



**BUSINESS
RESPONSIBILITY
AND
SUSTAINABILITY
REPORT**

Contents

Director’s Note	2
Mapping of NGRBC Principles Globus Spirits Limited is compliant with and United Nations Sustainable Development Goals	3
List of graphs	4
Abbreviations	4
Executive Summary	4
GENERAL DISCLOSURES	6
1. Details of the Listed Entity	6
2. Products/ Services	7
3. Operations	8
4. Employees.....	9
5. Holding, Subsidiary and Associate Companies (including joint ventures).....	11
6. CSR Details.....	11
7. Transparency and Disclosures Compliances.....	12
MANAGEMENT AND PROCESS DISCLOSURES	17
Policy and management processes	17
Governance, Leadership and Oversight	19
PRINCIPLE- WISE DISCLOSURES	28
PRINCIPLE-1 DISCLOSURES	29
ESSENTIAL INDICATORS.....	29
PRINCIPLE-2 DISCLOSURES	33
ESSENTIAL INDICATORS.....	33
PRINCIPLE-3 DISCLOSURES	35
ESSENTIAL INDICATORS.....	35
PRINCIPLE-4 DISCLOSURES	44
ESSENTIAL INDICATORS.....	44
PRINCIPLE-5 DISCLOSURES	49
ESSENTIAL INDICATORS.....	49
PRINCIPLE-6 DISCLOSURES	54
ESSENTIAL INDICATORS.....	54
PRINCIPLE-7 DISCLOSURES	66
ESSENTIAL INDICATORS.....	66
PRINCIPLE-8 DISCLOSURES	68
ESSENTIAL INDICATORS.....	68
PRINCIPLE-9 DISCLOSURES	70
ESSENTIAL INDICATORS.....	70

Directors note

Globus Spirit is committed to ensure preservation of the environment, positively contributing to the sustainable development of the society, while ensuring continued compliance with the applicable governance requirements. The commitment is evident in all the activities undertaken at strategic and operational level across all locations of the group.

Compliance is the core to all activities at Globus Spirit. Board of Directors of the company have specifically communicated their commitment to comply with all applicable legal and regulatory requirements. Involvement of the leadership team and the office staff in multiple environmental and social welfare initiatives undertaken as part of the various CSR activities are also an evidence of the company's strong resolve to positively contribute towards environmental and social wellbeing.

The company's sincere commitment to compliance is evident from the strict deployment of the Code of Conduct and Ethics, which is followed by all within the organization from the Directors, Senior Management personnel to the employee at the last pedestal within the organization. Vendors engaged by the organization are also evaluated and are expected to conform with the applicable legal & regulatory requirements. Globus Spirit makes all efforts to ensure transparency and integrity in the company's business conduct. Our vigil mechanism and prevention of insider trading policy prevents misuse of data and ensures transparency and ethical business conduct.

Globus Spirits ensure conformance with the available environmental consents obtained for each of the facility. Further, efforts are made towards adopting new technological controls to ensure continual improvement in the various sustainability goals as per the defined global guidelines and standards. Innovation is one the core values here at Globus Spirits limited and we reflect the same in our constant endeavours like ensuring conversions to alcohol at higher efficiencies through installation of newer and more advanced technologies, improving distillation techniques and exploring alternate disposals of spent grain to improve our waste disposal strategies.

We, at Globus spirits, take pride in our strong risk and opportunities-based process framework which helps our organization to proactively identify the risks and effectively mitigate the same to acceptable levels, while ensuring adequate leverage from the inherent opportunities to consistently drive our organization on the path of continual improvements.

Mapping of NGRBC Principles Globus Spirits Limited is compliant with and United Nations Sustainable Development Goals

SDG No.	SDG	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
1	No Poverty									
2	Zero Hunger									
3	Good Health and Well-being									
4	Quality Education									
5	Gender Equality									
6	Clean Water and Sanitation									
7	Affordable and Clean Energy									
8	Decent Work and Economic Growth									
9	Industry, Innovation and Infrastructure									
10	Reduced Inequalities									
11	Sustainable Cities and Communities									
12	Responsible Consumption and Production									
13	Climate Action									

14	Life Below Water									
15	Life on Land									
16	Peace, Justice and Strong Institutions									
17	Partnerships for the goals									

List of graphs

1. Total Energy consumption (A+C) vs FY 2021 and FY 2022

Abbreviations

S. No.	Abbreviation	Elaboration
1	CL	Country Liquor
2	IMIL	Indian Made Indian Liquor
3	IMFL	Indian Made Foreign Liquor

Executive Summary

The entity, Globus Sprints limits presents its Business Responsibility and Sustainability Report for the financial year 2022. Board of Directors and leadership of the company are committed in their ensuring policy and procedures are in place that ensure responsible and ethical business conduct. The company believes in continual improvement of its different policies and processes to keep on achieving and showcasing excellence in its manufacturing processes, environment and social responsibility along with ethical and transparent governance. Globus Spirits Limited is compliant to all its regulatory and statutory requirements.

The company has in place several measures for the well-being of its employees. The policies and procedures of the company showcase its commitment to the National Guidelines for responsible business conduct (NGRBC) principles and conducting ethical and transparent business conduct. Since this is the entity's 1st BRSR Report, processes for data collection and collation have been initiated, developed and understood. Data has not been found available for some processes for this financial year however the entity has gained immense clarity on framework and procedures required for data collection and are in process of implementing the different relevant inventorying processes through review and discussions in next financial year.

GENERAL DISCLOSURES

1. Details of the Listed Entity

S. No.	Details of Listed Entity	
1.	Corporate Identity Number (CIN)	L74899DL1993PLC052177
2.	Name of the Listed Entity	GLOBUS SPIRITS LIMITED
3.	Year of Incorporation	1993
4.	Registered Office Address	F-0, Ground Floor, The Mira Corporate Suites, Plot No. 1 & 2, Ishwar Nagar, Mathura Road, New Delhi 110065
5.	Corporate Address	F-0, Ground Floor, The Mira Corporate Suites, Plot No. 1 & 2, Ishwar Nagar, Mathura Road, New Delhi 110065
6.	E-Mail	corporateoffice@globusgroup.in
7.	Telephone	+91-11-66424600
8.	Website	www.globusspirits.com
9.	Financial Year for which reporting is being done	1 st April 2021-31 st March 2022
10.	Name of Stock Exchange where shares are listed	BSE 533104
11.	Paid-up Capital	Rs.288,027,490
12.	Name and Contact details of person who has to be contacted for any BRSR Report related Queries	Mr Santosh Kumar Pattanayak: Company Secretary - santoshp@globusgroup.in Phone Number- +91-11-66424600
13.	Reporting Boundary (Standalone/Consolidated Basis)	Standalone

2. Products/ Services

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

S.No.	Description of Main Activity	Description of Business Activity	% Turnover of the entity
1.	Bulk industrial alcohol and Potable Alcohol (RS/ENA/IMIL/IMFL/CL/Others)	Bulk Alcohol, IMFL Bottling, By-Products; Value Spirits and Premium Spirits	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.	Bulk industrial alcohol and Potable Alcohol (RS/ENA/IMIL/IMFL /others)	2208	100%
1.1	ENA	2208	23.28%
1.2	Ethanol	2208	17.96%
1.3	CL	2208	42.70%
1.4	IMFL	2208	0.30%
1.5	Others	2208	15.76%

3. Operations

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

S. No.	Location	Number of Plants	Number of Offices	Total
1.	National	5	1	6
2.	International	-	-	-

17. Markets served by the entity

a. Number of locations

S. No.	Locations	Number
1.	National (No. of States)	Approx. 10 States
2.	International (No. of Countries)	8 (Countries of Africa and Japan)

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

Contribution of exports as a percentage of the total turnover of the entity is 2%.

c. A brief on types on customers

GSL caters to both the individual /retail customers as well as the industrial customers. GSL business is divided into the following areas-

- a) The manufacturing business involves sale of ethanol, ENA and sale of by-products. Ethanol is sold to **OMC (HPCL, IOCL, BPCL)**, ENA is sold to **MNC's like USL, Pernod, Beam, Bacardi and big domestic liquor companies like ABD, Radico and other country liquor bottlers**. By products predominantly **Animal Feed Supplement (AFS)** is sold to **local customers** who lift the same.
- b) Consumer division involves sale of **Country Liquor** (Value segment), liquor in the value plus segment and **IMFL (Indian Made Foreign Liquor)**. These are sold to the **distributors, retailers** etc. depending on the terms of trade and route to market.

4. Employees

18. Details as at the end of Financial Year:

Employee details includes head office in Delhi along with all the plants within the scope of reporting boundary.

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	395	393	99.493%	2	0.507%
2.	Other than Permanent (E)	1		0%	1	100%
3.	Total Employees (D+E)	396	393	99.24%	3	0.76%
Workers						
4.	Permanent (F)	329	329	100%	0	0%
5.	Other than Permanent (G)	144	144	100%	0	0%
6.	Total Workers (F+G)	473	473	100%	0	0%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil

3.	Total Differently Abled Employees (D+E)	Nil	Nil	Nil	Nil	Nil
Differently Abled Workers						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total Differently Abled Workers (F+G)	Nil	Nil	Nil	Nil	Nil

19. Participation/Inclusion/Representation of women:

S. No.	Total (A)	Number and Percentage of Females	
		No. (B)	% (B/A)
1.	869	3	0.345%

*Procedures are in place and being implemented to improve the participation and inclusion of women. Improvement analysis report will be provided next year.

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

Data recorded on register

S.No	Category	FY- 2021-22			FY- 2020-21			FY- 2019-20		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
1.	Permanent Employees	12.97%	33.3%	13.13%	8%	33.3%	8.23%	14.06%	33.3%	13.95%
2.	Permanent Workers	44.68%	0%	44.68%	56.66%	0%	56.66%	56.53%	0%	56.53%

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

21. Description

a. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	M/S Unibev Limited*	Subsidiary	99.97%	No
*UNIBEV LTD is a subsidiary which has been merged with Globus Spirits Limited since retrospective date of 1 st Apr'2019.				

6. CSR Details

22. CSR Information

S. No.	Question	Reply
i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
ii)	Turnover (in Rs.)	Rs.2343.84crores
iii)	Net worth (in Rs.)	Rs.772.31crores

7. Transparency and Disclosures Compliances

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

S.No.	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place? (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Current FY			Previous FY		
			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
1.	Communities	Yes (HR Policy manual; http://www.globusspirits.com/documents/Code_of_Ethics.pdf)	0	0	Internal grievance redressal mechanism in place.	0	0	Internal grievance redressal mechanism in place.
2.	Investors (Other than shareholders)	Yes (HR Policy Manual; http://www.globusspirits.com/documents/Code_of_Ethics.pdf)	0	0	Internal grievance redressal mechanism in place.	0	0	Internal grievance redressal mechanism in place.
7.	Shareholders	Yes (HR Policy Manual; http://www.globusspirits.com/documents/Code_of_Ethics.pdf)	0	0	Internal grievance redressal mechanism in place.	0	0	Internal grievance redressal mechanism in place.
4.	Employees and workers	Yes (HR Policy Manual;	0	0	Internal grievance	0	0	Internal grievance

		http://www.globusspirits.com/documents/Code_of_Ethics.pdf			redressal mechanism in place.			redressal mechanism in place.
5	Customers	Yes (HR Policy Manual; http://www.globusspirits.com/documents/Code_of_Ethics.pdf)	0	0	Customer complaint cell is established	0	0	Customer complaint cell is established
6	Value Chain Partners	Yes (HR Policy Manual; http://www.globusspirits.com/documents/Code_of_Ethics.pdf)	0	0	Internal grievance redresser mechanisms are in place	0	0	Internal grievance redresser mechanisms are in place

Some of the policies guiding the Corporation's conduct with all its stakeholders, including grievance mechanisms are placed on the Corporation's website and part of the Corporate Social Responsibility Committee to resolve concerns of all our stakeholders regarding responsible and sustainable business conduct. The hyperlink is: http://www.globusspirits.com/documents/Code_of_Ethics.pdf In addition, there are set and defined internal policies placed on the intranet of the Corporation.

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Optimization and management	Opportunity	<ul style="list-style-type: none"> • Optimization of energy use leads to reduced climate related risks due to high carbon footprint on account of high energy consumption • Decreased direct and indirect use of fossil fuels • Reduced indirect impact on environment 	<p>Multiple action plans have been initiated and executed to improve energy efficiency:</p> <ol style="list-style-type: none"> 1. Transition to use of more efficient devices with 5-star rating, 2. Responsible usage of electricity, 3. Usage of innovative technologies to optimize and improve energy efficiency in distillation processes (improving efficiency of fermentation process to give 100% alcohol) 	Positive implication
2.	Natural disaster	Risk	<ul style="list-style-type: none"> • Most of our business operations are located in areas prone to natural disasters like: <ol style="list-style-type: none"> 1. Flooding 	<ol style="list-style-type: none"> 1. Disaster management plans is in place. 2. Simulation of the various disaster scenarios is 	Negative implications

			<p>2. Earthquake (Being in seismic zone IV. & V)</p> <p>In case of any natural disaster, there may be an impact resulting in:</p> <ul style="list-style-type: none"> • Disruption in business activities • Damage of infrastructure • Employee safety becomes at risk 	<p>periodically undertaken</p> <p>3. Regular monitoring of critical controls to reflect readiness of the infrastructure and processes</p> <p>4. Periodic training Programs are undertaken to keep the ERT team always prepared</p> <p>5. Plans for engage partners and outsourcing part of activities in case of emergencies is under discussion</p>	
3.	Board independence	Opportunity	<ul style="list-style-type: none"> • Business conduct focusing on Integrity, Compliance and Ethics. • Strict compliance with the Anti-corruption and Anti-Bribery policies • Diversity & Inclusivity is encouraged 	No discrimination and encouragement of diversity in board through Nomination and Remuneration committee.	Positive Implications
4.	Transparency in Business conduct	Opportunity	<ul style="list-style-type: none"> • Ethical business conduct • Respecting interests of all stakeholders 	Following “code of conduct for directors” to ensure ethical, transparent business conduct.	Positive implications

5.	Efficient waste management and disposal	Opportunity	<ul style="list-style-type: none"> • Efficient waste management helps manage and reduce risk of released process waste released which can be liquid, gaseous, solid type and may include both hazardous and non-hazardous classification. • Safe handling and disposal of waste reduces risk to the community and environment. 	<p>Organization is presently segregating the waste produced at the source itself and has authorized vendors to further safely handle different types of wastes. The entity is also deploying controls to ensure compliance with the environmental consents obtained. Further, new ways are being devised to recycle, reuse and deploy the effluent and process waste for safe application and disposal. Further, alternate ways to use spent raw material to ensure better waste management are being explored. Waste management strategies involving colour coding of bins, waste segregation, giving e-waste to authorised vendors for recycling and safe disposal & safely handling of hazardous waste are also followed.</p>	Positive implications
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MANAGEMENT AND PROCESS DISCLOSURES

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web-link of the policies	https://www.globusspirits.com/documents/key-policies/Risk-Mgmt-Policy.pdf , https://www.globusspirits.com/documents/key-policies/Policy-on-Material-Subsidiary.pdf , https://www.globusspirits.com/documents/key-policies/RPT-Policy.pdf , http://www.globusspirits.com/privacy_policy.php								

2.	Whether the entity has translated the policy into procedures. (Yes / No):	Y	Y	Y	Y	Y	Y	N	Y	Y	
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No Evidence to Support the requirement could be provided								
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>ISO 14001 & ISO 45001</p> <p>Process framework is established and deployed at the following manufacturing plants:</p> <ul style="list-style-type: none"> • Samalkha (ISO 14001:2004 ; 18001:2007) • Behror • Panagarh 									
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company is committed to better performance in terms of product excellence, marketing excellence, organizational excellence and manufacturing excellence.									

6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Product excellence has been enhanced by producing and using highest quality of “ENA” or Extra Neutral Alcohol. The Extra Neutral Alcohol that is fractioned in our multi-pressure columns assures higher purity than conventional re-distillation techniques thereby providing safer and better tasting beverages, in addition, stringent controls over the natural fermentation process ensures that every batch of ENA is of high purity and quality.</p> <p>Marketing excellence strategy has been in pioneering branding at the bottom of the pyramid ‘IMIL’ market as well as creating innovative ‘IMFL’ brands. Organizational excellence achieved through the entity’s unique 360° business model, allowing for high capacity utilization and operation of high standards of Corporate Governance creating value for all of its stakeholders.</p> <p>Manufacturing excellence was achieved by establishing world-class, fully integrated, earth-friendly distilleries that produce reliable products at better efficiencies. The entity’s first quarterly results of Financial Year 2022 show growth of share of IMIL business has grown from 35% in Q1FY21 to 42% in Q1FY22. In addition, realisation of IMIL improved to 463Rs /case in Q1FY22 from 404Rs in Q1FY21. Premium segment reported revenue of 1 crore in Q1FY22.</p>
Governance, Leadership and Oversight		

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Globus Spirit is committed to ensure preservation of the environment, positively contributing to the sustainable development of the society, while ensuring continued compliance with the applicable governance requirements. The commitment is evident in all the activities undertaken at strategic and operational level across all locations of the group.</p> <p>Compliance is the core to all activities at Globus Spirit. Board of Directors of the company have specifically communicated their commitment to comply with all applicable legal and regulatory requirements. Involvement of the leadership team and the office staff in multiple environmental and social welfare initiatives undertaken as part of the various CSR activities are also an evidence of the company's strong resolve to positively contribute towards environmental and social wellbeing.</p> <p>The company's sincere commitment to compliance is evident from the strict deployment of the Code of Conduct and Ethics, which is followed by all within the organization from the Directors, Senior Management personnel to the employee at the last pedestal within the organization. Vendors engaged by the organization are also evaluated and are expected to conform with the applicable legal & regulatory requirements. Globus Spirit makes all efforts to ensure transparency and integrity in the company's business conduct. Our vigil mechanism and prevention of insider trading policy prevents misuse of data and ensures transparency and ethical business conduct.</p> <p>Globus Spirits ensure conformance with the available environmental consents obtained for each of the facility. Further, efforts are made towards adopting new technological controls to ensure continual improvement in the various sustainability goals as per the defined global guidelines and standards. Innovation is one the core values here at Globus Spirits limited and we</p>
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		<p>reflect the same in our constant endeavours like ensuring conversions to alcohol at higher efficiencies through installation of newer and more advanced technologies, improving distillation techniques and exploring alternate disposals of spent grain to improve our waste disposal strategies.</p> <p>We, at Globus spirits, take pride in our strong risk and opportunities-based process framework which helps our organization to proactively identify the risks and effectively mitigate the same to acceptable levels, while ensuring adequate leverage from the inherent opportunities to consistently drive our organization on the path of continual improvements.</p>
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8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors			
		Sl. No.	Name of Director	DIN	Designation
		1	Mr. Ajay Kumar Swarup	00035194	Managing Director
		2	Mr. Shekhar Swarup	00445241	Joint Managing Director
		3	Mr. Manik Lal Dutta	00769308	Executive Director
		4	Dr. Bhaskar Roy	02805627	Executive Director
		5	Mr. Vivek Gupta	00035916	Non-Executive Independent Director
		6	Mr. Santosh Kumar Bishwal	01098021	Non-Executive Independent Director
		7	Mr. Kunal Agarwal	02416218	Non-Executive Independent Director
		8	Mr. Sunil Chadha	00401305	Non-Executive Independent Director
9	Ms. Ruchika Bansal	0650542	Non-Executive Independent 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, if no, provide justification	Yes; Committee Includes:		
		S.No.	Members of Committee	Designation
		1.	Board of Directors	Board of Directors
		2.	Mr. Nilanjan Sarkar	Chief Financial Officer
		3.	Mr. Santosh Pattanayak	Company Secretary
4.	Ms. Anita Nair	Head of Human Resource Department		

Please find below Principle-wise segregation of policies and procedures applicable for each policy

S.No.	Principle	Relevant Policy	Comments and procedures
1.	Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.	Board Diversity Policy; Code of Conduct for Board of Directors and Senior Management of company of Globus spirits limited; Nomination and Remuneration Policy, Whistle blower policy	Anti-bribery and corruption, equitable treatment Board diversity policy; ensuring accountability and fair appointment of board members; procedures are outlined for handling conflict of interest in nomination and remuneration Policy.
2.	Businesses should provide goods and	Risk Management Policy	Risk assessment and management of assessed risks are outlined in the risk

	services in a manner that is sustainable and safe.		management policy which includes ESG risks, data safety.
3.	Businesses should respect and promote the well-being of all employees, including those in their value chains.	HR Policy, CSR Policy, Nomination and Remuneration Policy	Medical insurance to all employees and ESIC for workers; prohibition of discrimination and unfair treatment of employees at the workplace; Fair compensation to employees, supporting local community through vocational education to youth, providing basic facilities like access to electricity, water and organising tree plantation drives through the various initiatives of Globus spirits limited under its CSR activities mentioned in CSR Policy.
4.	Business should respect the interests of and be responsive to all its stakeholders.	HR Policy (Source: HR Policy Manual), CSR Policy	Grievance redressal mechanism and consumer complaint cell is present in the company.
5.	Business should respect and promote human rights.	Board Diversity Policy, HR Policy, CSR Policy	Training on ethics is provided to employees and workers. Board diversity policy outlines equality and promotes inclusive environment. HR Policy outlines granting of equal opportunity to all employees.
6.	Business should respect and make efforts to protect and restore the environment.	Risk Management Policy, CSR Policy	Under CSR Policy, GSL Gram Vikas is an initiative of Globus Spirits Limited wherein several tree plantation drives are carried out by the entity in the nearby community. Evidence: globusspirits.com/social_responsibility.php Zero liquid discharge mechanism is in place at all the plants along with CO2 collection point at all the plants. Risk Management Policy identifies ESG Risks and Data privacy risks in their policy as one of the parameters.
7.	Businesses, when engaging	Board Diversity	Code of conduct outlines necessity of transparency and ethical business conduct.

	in influencing public and regulatory policy should do so in a manner that is that is responsible and transparent.	Policy, Code of Conduct for Board of Directors and Senior Management of company of Globus spirits limited	
8.	Businesses should promote inclusive growth and equitable development.	Board Diversity Policy, HR Policy, CSR Policy	Training on ethics is provided to employees and workers. Board diversity policy outlines equality and promotes inclusive environment. HR Policy outlines granting of equal opportunity to all employees.
9.	Businesses should engage with and provide value to their consumers in a responsible manner.	Risk Management Policy, Globus Insider trading code, IT Policy	Risk management policy identifies data privacy and Globus insider trading program promotes disclosure of information in an equitable manner.

* Procedures are in place that are outlined either in policy or present as a standard practice of company for each principle, for eg. grievance redressal mechanism, customer complaint cell, anti-bribery and anti-corruption practices. Policies relevant to the NGRBC Principles are Board Diversity Policy; Code of Conduct for Board of Directors and Senior Management of company of Globus spirits limited; Nomination and Remuneration Policy, Whistle blower policy, Risk Management Policy, Globus Insider trading code and HR Policy.

10. Details of Review of NGRBCs by the Company:

S.No.	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	P5	P6	P7	P8	P9	
1.	Performance against above policies and follow up action	As a practice, BR policies of the company are reviewed periodically or on a need basis by department heads and Business responsibility committee. During this assessment, the efficacy of the policies is reviewed and any changes needed are discussed and implemented.																	
2.	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The organization is in compliance with all regulations as applicable. No evidence of any deviation from the applicable compliance could be seen during the sampling assessment. Further, a confirmation was provided by the compliance head on 100% compliance with applicable requirements.																	

11. Details on whether Entity has carried out assessment/ evaluation of its policies related to respective principles.

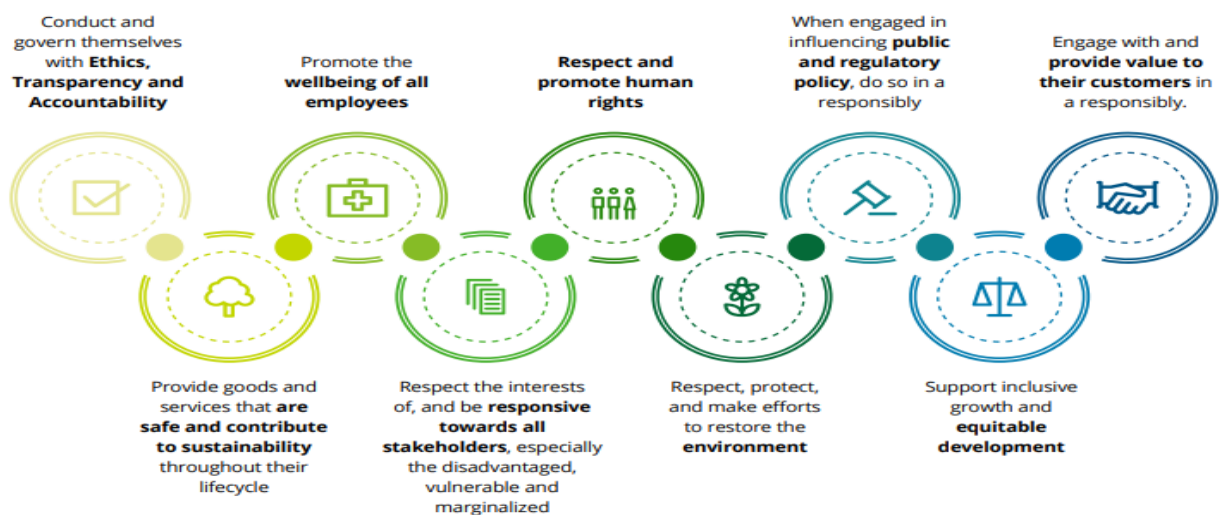
S.No.	Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, policies are reviewed by external ISO auditors as a part of Environment Health and Safety Management System assessment and certification process.								

12.Details on reasons if not all principles are covered in companies' policies.

S.No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
2.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	Yes	NA	NA
5.	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

PRINCIPLE- WISE DISCLOSURES

S. No.	NGRBC PRINCIPLES
1.	Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.
2.	Businesses should provide goods and services in a manner that is sustainable and safe.
3.	Businesses should respect and promote the well-being of all employees, including those in their value chains.
4.	Business should respect the interests of and be responsive to all its stakeholders.
5.	Business should respect and promote human rights.
6.	Business should respect and make efforts to protect and restore the environment.
7.	Businesses, when engaging in influencing public and regulatory policy should do so in a manner that is that is responsible and transparent.
8.	Businesses should promote inclusive growth and equitable development.
9.	Businesses should engage with and provide value to their consumers in a responsible manner.



PRINCIPLE-1 DISCLOSURES

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year.

Segment	Total Number of Training and awareness Programs held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	2	POSH Training, Ethics training on business practices	100%
Key Managerial Personnel	6	POSH Training, Ethics training on business practices, Human rights issues	100%
Employees other than BoD and KMPs	72	Skill Development, Ethics, Team Building, Health and safety	15.15%
Workers	72	Skill Development, Ethics, Team Building, Health and safety	13.74%

Evidences for the trainings have been mail invitations, meeting link invitations, reminders and photographs.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.

No Fines / Penalties / Punishments or compounding fees were levied and paid by the company.

It is confirmed that the organization ensures 100% compliance with all applicable legal, regulatory and contractual obligation.

2.1 Monetary Compensation

Not Applicable

MONETARY							
	NGRB C Principle	Name of Regulatory/ Enforcement Agencies / judicial Institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred (Yes/No)	Is Evidence available? (Yes/No)	Attach Evidence if available
Penalty/Fine	-	-	-	-	-	-	-
Settlement Fee	-	-	-	-	-	-	-
Compounding Fee	-	-	-	-	-	-	-

2.2 Non-Monetary Compensation

Not Applicable

NON-MONETARY					
	NGRBC Principle	Name of Regulatory/ Enforcement Agencies/judicial Institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

3. For instances of 2.1 and 2.2, give details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed

Not applicable

S.No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-	-
-	-	-

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

S.No.	Question	Confirmation, if no, then give details of the reason	Brief Details of the reason	Provide Web-link/Evidence Available of the same
1	Does entity have anti-corruption or anti-bribery policy?	Yes	To ensure ethical and transparent business conduct in line with the core values of the company	Whistle Blower Policy (web link to the policy: https://www.globusspirits.com/documents/key-policies/Whistle-Blower-Policy.pdf http://www.globusspirits.com/documents/Code_of_Ethics.pdf https://www.globusspirits.com/documents/key-policies/Code-of-Conduct-Globus.pdf

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

S.No.	Category	FY (Current Financial Year)	FY (Previous Financial Year)
1.	Directors	Nil	Nil
2.	KMPs	Nil	Nil
3.	Employees	Nil	Nil
4.	Worker	Nil	Nil

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

None, Not Applicable

Number of complaints in regards to conflict of interest		Current Financial Year		Previous Financial Year	
	Category	Number	Remarks	Number	Remarks
1.	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	None, not applicable	Nil	None, not applicable
2.	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not applicable	Nil	Not applicable

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

Not Applicable

S. No.	Corrective Action	Details	Regulators/Law Enforcement agency Concerned	Evidence available
-	-	-	-	-

PRINCIPLE-2 DISCLOSURES

ESSENTIAL INDICATORS

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

S.No.	% Of investment in specific technologies that improve entity's environmental and social impact to total R & D and CAPEX Investment made by entity	Current Financial Year 2021-2022	Previous Financial Year 2020-2021	Details of improvements in environmental and social impacts
1.	Research and Development	-	-	
2.	Capital Expenditure	Yes (4cr)	No	Unit have the facility to maintain the ZLD with MEE followed by decanter and dryers. Unit have invested approx. 4 cr on the facility in the current financial year to improve. Unit also have the ESP to maintain the air emission norms to reduce the carbon foot print.

Hyperlink for annual report evidence 2020-2021:

2. Procedures for Sustainable Sourcing

S.No.	Information required	Information		
1.	Percentage of inputs which were sourced sustainably	No formal “sustainable sourcing process presently in place” Formulations of sustainable sourcing framework in accordance with ISO 20400 is currently being reviewed and resulting progress will be reported in the next year.		
2.	Describe processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste	S. No.	Category	Processes in Place
		a.	Plastics (including packaging)	Resale to manufacturers
		b.	E-Waste	Disposing to PCBs authorized vendor for recycling and safe disposal.
		c.	Hazardous Waste	Send oil to authorized vendor recycling/reusing.
		d.	Other Waste	NA
3.	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.	NA. Presently there is no such requirements applicable to GSL and no process framework or plan is available. Review of the applicability and the process of establishing the EPR is presently under progress.		
4.	Whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	Yes, waste segregation and appropriate process for the collection and safe dispatch to the PCB authorized vendors is followed at all the locations.		
	If not, provide steps taken to address the same.	NA		

PRINCIPLE-3 DISCLOSURES

ESSENTIAL INDICATORS

1. A. Details of measures for well-being of employees

S. No.	Category	% Of employees covered by										
		Total (A)	Health Insurance	Accident Insurance	Maternity Benefits	Paternity Benefits	Day Care Facilities					
Permanent Employees												
1.	Male	393	393	100%	393	Nil	393	Nil	393	Nil	393	Nil
2.	Female	2	2	100%	2	Nil	2	100%	2	Nil	2	Nil
3.	Total	395	395	100%	395	Nil	395	100%	395	Nil	395	Nil
Others Permanent Employees												
1.	Male	0	0	0%	0	Nil	0	Nil	0	Nil	0	Nil
2.	Female	1	1	100%	1	Nil	1	100%	1	Nil	1	Nil
3.	Total	1	1	100%	1	Nil	1	100%	1	Nil	1	Nil

1. B. Details of measures of well-being of workers

S. No.	Category	% Of workers covered by										
		Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
			N* (B)	% (B/A)	N(C)	% (C/A)	N (D)	% (D/A)	N (E)	% (E/A)	N (F)	% (F/A)
Permanent Workers												
1.	Male	329	329	100%	Nil	Nil	329	Nil	329	Nil	Nil	Nil
2.	Female	0	0	0%	Nil	Nil	0	Nil	Nil	Nil	Nil	Nil
3.	Total	329	329	100%	Nil	Nil	329	Nil	Nil	Nil	Nil	Nil
Other than Permanent Workers												
1.	Male	144	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2.	Female	0	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
3.	Total	144	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

*N= Number

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

S.No.	Benefits	FY 2021-22 (Current Financial Year)			FY2020-21 (prev. 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.)
1.	Gratuity	100%	100%	Y	100%	100%	Y
2.	ESI	0%	57.142%%	Y	0%	100%%	Y
3.	Others, please specify	-	-	-	-	-	

3. Accessibility of workplaces

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

Yes, the premises/offices are accessible to differently abled employees and workers as per the requirements of the rights of persons with disabilities act, 2016. In elaboration, the facilities accessible to public are also accessible to visitors who fall under the category of PwD.

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, HR Policy covers all aspects of Equal Opportunity Policy relevant to the entity. HR Policy is available to the employees and workers as a manual. Web-link of the same is unavailable.

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

S. No.	Gender	Permanent Employees		Permanent Workers	
		Return to work rate	Retention rate	Return to work rate	Retention rate
1.	Nil	Nil	Nil	Nil	Nil

During the reporting period, no such relevant incident took place.

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

S.No.	Category for employees	Yes/No
1.	Permanent Employees	Yes, company has a complaint and grievance reporting process in place. All employees are free to reach and report any of their grievance directly to the HR SPOCs at their respective locations
2.	Other than Permanent Employee	Yes, company has a complaint and grievance reporting process in place. All Temporary employees are free to reach their Function Lead or the HR SPOC of the respective locations to report any grievance directly or through their unions at their respective locations
3.	Permanent Workers	Yes, company has a complaint and grievance reporting process in place. All employees are free to reach and report any of their grievance directly to the HR SPOCs at their respective locations
4.	Other than permanent workers	Yes, company has a complaint and grievance reporting process in place. All Temporary employees are free to reach their Function Lead or the HR SPOC of the respective locations to report any grievance directly or through their representative unions at their respective locations

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

S.No.	Category	Current Financial Year			Previous Financial Year		
		Total employees in respective category (A)	No. of employees in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees in respective category (C)	Total employees in respective category (A)	No. of employees in respective category, who are part of association(s) or Union (B)
1.	Total Permanent Employees	395	22	5.56%	328	22	6.707%
2.	Male	393	22	5.59%	326	22	6.748%
3.	Female	2	-	-	2	-	-

8. Details of training given to employees and workers:

Category	Current Financial Year					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)
Employees										
Male	393	25	6.36%	16	4.07%	325	25	7.6%	16	4.92%
Female	3	2	66.67%	2	66.67%	3	2	66.67%	2	66.67%
Total	396	27	6.8%	18	4.5%	328	27	8.23%	18	5.48%
Workers										
Male	473 (329+144)	128	27.06%	50	10.57%	374 (240+134)	130	34.75%	60	16.04%
Female	0	0	0	0	0	0	0	0	0	0
Total	473 (329+144)	128	27.06%	50	10.57%	374 (240+134)	130	34.75%	60	16.04%

An approximate net number has been calculated from training records (per training per plant) from four plants (Samalkha, Behror, Hajipur, Panagarh) and Head Office.

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

Records available: Release of variable pay

Quarterly review

Category	Current Financial Year (21-22)			Previous Financial Year (20-21)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	393	190	48.34%	325	138	42.07%
Female	3	1	33.3%	3	1	33.3%
Total	395	191	48.35%	328	139	42.37%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

Annual Review

Category	Current Financial Year (21-22)			Previous Financial Year (20-21)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	393	205	52.16%	325	187	57.538%
Female	3	2	66.6%	3	2	66.67%

Total	396	207	52.27%	328	189	57.62%
Workers						
Male	473	473	100%	374	374	100%
Female	0	0	Nil	0	0	0%
Total	473	473	100%	374	374	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No).

If yes, the coverage such system?

The occupational health and safety management system has been implemented in accordance with the requirements of OHSAS 18001:2007 to cover the following location

1. Samalkha, Haryana, India
2. Behror, Rajasthan, India
3. Panagarh, West Bengal, India

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

The company assess their suppliers and focuses monitoring of health and safety conditions for employees and workers. The entity undergoes SMETA (Sedex Members Ethical Trade Audit) Four Pillar Audits to ensure health and safety, environment assessment, hygiene and upholding of human rights.

Risk Assessment, as a part of OHSAS 18001:2007, the company (plants: Behror, Samalkha, Panagarh) has a risk and opportunity framework in place and properly maintained with respect to HESAP/ HIRA/ISO 14001: 2004/ OHSAS 18001:2007.

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

Yes, reporting and monitoring of leakage, induction and fire safety trainings are performed to inform workers about risks and safety processes to be followed.

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

Yes

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

S. No.	Safety Incident/ number	Category	FY (2021-22)	FY (2020-21)
1.	Lost Time Injury	Employees	Nil	Nil
2.	Frequency Rate (LTIFR) (per one million-person hours worked)	Workers	Nil	Nil
3.	Total reportable work-related injuries	Employees	Nil	Nil
4.		Workers	Nil	Nil
5.	No. of fatalities	Employees	Nil	Nil
6.		Workers	Nil	Nil
7.	High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
8.		Workers	Nil	Nil

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

A risk based Occupational health and safety framework in accordance with OHSAS 18001:2007 is in place at each of our manufacturing units and head office. We ensure security of our employees and workers along with creating and promoting a harmonious, safe and an environment which supports equal and fair treatment. We have a whistle blower policy in place which helps employees work in and maintain a transparent and ethical business environment.

HR Manual of the company ensures fair treatment of employees and workers along with following all regulations relevant for ensuring well-being of employees and workers.

We have a clear color-coding system for **waste segregation on plants and office premises**. Our **hazardous waste (oil) is stored separately and supplied safely to vendors for further processes**. We have put **signage and posters over visible parts of our facilities providing safety instructions to workers** and employees in regards to fire safety, safety from certain device handling which may be harmful to the staff. **Training programs** are also conducted on safety procedures for employees and workers to ensure a safe and healthy workplace.

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

S.No.	Parameters	FY (Current Financial Year)			FY (Previous Financial Year)		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
1.	Working Conditions	Nil	Nil	Nil	Nil	Nil	-
2.	Health and Safety	Nil	Nil	Nil	Nil	Nil	-

14. Assessments of the Year

S. No.	Area concerned	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
1.	SMETA Audits (Ethical trade audit-Health and safety, hygiene)	100%
2.	Internal Audits (Occupational health and safety)	Approx. 75% of the plants were assessed
3.	Internal audits (Environmental Management System)	Approx. 75% of the plants were assessed

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.

Not Applicable as no incident requiring any corrective action was reported during the reporting period

PRINCIPLE-4 DISCLOSURES

ESSENTIAL INDICATORS

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

Key stakeholder groups include all the groups of people affected by the company and have an interest in company and its various operations. We make sure to include vendors, suppliers and local community in our stakeholder groups to ensure transparency, accountability and inclusivity in our processes.

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

S. No.	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
1.	Shareholders	No	Website, E-Mail, newspaper advertisement	Periodically as per the Companies law. Shareholders and investor communities are being informed regarding performance of the company every quarterly and also event based all the	Reporting to the share-holders of the business performance, annual reports and notices for general and extra-ordinary meetings, as applicable

				key material events are being informed to the shareholders and investor community under regulation 30 of SEBI (LODR) on happening of each material event. And also outcome of the Board and committee meetings as well as shareholders meeting outcome and voting results are also informed to the shareholders on timely basis.	
2.	Investors	No	Website, E-Mail	Shareholders and investor communities are being informed regarding performance of the company every quarterly and also event based all the key material events are being informed to the shareholders and investor community under regulation 30	Business performance

				of SEBI (LODR) on happening of each material event. And also outcome of the Board and committee meetings as well as shareholders meeting outcome and voting results are also informed to the shareholders on timely basis.	
3.	BoDs	No	Website, E-Mail	The Board of Directors and KMPs meet every quarterly and accordingly they discuss and evaluate the performances of the company each quarterly.	Business performance
4.	KMPs	No	Website, E-Mail	The Board of Directors and KMPs meet every quarterly and accordingly they discuss and evaluate the performances of the company each quarterly.	Generally the information shared is relating to the strategic and operations business requirements
5.	Permanent Employees	No	Website, E-Mail, notice board in the local language for ease of their understanding	Periodically, The periodicity may vary depending on the nature of information shared	Generally the information shared is relating to their personal wellbeing and operational

					business requirements
6.	Permanent Workers	No	Website, E-Mail, notice board in the local language for ease of their understanding. Also, verbal communications are also held periodically through their concerned location team and supervisors as applicable	Periodically, The periodicity may vary depending on the nature of information shared	Generally the information shared is relating to their personal wellbeing and operational business requirements
7.	Employees (Other than Permanent)	No	Website, E-Mail, notice board in the local language for ease of their understanding	Periodically, The periodicity may vary depending on the nature of information shared	Generally the information shared is relating to their personal wellbeing and operational business requirements
8.	Workers (Other than Permanent)	No	Website, E-Mail, notice board in the local language for ease of their understanding. Also, verbal communications are also held periodically through their concerned location team and supervisors as applicable	Periodically, the periodicity may vary depending on the nature of information shared	Generally, the information shared is relating to their personal wellbeing and operational business requirements
9.	Farmers	No	Personal Meetings	Periodically at the time of Procurement of the raw material or else relating to their welfare	Meetings are held with the farmers relating to the company's welfare policies and also relating to the produce purchase

10.	Transporters	No	Meetings and instruction circulars	Periodically as based on the Business Requirements	The Business Transactions to be shared and also their welfare at periodic intervals
11.	Community	No	Community meetings	As and when required. For simulation of emergency preparedness drills, it is periodically as per the plan	Generally, for the welfare of the community and to inform them on the specific activities relating to the emergency preparedness simulation drills at the organization
12.	Consumer	No	Website, complaint and feedback cell	Ongoing on products and related aspects.	Information relating to the products and their related specifications, features and other relevant aspects are communication either on specific communications with the Industrial customers or through the website for the retail consumers

PRINCIPLE-5 DISCLOSURES

ESSENTIAL INDICATORS

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

S.No.	Category	FY _ (Current Financial Year)			FY _ (Previous Financial Year)		
		Total (A)	No. of employees covered (B)	% (B / A)	Total (C)	No. of workers covered (D)	% (D / C)
Employees							
1.	Permanent Employees	395	60	15.18%	328	55	23.01%
2.	Other than Permanent Employees	1	0	0%	0	0	0
3.	Total	396	60	15.15%	328	55	22.9%
Workers							
1.	Permanent Workers	329	55	16.71%	240	60	25%
2.	Other than Permanent Workers	144	10	6.94%	134	15	11.19%
3.	Total Workers	473	65	13.74%	374	75	20.05%

*An approximate number has been calculated from training records of four plants and head office. Induction training for human rights policy and ethics is held.

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

Category	Current Financial Year					Previous Financial				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	393	393	100%	393	100%	325	325	100%	325	100%
Female	3	3	100%	3	100%	3	3	100%	3	100%
Total	396	396	100%	396	100%	328	328	100%	325	100%
Workers										
Male	473	473	100%	473	100%	374	374	100%	374	100%
Female	0	0	Nil	0	Nil	0	0	Nil	0	Nil
Total	473	473	100%	473	100%	374	374	100%	374	100%

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

S.No.		Male		Female	
		Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
1)	Board of Directors	2	80,11,225	0	NA
2)	Key Managerial Personnel	5	49,00,000	1	49,00,000
3)	Employee other than BoD and KMP	396	2,82,400	2	282400
4)	Workers	473	269600	0	NA

Net Median remuneration: Rs. 2,49,233

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the responsibilities for all such situations is with the HR/ IR team SPOCs at the respective locations

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

The entity regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed.

We are committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters.

Globus spirits limited believes that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats.

Accordingly, Globus Spirits Limited has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity.

We, as an entity have zero tolerance towards and prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse.

As a matter of policy, Globus Spirits Limited does not hire any underage employee or engage with any agent or vendor against their free will.

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

S.No	Issues	Current Financial Year			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
1.	Sexual Harassment	Nil	Nil	-	Nil	Nil	-
2.	Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
3.	Child Labour	Nil	Nil	-	Nil	Nil	-
4.	Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
5.	Wages	Nil	Nil	-	Nil	Nil	-
6.	Other Human Rights Related Issues	Nil	Nil	-	Nil	Nil	-

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

Mechanisms are covered under the HR Policy. There is a firm internal process of ensuring anonymity and any form of harassment or violence is prohibited to ensure safety of complainant. Anonymity and strict data security and management is ensured along with stringent rules regarding ensuring employee security and violence and harassment -free workplace.

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

Yes

9. Assessments for the year

S. No.		% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
1	Child Labour	All our offices and plants are compliant with all the laws and regulations applicable and periodic evaluation and the reporting is deemed to be
2	Forced/Involuntary Labour	

3	Sexual Harassment	reported unless an objection has been raised otherwise.
4	Discrimination at workplace	
5	Wages	
6	Others-Please specify	

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

NA

PRINCIPLE-6 DISCLOSURES

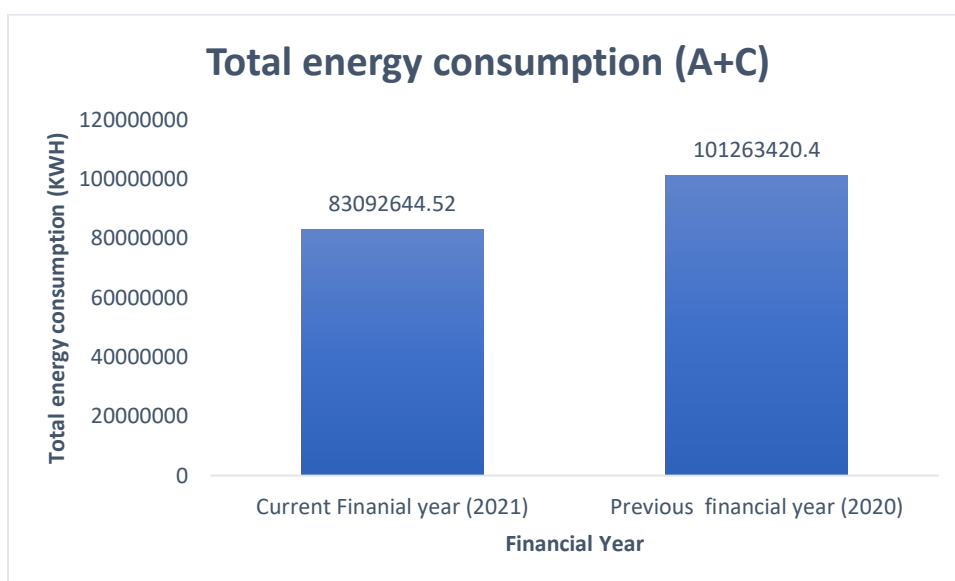
ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity

S.No.	Parameter	Current Financial Year	Previous Financial Year	Evidence	Justification	If any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
1.	Total electricity consumption (A) (kwh)	58020028.2	60657419.2	Record registers	NA	N
2.	Total fuel consumption (B) (Kgs)	190967099	40606001.2			
3.	Energy consumption through other sources (C) (kwh)	42617234.2	40606001.2			
4.	Total energy consumption (A+C)	83092644.52 (299.134 TJ)	101263420.4 (364.548 TJ)			

5.	Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.127625606 Terajoule/C r	0.021801437 126Terajoule /Lac			
6.	Energy intensity (optional) - the relevant metric may be selected by the entity					

Methodology: Total energy consumption has been calculated from data of four plants of Globus Spirits limited: Samalkha plant, Behror Plant, Panagarh plant and Hajipur plant. The sources for electricity include turbine generated power on the plant itself, DG Sets for energies and Grid Electricity from the respective state. In case of fuel consumption, the fuels from used rice husk, diesel are included. Other sources include DG Sets and amount of fuel used for the same is also measured by the plants. The values are approximate total values added after data consolidation from each plant for the FY 2021 and FY 2020.



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

PAT Scheme is not applicable to the entity as distilleries are not included in the energy intensive industries outlined in the PAT Scheme.

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

S. No.	Parameter	Current Financial Year	Previous Financial Year	Evidence	Justification	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Water withdrawal by source (in kilolitres)						
1.	(i) Surface water	Nil	Nil	Water consumption records w.r.t capacity of plant	NA	N
2.	(ii) Groundwater	687292	717313			
3.	(iii) Third party water	Nil	Nil			
4.	(iv) Seawater / desalinated water	Nil	Nil			
5.	(v) Others	Nil	Nil			
6.	Total volume of water withdrawal (in kilolitres) (i	687292	717313			

	+ ii + iii + iv + v)					
7.	Total volume of water consumption (in kilolitres)	687292	717313			
8.	Water intensity per rupee of turnover (Water consumed / turnover)	293.23 Kl/Cr	4.2898203 445Kl/Lac			
9.	Water intensity (optional) - the relevant metric may be selected by the entity					

Methodology: Total energy consumption has been calculated from data of four plants of Globus Spirits limited: Samalkha plant, Behror Plant, Panagarh plant and Hajipur plant. The values are total nearest approximate values calculated from consolidation of data from each plant. The water consumption is recorded as a per day value as well as record is kept updated for water consumption.

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

Yes, the entity has implemented a zero liquid discharge policy for all its plants and relevant procedures are in place and well-implemented and the entirety of plants are covered under the zero liquid discharge policy. The ZLD process includes MEE (Multi effect Evaporation) followed vapour integration Plant and rotary tube bundle dryers. It has been installed in the plants to ensure zero liquid discharge. The entity is in compliant with all environmental regulations and laws of the land relevant to it.

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

S.No.	Parameter	Unit	Current Financial Year	Previous Financial Year	Evidence	Justification	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	
							Y/N	Name of the agency
1.	NOx	Mg/N m ³	30.1	32.0	Station reports of Emissions maintained by the plant.	NA	N	
2.	SOx	Mg/N m ³	31.6	33.2				
3.	Particulate Matter (PM)*	Mg/N m ³	75.02304	69.48015				
4.	Persistent Organic Pollutants (POPs)	-	Nil	Nil				
5.	Volatile Organic Compounds (VOCs)	-	Nil	Nil				
6.	Hazardous Air Pollutants (HAPs)	-	Nil	Nil				
7.	Others- Please specify	-	Nil	Nil				

Particulate Matter value are cumulative of values from Behror Plant and Samalkha Plant.

NOX and SOX data is not available in case of Samalkha Plant and Hajipur plant.

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

S.No.	Parameter	Unit	Current Financial Year	Previous Financial Year	Evidence	Justification	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	
							Y/N	Name of agency
1.	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ Eq.	Not being presently done	Not being presently done		The greenhouse gas inventorying and footprint processes are in process of being implemented. However, CO ₂ Collection points have been installed to capture carbon dioxide being released due to fermentation and manufacturing processes.	NA	NA
2.	Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ Eq.	Not being presently done	Not being presently done				
3.	Total Scope 1 and Scope 2 emissions per rupee		Not being presently done	Not being presently done				

	of turnover							
4.	Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		Not being presently done	Not being presently done				

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

CO2 Collection plant is available in installed in our plants. Our Company is committed to Carbon footprint reduction. Globus Spirits has reduced carbon emission with respect to 2007 baseline through implementation of multiple projects to meet demand of operation through in-house power generation. Globus Spirits developed a strategy to increase Steam Turbine Power generation in factories. Each of our plants generates >3MW energy from waste.

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

S.No	Parameter	Current Financial Year	Previous Financial Year	Evidence	Justification	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
1.	Plastic waste (A) (Kg)	226091	826996	Record Registers; cumulative of Behror, Samalkha, Panagarh and Hajipur plant (Samalkha produced 0kg plastic waste)	NA	N
2.	E-waste (B)	0	117 kg	Record Registers (Behror produced 117Kg e-waste)		
3.	Bio-medical waste (C)	0	0	Record Registers		
4.	Construction and demolition waste (D)	0	0	Record Registers		
5.	Battery waste (E)	0	0	Record Registers		
6.	Radioactive waste (F)	0	0	Record Registers		
7.	Other Hazardous waste. Please	423 litre	0	Record Registers (Samalkha		

	specify, if any. Specification: Oil (G)			produced 423 litre of oil)		
8.	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	0	0	Record Registers		
9.	Total (A+B + C + D + E + F + G + H)	226091 (Excluding 423 ltr)	827113 Kg	Record Registers		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)						
10	Category of waste	0	0	Record Registers		
11	(i) Recycled	0	0	Record Registers		
12	(ii) Re-used	0	0	Record Registers		
13	(iii) Other recovery operations	0	0	Record Registers		
14	Total	0	0	Record Registers		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)						
15	Category of waste	0	0	Record Registers		
16	(i) Incineration	0		Record Registers		
17	(ii) Landfilling	0	0	Record Registers		
18	(iii) Other disposal operations	0	0	Record Registers		
19	Total	0	0	Record Registers		

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

The entity has installed Multi effect evaporator followed by Decanters and rotary tube bundle Dryers in all its plants.

- 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:

All our plants and offices have the relevant legal compliance and MOEF Approvals.

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.	Evidence
NA	NA	NA	NA	NA

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

S.No.	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
1.	Project: Grain based distillery (120 KLPD) along with co-generation power plant (5MW) MY M/S Globus Spirits Limited at Village Olda, district Singhbhum, Jharkhand (Regarding Extension of validity of Environmental clearance to 3 years for implementation of project.)	EIA Notification dated 14 th September 2006	<ul style="list-style-type: none"> Approval for extension granted till 21st September 2024 EC Granted: 22nd September 2014 	Yes	Public Consultation took place during the EIA on 10 th Feb, 2014	-

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

S.No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any	Evidence
<p>The entity is compliant with all applicable environmental laws, regulations, guidelines and provisions of India such as Water (Prevention and Control of Pollution) Act, 1974, Air (Prevention and control of pollution) Act, 1981, the Environment Protection Act, 1986, Hazardous Wastes (Management and Handling Rules, 2003/2008/2016, public liability Insurance act, 1991 along with their amendments and rules.</p>					

PRINCIPLE-7 DISCLOSURES

ESSENTIAL INDICATORS

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

We are affiliated with two trade and Industry chambers/ associations.

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

S.No.	Name of the trade and industry chamber s/ associations	Reach of trade and industry chambers/ associations (State/National)	Evidence, if available
1.	PHD Chamber of Commerce	National	https://www.globusspirits.com/documents/AR_2021_Final_Sigle_page_view.pdf
2.	All India Distillery Association	National	https://www.globusspirits.com/documents/AR_2021_Final_Sigle_page_view.pdf

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

S.No.	Name of Authority	Brief of the case	Corrective action taken	Evidence, if available
NA	NA	NA	NA	NA

PRINCIPLE-8 DISCLOSURES

ESSENTIAL INDICATORS

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

S.No.	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
-	-	-	-	-	-	-

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 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)	Evidence, if available
NA	NA	NA	NA	NA	NA	NA	NA

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

Community complaints are recorded and resolved through complaint forum, community is made aware of policies and procedures through our website [www. globusspirits.com](http://www.globusspirits.com).

Discussions with community are also held where concerns of community are heard. Several CSR Activities of supporting nearby villages and community also leads to understanding of their concerns and grievances. A proper cell dedicated to resolve complaints by local community is in process of being proposed and planned.

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

S.No.	Producer category	Current Financial Year	Previous Financial Year	Evidence
1.	Directly sourced from MSMEs/ small producers	3.53%	0.98%	Financial records
2.	Sourced directly from within the district and neighbouring districts	Not available	Not available	Financial records

PRINCIPLE-9 DISCLOSURES

ESSENTIAL INDICATORS

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

Consumer complaint cells are available and in place to receive and respond to consumer complaints and feedback.

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

S.No.	Parameters	As a percentage to total turnover	Evidence
1.	Environmental and social parameters relevant to the product	All our products contain general information, appropriate warnings with respect to environmental and social parameters relevant to the products; safe and responsible usage and safe disposal of the product container. General Information: <ul style="list-style-type: none"> • Branding • MRP • Manufacturing unit address • Reg. office address • FSSAI License number • Customer care phone number and Mail ID • Ingredients • Quantity and strength declarations • Batch number and date of manufacturing • Bar code • Excise mandates as per state excise regulation 	Product information is available on the product. Product specifications and material safety sheets are available on our website: www.globusspirits.com
2.	Safe and responsible usage		
3.	Recycling and/or safe disposal		

		<ul style="list-style-type: none"> Country of Origin Warnings: <ul style="list-style-type: none"> “Be safe: Do not drink and drive” “Consumption of liquor is injurious to health” Appropriate warnings for the manufacturing segment are also duly present. 	
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3. Number of consumer complaints in respect of the following:

S.No	Complaint category	Current Financial Year		Remarks	Previous Financial Year		Remarks
		Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
1.	Data-Privacy	Nil	NA	All consumer complaints are received at complaint forum. Process of segregation of complaints on basis of certain categories mentioned in SEBI BRSR Format is in process of being planned and implemented	Nil	NA	All consumer complaints are received at complaint forum. Process of segregation of complaints on basis of certain categories mentioned in SEBI BRSR Format is in process of being planned and implemented
2.	Advertising						
3.	Cyber-security						
4.	Delivery of essential services						
5.	Restrictive Trade Practices						
6.	Unfair Trade Practices						
7.	Other						

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

S.No.	Category for recalls	Number	Reasons for recall	Evidence
1.	Voluntary Recalls	Nil	Nil	Nil
2.	Forced Recalls	Nil	Nil	Nil

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

Yes, policy on cyber security and framework for risks related to data privacy are covered under our IT Policy.

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

Nil

-----End of Report-----