Solar Water Heater System for utilities and Solar Water Heater System for Pool.</li> </ol>	Negative / Positive



Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of Risk, approach to adopt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
Water and Wastewater Management	Risk	Growing populations and erratic monsoons have resulted in water scarcity. National groundwater assessments have classified numerous Indian cities as “critical” or “over-exploited.” Wonderla is a water intensive company, the same being used for water rides.	The 4R (Reduce, Recycle, Reuse & Replenish) method is used by Wonderla to ensure efficient water use and water conservation. Water recycling systems have been put in place at all of the company’s sites to lower freshwater drawdown. All properties under management use rainwater harvesting to replenish groundwater. Additionally, as part of our sustainable water management practices, Wonderla has Rainwater harvesting ponds with a capacity of 100MT/Day and the same are being utilized for our daily consumption needs.	Negative
Procurement and Supply Chain sustainability	Risk	Supply chain disruptions may result from inefficiencies in the system and a significant dependence on a small number of suppliers or vendors in the event of external shocks. By using good relationship management and encouraging ethical procurement/ sourcing techniques, it is possible to maintain strong, long-lasting relationships with suppliers and vendors.	Wonderla procures the products and supplies from reputed manufacturers and suppliers to maintain quality and consistency. The company undertakes adequate steps to ensure safety during transportation and optimizing the logistics to minimize environmental impact. We maintain a long-term relationship with suppliers and robust inventory management practices ensure a steady supply of raw materials at a competitive cost.	Negative
Occupational Health and Safety	Risk	Wonderla is primarily engaged in the business of amusement parks. The business’s nature considers health and safety a potential risk to the company’s bottom line. The health and safety of its employees, contractors, and customers is its top priority because Occupational Health and Safety (OHS) performance can have a negative impact on productivity or dramatically boost it. Additionally, all consumers are given access to secure and safe facilities as part of a continuous effort.	Wonderla is committed to safeguard the health and safety of all of its employees, visitors and contractors. In order to meet this commitment and comply with relevant OHS legislation, a Safety and Hygiene Plan (SHP) has been developed to manage the actual and potential hazards associated with normal park operations and any other activities relating to the operations of the functions and entertainment venues within the park precinct. The SHP is the heart of the Risk Management Policy of Wonderla. The Risk Management Policy can be accessed at: <a href="https://www.wonderla.com/investor-relations/prospectus-and-policies.html">https://www.wonderla.com/investor-relations/prospectus-and-policies.html</a>	Negative

Note - The Company has constituted a Risk Management and ESG Committee (“RMEC”) to assist the Board of Directors in the effective discharge of its primary responsibilities of identifying principal risks and implementing appropriate systems and risk assessment processes to manage such risks for the Company and to support the Company's ongoing commitment to environmental stewardship, health and safety, corporate social responsibility, corporate governance and sustainability as relevant to the Company.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

### Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No) [See Table 1 below]	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.wonderla.com/investor-relations/prospectus-and-policies.html">https://www.wonderla.com/investor-relations/prospectus-and-policies.html</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Formalized Policies have been communicated to key internal stakeholders of the Company. There is a review and audit mechanism.								
4. Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Company is in conformance of international standards and have been accredited with various certifications like: ISO 9001:2015 (Quality Management System) ISO 14001:2015 (Environmental Management System) OHSAS 45001:2018 (Occupational Health Safety Assessment System)								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	We shall undertake comprehensive sustainability assessment and consequently, devise an ESG Roadmap focusing on reducing carbon footprint and GHG emissions, improving energy efficiency and water and waste management.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	The Company shall undertake a comprehensive sustainability study and device specific commitments, goals, and targets, following which performance shall be measured.								
<b>Governance, leadership, and oversight</b>									
7. Statement by Director responsible for business responsibility report, highlighting ESG related challenges, targets and achievements	<p>We are committed to improving energy efficiency and water management. Actions are being undertaken to reduce greenhouse gas emissions by investing in reducing carbon footprints and increasing the share of renewable energy. At present, approximately 40% of a company's power requirements are met by company owned and operated i.e., captive solar power plants with excess connected to grid. Wonderla has undertaken various projects on environmental sustainability such as:</p> <p>(a) At Kochi, Wonderla has installed 684 KW Solar Power Plant and Solar Water Heater System for utilities.</p> <p>(b) At Bangalore, Wonderla has installed 50 KW Solar Power Plant and Solar Water Heater System for utilities and Solar Water Heater System for Pools.</p> <p>(c) At Hyderabad, Wonderla has installed 800 KW Solar Power Plant and Solar Water Heater System for utilities.</p> <p>(d) At our Resort, Wonderla has installed a Solar Water Heater System for utilities and Solar Water Heater System for Pool.</p> <p>As part of our sustainable water management practices, Wonderla has Rainwater harvesting ponds with a capacity of 100MT/Day and the same are being utilized for our daily consumption needs.</p> <p>Water stewardship and clean energy shall continue to be the pillars and drivers of our sustainability journey.</p>								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																					
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	Mr. Arun K Chittilappilly, Managing Director																													
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.	<p>Yes. The Risk Management and ESG Committee is responsible for decision making in sustainability related issues. This committee assists the Board in establishing and monitoring the Company’s ESG policies and practices and proposes changes as necessary from time to time to respond to ESG recommendations or guidelines from authorities. The committee ensures that the Company has in effect adequate policies and procedures to identify and manage the principal ESG risks.</p> <p>The Risk Management and ESG Committee comprises of six members as enumerated below:</p> <table border="1" data-bbox="609 678 1473 952"> <thead> <tr> <th>Name</th> <th>Designation</th> <th>Category</th> </tr> </thead> <tbody> <tr> <td>Mr. George Joseph (DIN 00253754)</td> <td>Chairman</td> <td>Non-Executive Director</td> </tr> <tr> <td>Mr. M. Ramachandran (DIN 07972813)</td> <td>Member</td> <td>Independent Director</td> </tr> <tr> <td>Mr. Arun K Chittilappilly (DIN 00036185)</td> <td>Member</td> <td>Executive Director</td> </tr> <tr> <td>Mr. K Ullas Kamath (DIN 00506681)</td> <td>Member</td> <td>Independent Director</td> </tr> <tr> <td>Mr. Satheesh Seshadri</td> <td>Member</td> <td>CFO (Employee)</td> </tr> <tr> <td>Mr. Sivadas M</td> <td>Member</td> <td>President (Employee)</td> </tr> </tbody> </table> <p>The terms of reference, composition, no. of meetings held, and attendance are incorporated in the corporate governance report which is a part of Annual report.</p>									Name	Designation	Category	Mr. George Joseph (DIN 00253754)	Chairman	Non-Executive Director	Mr. M. Ramachandran (DIN 07972813)	Member	Independent Director	Mr. Arun K Chittilappilly (DIN 00036185)	Member	Executive Director	Mr. K Ullas Kamath (DIN 00506681)	Member	Independent Director	Mr. Satheesh Seshadri	Member	CFO (Employee)	Mr. Sivadas M	Member	President (Employee)
Name	Designation	Category																												
Mr. George Joseph (DIN 00253754)	Chairman	Non-Executive Director																												
Mr. M. Ramachandran (DIN 07972813)	Member	Independent Director																												
Mr. Arun K Chittilappilly (DIN 00036185)	Member	Executive Director																												
Mr. K Ullas Kamath (DIN 00506681)	Member	Independent Director																												
Mr. Satheesh Seshadri	Member	CFO (Employee)																												
Mr. Sivadas M	Member	President (Employee)																												

**TABLE 1**

POLICY	P1	P2	P3	P4	P5	P6	P7	P8	P9
Anti- Bribery and Anti- Corruption Policy	Y						Y		
Board Diversity Policy	Y			Y					
Supplier Code of Conduct [part of Business Responsibility Policy as seen on website]	Y	Y	Y	Y	Y			Y	Y
Code of Conduct for Board Members and Senior Management Personnel	Y			Y					
Criteria for making payments to Non-Executive Directors	Y								
Corporate Social Responsibility Policy								Y	
Dividend Distribution Policy				Y					
Document Retention & Archival Policy	Y								
Familiarization Programme for Independent Directors	Y								
Nomination and Remuneration Policy	Y								
Policy on Related Party Transactions	Y								
Risk Management Policy	Y	Y	Y	Y				Y	
Terms and Conditions for appointment of Independent Directors	Y								
Vigil Mechanism / Whistle Blower Policy	Y		Y	Y			Y		Y
Code of Conduct for Prevention of Insider Trading and Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	Y								
Advocacy Statement [Part of Business Responsibility Policy]							Y		
Statement on Human Rights [Part of Business Responsibility Policy]			Y	Y	Y				
IT Policy									Y
EHS Policy			Y		Y	Y			
POSH Policy			Y		Y				



**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	Responsible Business conduct is reviewed through Code of Business Conduct, Environment, Social and Governance engagements by the Risk Management & ESG Committee on regular basis. The Board of Directors assess CSR initiatives, Sustainability, Risk and Strategic initiatives. The CSR Head and the MD meet frequently to oversee implementation of CSR projects / programs / activities to be undertaken by the Company. The CSR Committee of the Board meets annually to oversee the functioning of CSR activities and implementation of projects. Daily Environment & Safety Performance is monitored through various program for tracking Occupational-Health safety of employees through Parks dedicated Safety Officer /HSE managers & all Rides Safety & Environment Impacts have continuously monitored and improvement actions done on daily basis through Internal Function Team (IFT) Under Vice-President -Engineering.																
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with the statutory requirements as applicable and is being reviewed by respective committees on a regular 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 name of the agency.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No	No	No	No	No	No	No	No

Policies are currently evaluated internally. The Quality, Safety & Health and Environmental policies are subject to internal and external audits as part of the certification process. We have ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 (these audits are conducted by respective authorities annually and FSSAI certificates for food business which will be renewed annually).

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	All Principles are covered by required policy/policies								
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 - Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable.**

**Essential Indicators**

- Percentage coverage by training and awareness programs 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	-	-	-
Employees other than Board of Directors and KMPs	4 Meetings (1 meeting in each quarter) and 1 training program for all the members of POSH Committee (Annual)	(i) Prevention of Sexual Harassment. (ii) Employee well-being. (iii) Health & Safety	100%
Workers	12	(i) Skill Development and (ii) Product Sustainability	100%

Note: The Anti Bribery & Anti-Corruption Policy provides for training of all individuals working at all levels and grades, including directors, senior managers, officers, other employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, interns, seconded staff, casual workers and agency staff, agents, or any other person associated with the Company; and such other persons, including those acting on behalf of the Company, as designated by the Board from time to time.

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

There are no monetary or non-monetary charges against the company or by the directors/ KMP with any regulators/ law enforcement agencies/ judicial institutions in the Financial Year.

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

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

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

Yes, it is the Company’s policy to conduct its business in an honest and ethical manner. The Company adopts a zero-tolerance approach to bribery and corruption. The Company is committed to acting professionally, fairly and with integrity in all its business dealings and relationships wherever it operates and implementing and enforcing effective systems to counter bribery. The Company upholds all laws relevant to countering bribery and corruption in India. The purpose of the Anti-Bribery and Anti-Corruption Policy (“ABAC Policy”) is to ensure that the Company sets up adequate procedures in order to prevent Company’s involvement in any activity relating to bribery, facilitation payments or corruption, even where the involvement may be unintentional. This Policy is applicable to all individuals working at all levels and grades, including directors, senior managers, officers, other employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, interns, seconded staff, casual workers and agency staff, agents, or any other person associated with the Company; and such other persons, including those acting on behalf of the Company, as designated by the Board from time to time, (all of the aforesaid being collectively referred to as “Designated Persons”). The policy is available at: <https://www.wonderla.com/investor-relations/prospectus-and-policies.html>

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

Particulars	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of Complaints with regards to conflict of Interest.

Particulars	FY 2022-23 (Current FY)		FY 2021-22 (Previous FY)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs.	-	NA	-	NA

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

– Not Applicable

### Leadership Indicators

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

Total number of awareness programs held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
-	-	-

2. Does the entity have processes in place to avoid / manage conflict of interest involving members of the board? If yes, provide details of the processes in place to avoid / manage conflict of interest involving members of the board.

The Company has processes in place to avoid or manage conflict of interests among the Board members. A policy on related party transactions has been adopted by the Company in compliance with the Companies Act, 2013. The policy covers methods to avoid instances pertaining to conflict of interest.

As per the Code of Conduct for the Board Members and Senior Management Personnel, the Board Members and Senior Management Personnel of the Company shall not involve in taking any decision on a subject matter in which a conflict of interest arises or which in his/her opinion is likely to arise and shall make disclosures to the competent authority relating to all material financial and commercial transactions, if any, where they or any of their relatives have personal interest that may have a potential conflict with the interest of the Company at large.



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

**Essential Indicators**

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

Particulars	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
Research & Development (R&D)	-	-	-
Capex	7.51%	1%	Installation of 227 KW Solar Power project at Hyderabad Park, 20.4 KW solar panels at Kochi Park and Solar Inverters at Bangalore Park.

- Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably.

Yes, Wonderla has committed to sustainability through responsible sourcing of materials vide a well-trained team. There exists a procuring mechanism where 100% legal requirements are fulfilled by acclaimed vendors. The benchmark for selection includes vendors' commitment towards environment and society. We have integrated both ISO 14001:2015 and ISO 45001:2018 at all our parks and Resort. We are monitoring a continuous improvement. A phase-by-phase program is available for increasing the percentage of sustainably sourced resources. As per the Supplier Code of Conduct, a supplier must comply with all applicable laws and regulations, the requirements set out in the Wonderla Supplier Code of Conduct and its contractual obligations to the Company. The Supplier Code of Conduct includes human rights, fair labour conditions, HSE Management, Material compliance and conflict minerals, business ethics, secure business, procurement by supplier, Inspections and corrective actions, and access to remedy. In an attempt to propagate sustainable sourcing, the Company opts for suppliers who have integrated ISO 14001:2015 and ISO 45001:2018.

- Describe the processes in place to safely collect, reuse, recycle and dispose after sales and at the end of life of product.

We have suitable systems in place for sustainably treating / disposing of the waste we generate, as per the applicable guidelines and statutory framework.

- Plastics (Including packaging material) – All used plastic materials are collected, segregated through State Pollution Control Board approved agencies.

- E-Waste – E Waste is sent to PCB approved agencies for recycling. Proper collection, storage and segregation are in place.

- Hazardous Waste – Hazardous waste is collected, segregated, stored, transported and disposed of through PCB approved agencies and norms.

- Other Non-hazardous waste – All other non-hazardous waste is collected, segregated & disposed of through local vendors.

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

**Leadership Indicator**

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

Wonderla Holidays Limited has not conducted LCA.

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

- Not Applicable.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
NA	NA	NA

4. Of the products and packaging reclaimed at end of life of products, amount [in Metric Tonnes (MT)] reused, recycled, and safely disposed, as per the following format.

	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	14.85 MT	-	-	3.98 MT
E-waste	-	-	3.58 MT	-	-	1.87 MT
Hazardous waste	-	-	12.48 MT	-	-	14.89 MT
Other waste	-	-	177.48 MT	-	-	80.80 MT

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Wonderla Holidays Limited is in the Amusement Park business and is part of the services sector. Hence, this is not applicable.

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

**Essential Indicator**

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	570	497	87.2%	570	100%	-	NA	-	NA	-	NA
Female	57	41	71.9%	57	100%	57	100%	-	NA	-	NA
<b>Total</b>	<b>627</b>	<b>538</b>	<b>-</b>	<b>627</b>	<b>-</b>	<b>57</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>



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

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

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

Benefits	FY2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA*	Yes	100%	NA*	Yes
Gratuity	100%	NA*	Yes	100%	NA*	Yes
ESI	14.20%	NA*	Yes	23%	NA*	Yes
Others	-	-	NA	-	-	-

\*Note: Since all workers are sourced from value chain partners and contractors, they are required to adhere to the statutory compliances as per the state rules. The agreement with the value chain partners and contractors mandates the compliances.

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, every individual with disabilities is provided access to shared facilities like restrooms, work areas, social areas etc. However, the park offices are not yet fully compatible and hence, not accessible to differently abled employees and workers.

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

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	NA	NA
Female	100%	100%	NA	NA
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>

Note: Currently, in our HR Processes there is no provision for paternity leave, however, the company intends to incorporate the same going forward, hence, at this stage, the same at present is not included in the disclosure.

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

Particulars	Details of the mechanism in brief
Permanent Workers	Yes – Employees have access to Vigilance officer, through which concerns, questions and grievances can be raised and resolved effectively. Employees are strongly encouraged to raise ethics, discrimination or harassment matters, and to report suspected violations of applicable laws, regulations and policies. The vigil (Whistle Blower) mechanism aims to provide a channel to the directors and employees to report genuine concerns about unethical behaviour, actual or suspected fraud or violation of the Codes of Conduct or Policy. The Whistle Blower Policy/ Vigil Mechanism is available at: <a href="https://www.wonderla.com/investor-relations/prospectus-and-policies.html">https://www.wonderla.com/investor-relations/prospectus-and-policies.html</a> .
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Particulars	FY2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category who are part of Association or Union (B)	% (B / A)	Total employees/workers in respective category (A)	No. of employees/workers in respective category who are part of Association or Union (B)	% (B / A)
<b>Total Permanent Employees</b>						
Male	-	-	NA	-	-	NA
Female	-	-	NA	-	-	NA
<b>Total Permanent Workers</b>						
Male	-	-	NA	-	-	NA
Female	-	-	NA	-	-	NA

8. Details of training given to employees and workers (% of total no. of employees/ workers in the category).

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
<b>Employees</b>										
Male	571	481	84%	444	78%	521	424	81%	375	72%
Female	58	45	78%	42	72%	51	38	75%	38	75%
<b>Total</b>	<b>629</b>	<b>526</b>	<b>84%</b>	<b>486</b>	<b>77%</b>	<b>572</b>	<b>462</b>	<b>81%</b>	<b>413</b>	<b>72%</b>
<b>Workers</b>										
Male	1285	1188	92%	1106	86%	1167	1054	90%	993	85%
Female	456	426	93%	404	89%	404	387	96%	377	93%
<b>Total</b>	<b>1741</b>	<b>1614</b>	<b>93%</b>	<b>1510</b>	<b>87%</b>	<b>1571</b>	<b>1441</b>	<b>92%</b>	<b>1370</b>	<b>87%</b>

Note: For the purposes of maintaining the physical and mental health of the employees, Wonderla conducts various programs pertaining to yoga, physical exercises, and other health related events throughout the year. Additionally, frequent safety trainings are imparted to the employees.



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

Category	FY2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	570	434	76.14%	523	404	77.25%
Female	57	50	87.71%	49	42	85.71%
<b>Total</b>	<b>627</b>	<b>484</b>	<b>77.19%</b>	<b>572</b>	<b>446</b>	<b>77.97%</b>
<b>Workers</b>						
Male	Not Applicable			Not Applicable		
Female						
<b>Total</b>						

10. Health and safety management system.

a. Whether an occupational health and safety management system has been implemented by the entity?

- Safety inductions for guests /visual display of safety prepared frequently displayed throughout site for guest. A Guest Relation (GR) representative will accompany as support buddy for guests/group throughout their stay at site. Security personnel are deployed at critical locations for monitoring and interfering during any hazards.
- 100% local & GOI HSE statute implementations in all our business.
- 100% IMS standard integrations - Environment Management System Implementations & Safety Management Systems throughout all parks facilities & activities from scope I-scope -III.
- Tailor-made Safety Management System covers the length & breadth of our operation. ISO experts from BVQI made the standard accommodation for our site.
- The EHS Policy provides for safe and healthy working conditions by eliminating hazards and reducing risks for the prevention of injury and ill health. A hierarchy of controls (elimination, substitution, engineering control, administrative control and personnel protective equipment) shall be followed to reduce OH&S risks.
- Periodical training is imparted to develop a good safety work environment culture.

- Environment and Safety Risk Assessment is carried out periodically to evaluate the potentials risks and continuously work for risk reduction.

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

- Specialized tool used for assessing the risks associated with our nature of work.
- Hazard Identification and Risk Assessment (HIRA) is carried out for all risk activity and risk control are placed for Human Safety.
- Process Hazard Analysis is carried out through HAZOP, HAZID and LOPA techniques to identify and control the risk related process, equipment and people engaged in the activities.

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

Yes, Wonderla has a robust Safety Reporting system where all types of unsafe acts, conditions and the near misses are reported. We even consider minor medical test requirements in loss time.

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

Yes, all of the locations have access to non-work-related medical and healthcare services, either on-site or through partnerships with reputable healthcare providers nearby. Safety Incident/ Number



11. Details of safety related incidents during the current fiscal.

Safety Incident/ Number	Category	FY 2022-23			FY2021-22		
		Kochi	BLR	Hyd	Kochi	BLR	Hyd
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.71	0.8	0.33	1.69	2.6	2.71
	Workers	0.09	0.26	0.46	0.11	0.73	1.83
Total recordable work-related injuries	Employees	0	0	0	0	0	0
	Workers	0	0	0	0	0	0
No. of fatalities	Employees	0	0	0	0	0	0
	Workers	0	0	0	0	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0	0	0	0	0
	Workers	0	0	0	0	0	0

12. Describe the Measures taken by the Company to ensure a safe and healthy workplace.

Step 1: High level risk assessment is conducted based on past historic events and potential hazards and risks are identified.

Step 2: HIRA (Hazard Identification & Risk assessment) and PHA (Process Hazard Analysis) studies are conducted for evaluating the risk level.

Step 3: Control of risk

- a. Elimination/substitution - Assessment to eliminate the activity/hazard which has potential to harm or cause injury to the team.
- b. Engineering controls - Suitable engineering solutions like placing guards and interlocks to reduce the risk levels are provided.
- c. Administrative controls - Follow Safety Management System viz., issue permit to work, and provide work (Job) safety training.

- d. PPE - Provided personal protective equipment to all employees exposed to the residual risks while performing the activity.

The Company has a dedicated corporate level-HSE Head, Park HSE Heads (Safety Officer equivalent), President - Administration and the Park heads oversees the occupational, health and safety hazards mitigation measures. All the staff are trained on safety and health as per the statutes of the corresponding States and Government of India. The HSE team closely works with the engineering team to ensure that the IMS standards are followed at all levels.

The Company has the best safety mechanisms including daily preventative checks, regular review of safety processes by the safety committee, daily inspection of IFT teams and scheduled & unannounced audits from third parties. Routine scheduled safety audits are conducted by International reputed safety auditors/ firms. The gaps, if any, are rectified on timely basis without compromising safety under the leadership of Vice President – Engineering.

13. Number of Complaints on working condition and health and safety made by employees and workers.

Particulars	FY2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	NA	NA	-	NA	NA
Health & Safety	-	NA	NA	-	NA	NA



14. Assessments for the year for health and safety practices.

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	i) 100% of the plant and its offices were assessed internally in HSE perspective.
Working conditions	ii) Ensuring safe working conditions / environment for employees and safe work process developed to avoid incidents. Also committed to environmental protection and sustainability. iii) Wonderla has an intra departmental engineering team dedicated to inspecting all rides. iv) Wonderla has dedicated safety officers -HSE managers for site for supervision of safety management system. v) Quarterly medical checkup for all employees; and vi) All HSE practices are audited and certified by BVCI as per ISO 45001:2018

- Ensured that all work / job shall be performed after complete understanding of all the risks associated / PTW condition before carrying out the job.
- Major engineering controls has been taken this year based on past history.
  - Fall protection system like roof lifeline and fragile protection in the roof.
  - Upgradation of LOTO system to machine specific procedures.
- Reviewed and updated the Systematic Operating Procedure on maintenance work.
- Conducted Process Hazard Analysis (PHA) studies to identify risks in the process and severity mitigation and probability reduction action plan is in progress.

**Leadership Indicators**

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes / No) (B) Workers (Yes / No)

Yes, employees at all levels are covered by Health and Accident insurance. The Company provides financial assistance to workers & their families in case of any event occurs like disability & death etc. as per the provisions of the Workmen's Compensation Act, 1923.

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.

- Adherence to Permit to work with Risk Assessment for all non-routine activities in line with Company's safety guidelines.

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

All statutory dues are being deducted and deposited to respective authorities and the receipts of payment obtained are filed for records. Our value chain partners are required to ensure legal compliance as per the provisions of applicable acts and agreements. Regular Audits are conducted by the Internal Auditor and yearly audit, by the Statutory Auditors of the Company.

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

Particulars	Total no. of affected employees /workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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)

Yes, we provide retirement planning guidance related to claim of Pension, PF, NPS etc.to employees who are nearing retirement.

5. Details of assessment of value chain partners.

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	-
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.

Currently there is no assessment of value chain partners related to health and safety practices. Company will consider implementing this in next financial year by physically verifying the supplier's places.

**PRINCIPLE 4 - Business should respect the interest of and be responsive to all its stakeholders.**

**Essential Indicators**

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

There are different stakeholders (like Direct/Indirect internal stakeholders and External Stakeholders) throughout the life of a project.

As a process, we first (i) identify stakeholders', do research by engaging individuals (subject matter experts) and third-party organizations that may be relevant to the project. (ii) Categorize the stakeholders in terms of their influence, interest, and levels of participation in project, (iii) Study potentiality of the Stakeholders, (iv) Communicate with identified stakeholders about management process and communication plan.

The key stakeholders identified by the company are its customers, investors, government, shareholders, regulators, value chain partners, the employees, and society.

Wonderla is aware of how its operations, decisions, goods and services may affect various stakeholders. In accordance with its policies, practices, and procedures, Wonderla interacts with the stakeholders, seeks to resolve disagreements with them in a just, fair, equitable, and consistent manner and, where necessary, takes remedial action.

2. List stakeholder groups identified as key for the entity and the frequency or 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
Customers	No	Emails and Website	As and when required	Purpose and scope of engagement is communication for attending queries / grievance / notice / complaints/ Suggestion concerns and providing response, solutions, and assurance
Employees	No	Email, Notices, and Intranet Portal	Quarterly/Half-yearly and annually	
Government Bodies	No	Newspapers, Community Meetings, Notice and Website	Regular	
Investors & stakeholders	No	Emails, Newspapers, Notice and Website	Quarterly/Half-yearly and annually	
Local communities	Yes	Newspapers, Meetings, and others	Regular	
Suppliers and vendors	No	Emails	Regular	



**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.

Periodical Reports on economic, environmental, and social topics shall be provided to stakeholders including Govt. Bodies. However, there is no consultation between stakeholders and the Board.

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 or the entity.

Yes, internal guidance/Systematic Operation of Process has been formulated after consultation.

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

No such concerns have been raised.

**PRINCIPLE 5 - Businesses should respect and promote human rights.**

**Essential Indicators**

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

Category	FY2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	No. of employees			No. of employees		
	Total (A)	/ Workers covered (B)	% (B/A)	Total (C)	/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	627	627	100%	572	572	100%
Other than permanent	2	2	100%	4	4	100%
<b>Total Employees</b>	<b>629</b>	<b>629</b>	<b>100%</b>	<b>576</b>	<b>576</b>	<b>100%</b>
<b>Workers</b>						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	1741	1741	100%	1571	1571	100%
<b>Total Workers</b>	<b>1741</b>	<b>1741</b>	<b>100%</b>	<b>1571</b>	<b>1571</b>	<b>100%</b>

2. Details of Minimum wages paid to employees and workers

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	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										
Male	570	-	-	570	100%	521	-	-	521	100%
Female	57	-	-	57	100%	51	-	-	51	100%
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	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>Workes</b>										
<b>Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>										
Male	1285	477	37.12%	808	62.88%	1158	751	65%	407	35%
Female	456	225	49.34%	231	50.66%	404	298	74%	106	26%

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

Particulars	Male		Female	
	Number	Median remuneration /salary/wages of respective category	Number	Median remuneration /salary/wages of respective category
Board of Directors (BOD)	5	8.6 LPA	2	8 LPA
Key Managerial Personnel	2	51.95 LPA	-	NA
Employees other than BOD and KMP	464	4.06 LPA	45	4.91LPA
Workers	-	NA	-	NA

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

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

Wonderla has a Statement on Human Rights. The mechanism to redress grievances under human rights is same as for other grievances. On receipt of any concern through email, letter, oral or any way of communication etc. and which merits further investigation, an investigator either – internal or external, is assigned. The investigator conducts investigation by gathering the data, validating, analyzing, and giving his observations and recommendations. The investigation report is further reviewed by the described person and the recommendations reviewed and acted upon as per policy. Employees have access to a Vigilance Officer, through which concerns, questions and grievances can be raised and resolved effectively. Employees are strongly encouraged to raise ethics, discrimination or harassment matters, and to report suspected violations of applicable laws, regulations and policies. Retaliation for raising these concerns in good faith is prohibited. Suppliers in Suppliers Code of Conduct: In the context of Company's business relationship, if the Supplier or Supplier's employees believe that the terms of this Supplier Code of Conduct are not adhered to, or that the Company is not acting in accordance with its own Code of Conduct, then the Company encourages the Supplier to raise their concerns via its stakeholder reporting channels.



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

Particulars	FY2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
	Sexual Harassment	-	-	NA	-	-
Discrimination at workplace	-	-	NA	-	-	NA
Child Labor	-	-	NA	-	-	NA
Forced Labor/ Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issued	-	-	NA	-	-	NA

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

Grievance mechanism with respect to discrimination and harassment cases are included in Wonderla Code of Business Conduct vide which the Board Members and Senior Management Personnel must act within the authority conferred upon them, keeping the best interests of the Company in view and ensure that the workplace is free of discrimination and harassment based on race, colour, religion, caste, age, gender, nationality, origin, disability, veteran status, or any other biases. Wonderla has a Board Diversity Policy which entails consideration and selection of candidates for appointment to the Board are based on merit, includes a review of any candidate's integrity, experience, educational background, industry or related experience and more general experience. Within that overriding emphasis on merit, the Nomination and Remuneration Committee of the Board (the "Committee") seeks to address Board vacancies by actively considering candidates that bring a diversity of background and opinion from amongst those candidates with the appropriate background and industry or related expertise and experience. The Committee's considerations include achieving an appropriate level of diversity having regard to factors such as race, gender, age, nationality, cultural and educational background. Wonderla Holidays Ltd is committed to provide a safe working environment for Women at the workplace and to protect them against any instances of sexual Harassment. Accordingly, it has formulated this Charter, in terms of the said objective and in accordance with the provisions of the Sexual Harassment of Women (Prevention, Prohibition & Redressal) Act, 2013 and Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Rules 2013.

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

Yes, Human rights requirements form part of business agreements and contracts. Wonderla has a Statement on Human Rights and human rights also form part of Suppliers Code of Conduct.

9. Assessment for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/ Involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	100%

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

No significant risks/concerns arising from the above assessments were identified, hence, no corrective actions were required.

### Leadership Indicators

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

There were no such grievances on Human right violations received by the company.

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

Due diligence was not conducted during 2022-23.

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?

Yes, every individual with disabilities is provided access to shared facilities like restrooms, work areas, social areas etc. However, the park offices are not yet fully compatible and hence, not accessible to differently abled employees and workers.

4. Details on assessment of value chain partners.

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

Note: No assessment was conducted.

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

- Not Applicable

### PRINCIPLE 6 - Businesses should respect and make efforts to protect and restore the environment.

#### Essential Indicators

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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Total electricity consumption (A)	24,303.32 GJ	11340.65 GJ
Total fuel consumption (B)	879.83 GJ	618.69 GJ
Energy consumption through other sources (C)	4,964.76 GJ	6237.46 GJ
<b>Total energy consumption (A+B+C)</b>	<b>30,147.91 GJ</b>	<b>18,196.81 GJ</b>
Energy intensity per rupee of turnover (Total energy consumption n GJ / turnover in Lakhs)	0.70	1.42

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

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? (Yes / No) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

- Not Applicable



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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	1,86,083 KL	96,866 KL
(ii) Ground water	89,585 KL	36,365 KL
(iii) Third party water	65,676 KL	57,162 KL
(iv) Sea water/desalinated water	-	-
(v) Others	21,182 KL	20,385 KL
<b>Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)</b>	<b>3,62,526 KL</b>	<b>2,10,778 KL</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>3,62,526 KL</b>	<b>2,10,778 KL</b>
Water intensity per rupee of turnover (Water consumed in Lit/turnover)	0.08	0.16

Note: Consumption is measured using water meters installed at all units.

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

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

- Recycle treatment plants are available separately for Pool water, Restaurant wastewater & Sewage water from toilets.
- Recycled water from pools & restaurants are 100% reused after water treatment.
- Recycled water from sewage treatment plant is fully used for gardening & irrigation.

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

**Kochi**

Parameter	Unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
NOx	µg/m <sup>3</sup>	16.7	<2.00
Sox	µg/m <sup>3</sup>	8.3	<2.00
Particulate matter (PM)	Ton / Year	84.1	48.2
Persistent organic pollutants (POP)	Not Applicable	-	-
Volatile organic compounds (VOC)	Not Applicable	-	-
Hazardous air pollutants (HAP)	Not Applicable	-	-
Others – please specify	Not Applicable	-	-

**Bangalore**

Parameter	Unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
NOx	µg/m <sup>3</sup>	86	15
Sox	µg/m <sup>3</sup>	15	6
Particulate matter (PM)	Ton / Year	32	66
Persistent organic pollutants (POP)	Not Applicable	-	-
Volatile organic compounds (VOC)	Not Applicable	-	-
Hazardous air pollutants (HAP)	Not Applicable	-	-
Others – please specify	Not Applicable	-	-



**Hyderabad**

Parameter	Unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
NOx	µg/m3	24.9	24.7
Sox	µg/m3	12.3	8.1
Particulate matter (PM)	Ton / Year	42.5	60
Persistent organic pollutants (POP)	Not Applicable	-	-
Volatile organic compounds (VOC)	Not Applicable	-	-
Hazardous air pollutants (HAP)	Not Applicable	-	-
Others – please specify	Not Applicable	-	-

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

Yes, assessment is done by an agency approved by the State Pollution Control Board:

- Madhav Associates, Bangalore
- Vision Lab, Hyderabad
- Standard Environmental and Analytical Lab, Kochi

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

**Hyderabad**

Parameter	Unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH2, N2O, HFCs, PFCs, SF6, NF3, if available)		-	-
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		-	-
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) - the relevant metric may be selected by the entity		-	-

Note: No measurement activity of Scope 1 or Scope 2 emissions was conducted in the Current or Previous Financial Year.

Note: No independent assessment/evaluation/assurance has been carried out by external agency

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

Yes, actions are being undertaken to reduce greenhouse gas emissions by investing in reducing carbon footprints and increasing the share of renewable energy. At present, approximately 40% of company's power requirements are met by company owned and operated i.e. captive solar power plants with excess connected to grid. Wonderla has undertaken various projects on environmental sustainability such as:

- At Kochi, Wonderla has installed 684 KW Solar Power Plant and Solar Water Heater System for utilities.
- At Bangalore, Wonderla has installed 50 KW Solar Power Plant, Solar Water Heater System for utilities and Solar Water Heater System for Pools.
- At Hyderabad, Wonderla has installed 800 KW Solar Power Plant and Solar Water Heater System for utilities.
- At Resort, Wonderla has installed Solar Water Heater System for utilities and Solar Water Heater System for Pool.



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

Parameter	<b>FY2022-2023 (Current Financial Year)</b>	FY2021-2022 (Previous Financial Year)
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	14.845	3.9793
E-waste (B)	3.5838	1.8683
Bio-medical waste (C)	0.5318	0.762
Construction and demolition waste (D)	Not quantified	Not quantified
Battery waste (E)	2.627	3.15
Radioactive waste (F)	Not generated	Not generated
Other Hazardous waste. Please specify, if any. (G)	12.48	14.892
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	176.947	80.0359
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>211.0106</b>	<b>104.6875</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

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

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.

- All hazardous waste is collected, segregated, stored, transported & disposed through PCB approved agencies.
- Chemical consumption of water treatment is optimized & being monitored on monthly basis. IMS objectives are in place for reduction in usage of chemicals, reduce generation of hazardous waste by optimizing usage and oil filtration system in place to reduce replacement of hydraulic oil.

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

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

11. Details of environmental impact assessment of projects undertaken by the entity base 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
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 (Yes / No). If not, provide details of all such non-compliance, in the following format:

- Yes

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of non-compliance	Any fines /penalties / action taken by regulatory agencies such as pollution control board or by courts	Correction action taken if any
Not Applicable. Wonderla is 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.				

### Leadership Indicators

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

Parameter	FY2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	13,926.76	6,237.46
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	218.00	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>14,144.76</b>	<b>6,237.46</b>
<b>From Nonrenewable sources</b>		
Total electricity consumption (D)	15,123.32	11,340.65
Total fuel consumption (E)	879.83	618.69
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>16,003.14</b>	<b>11,959.35</b>

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

2. Provide the following details related to water discharged:

Parameter	FY2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water	-	-
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable



Parameter	FY2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	-	-

Note: Wonderla has implemented a mechanism for Zero Liquid Discharge (ZLD) under which:

- Recycle treatment plants are available separately for Pool water, Restaurant wastewater & Sewage water from toilets.
- Recycled water from pools and restaurants are 100% reused after water treatment.
- Recycled water from sewage treatment plant is fully used for gardening & irrigation

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

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

- Not Applicable

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

**Hyderabad**

Parameter	Unit (Metric tonnes of CO2 equivalent)	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		No measurement activity of scope 3 emissions was conducted in current and previous financial year.	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

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

- Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Chemical dosing pump	Chemical dosing pumps are small pumps helps to avoid manual intervention of human in handling and dosing chemical for proper treatment of water	30% reduction chemical usage
2	Reducing water wastage	1. RO rejected water is treated again for reducing the water wastage at site. 2. Effluent treated water is used in our land area for irrigation purposes	5KL /day

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

Each of the Wonderla facilities has an on-site emergency plan for Disaster management. This plan

provides guidelines to employees, contractors, transporters, etc., on actions to be carried out in the event of an emergency. It not only defines responsibilities but also informs about prompt rescue operations, evacuations, rehabilitation, coordination, and communication. The emergency preparedness and response plan, hereafter it is called EPR has been developed in compliance with EMS, OH&SMS requirements and policy established by the management. An emergency situation is a non-routine situation that necessitates prompt and immediate actions to mitigate hazard or adverse consequences for human health & safety and environmental. The major purpose of this EPR is to save lives, injuries, environmental protection during an emergency and avoid property damages during an emergency situation. The secondary purpose of this EPR is to give a directive to different parks to act in a systematic way to handle emergency situations. The EPR scope covers the following.

- Man-made emergencies,
- Natural calamities,

- Ride emergencies,
- Environmental emergencies,
- Mock drill.
- ERT Team
- ERT Responsibilities
- Other related facilities

Wonderla also has an Information Technology Security Policy (ITSP) which is a set of policies & procedures for systematically managing organization's sensitive data. The goal of an ITSP is to minimize risk and ensure business continuity by pro-actively limiting the impact of a security breach.

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

- Nil

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

-In the Financial Year 2022-2023, the value chain partner was not assessed for environmental impacts.



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

**Essential Indicators**

1. a. **Number of affiliations with trade and industry chambers/ associations**
  - Three (3)
- b. **List the top 10 trade and industry chambers /association (determined based on the total members of such body) the entity is a member of/affiliated to.**

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers /associations (State/ National)
1	Indian Association of Amusement Parks and Industries (IAAPI)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Bangalore Chamber of Industry and Commerce (BCIC)	State

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

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

There were no incidents of anti-competitive conduct by Wonderla during FY 2022-23, hence this is not applicable.

**Leadership indicators**

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

**PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development.**

**Essential Indicators**

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

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

Note: At the outset, the parks were developed prior the current financial year. Secondly, in absence of any immediate village or human settlement in vicinity, with all the parks being 20-30 kms away from cities like Kochi, Hyderabad and Bengaluru, there arose no requirement to conduct Social Impact Assessment (SIA).

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

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

Note: There are no Rehabilitation and Resettlement Project(s), presently being undertaken by Wonderla.

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

At the park level, grievances if any, are taken up and addressed. The community members may address their concerns by filling the Inquiry Form available at: <https://www.wonderla.com/contact-us/inquiry-form.html>. Thereafter, the grievances/concerns are addressed by relevant Departments on a case-to-case basis. Additionally, the CSR Committee monitors the Corporate Social Responsibility Policy of the company from time to time and institutes a transparent monitoring mechanism for implementation of the CSR projects or programs or activities undertaken by the company.

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

Particulars	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directly sourced from MSMEs / Small producers	-	-
Sourced directly from within the district and neighboring districts	-	-

Note: \*Wonderla is yet to device a mechanism to ascertain the inputs directly sourced from MSMEs, from within the district and neighboring states.

**Leadership Indicator**

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 impacts identified	Corrective action taken
-	Not Applicable

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

State	Aspirational District	Amount spent (In Lakhs)
Kerala	Ernakulam	3.00
Telangana	Hyderabad	8.39
Karnataka	Ramanagara	7.73
<b>Total</b>		<b>19.12</b>

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

- No

(b) Marginalized/vulnerable groups procured

- Not Applicable

(c) Percentage of total procurement

- Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1.	Patents	-	-	-
2.	Trademark	Yes	No	NA
3.	Copyrights	-	-	-



5. Details of corrective actions taken on 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
NA		Not Applicable

6. Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Distribution of Umbrella to government school children in Kunnathunadu, Kochi	305	-
2	Scouts & Guides activities in Udupi, Karnataka	13	-
3	Health Camp in Hyderabad	-	-
4	Health Camp in Bangalore	-	-
5	Distributed printer & scanner to Kochi police station	-	-
6	Anganwadi renovation in Kunnathunadu, Kochi	-	-
7	Drainage grill fixing in public place in Kochi	-	-
8	Toilet renovation in old age home in Kochi	60	-
9	Sponsored Local sports – Kabaddi, Bidadi, Karnataka	13	-
10	Sponsorship to Kannada Sahitya Sammelana programme in Bangalore	-	-
11	Mirror installation at railway gate at Bidadi, Karnataka	-	-
12	Distribution of T shirts to Rural sports in Bidadi, Karnataka	100	-
13	Distribution of Trophy's to Rural sports in Bidadi, Karnataka	100	-
14	Skill development Youth Training in Hyderabad	40	-

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

**Essential Indicators**

1. Describe the mechanism to receive and respond to consumer complaints and feedback.

We have onsite mechanism, at the park level where customers can raise complaints in the suggestion box across the parks and tabs are available with Guest Relations team for collection of feedbacks.

Wonderla has implemented NPS and feedback system at each park. Net Promoter Score (NPS) is a feedback system from customers where 10-12 inches tablets are installed at various locations in the park. Customers can rate land and water rides from 1 to 5 and can additionally offer suggestions or lodge complaints by using the said tabs. Customers can complain directly at parks to respective authorities.

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 service	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%



3. Details of number of consumer complaints in respect of data privacy, advertising, cyber-security, delivery of essential services, restrictive trade practices, unfair trade practices.

Particulars	FY2022-2023 (Current Financial Year)			FY2021-2022 (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	-	NA	NA	-	NA	NA
Advertising	-	NA	NA	-	NA	NA
Cyber-security (Fake Interviews)	-	NA	NA	-	NA	NA
Delivery of essential services	-	NA	NA	-	NA	NA
Restrictive Trade Practices	-	NA	NA	-	NA	NA
Unfair Trade Practices	-	NA	NA	-	NA	NA
Others (Consumer cases)*	-	NA	NA	-	NA	NA

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

Particulars	Number	Reasons for recall
Voluntary recalls	-	Not Applicable
Forced recalls	-	Not Applicable

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Yes, Company has implemented data privacy policy on cyber security and risk related to data privacy under the Business Conduct.

We display safety-related information on our website, brochures, tickets & several hoardings at parks and the resort.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essentials 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.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

- No such instances/issues have been faced so far.

The Company has various channels of communication such as emails, website, whatsApp and social media and basis the contingency and its intensity and urgency, the Company may choose to deploy most appropriate channel/s.

**Leadership Indicators**

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

Information on products and services can be accessed through Company's Weblink: <https://www.wonderla.com>

4. a. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable) If yes, provide details in brief.

Yes. All services which are provided by Wonderla Holidays Limited is available on our website. <https://www.wonderla.com/>. Wonderla is in the service



industry and does not manufacture any products. Wonderla is in the retail business, and hence, displays no additional information above the requirements as mandated by law. Thus, the aforementioned requirement is not applicable to it.

- b. Did your entity carry out any survey with regards to consumer satisfaction relating to the major products/ services and significant locations of operation.

Yes. Wonderla obtains and acknowledges customer feedback and ratings vide the NPS system. Furthermore, ratings are received vide online platforms

like Bookmyshow, TripAdvisor etc., Wonderla frequently conducts various surveys at our parks and resorts.

5. Provide the Information relating to Data breaches:

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

- Nil

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

- Nil