

August 02, 2023

<b>DCS-CRD</b> <b>BSE Limited</b> First Floor, New Trade Wing, Rotunda Building, Phiroze Jeejeebhoy Towers Dalal Street, Fort Mumbai 400 023  Stock Code: 500032	<b>National Stock Exchange of India Ltd.</b> Exchange Plaza, 5 <sup>th</sup> Floor Plot No. C/1, 'G' Block Bandra- Kurla Complex Bandra East Mumbai 400 051  Stock Code: BAJAJHIND
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Dear Sirs,

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-2023.**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), please find enclosed Business Responsibility and Sustainability Report for the Financial Year 2022-23, which also forms part of the Annual Report for the Financial Year 2022-23.

This is for your information and records.

Thanking you,

Yours faithfully,  
**For Bajaj Hindusthan Sugar Limited**



**Kausik Adhikari**  
**Company Secretary &**  
**Compliance Officer**  
(Membership No. ACS 18556)

Encl.: As above

# Business Responsibility & Sustainability Report FY 2023

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

Sr. No	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the Listed Entity:	L15420UP1931PLC065243
2.	Name of the Listed Entity:	Bajaj Hindusthan Sugar Limited
3.	Year of incorporation:	1931
4.	Registered office address:	Golagokaranath Lakhimpur Kheri, Uttar Pradesh 262802, India
5.	Corporate address:	Bajaj Bhawan B-10, Sector 3 Jamnalal Bajaj Marg Noida - 201 301 NCR Delhi, India
6.	E-mail	kadhikari@bajajhindusthan.com
7.	Telephone	05876233754
8.	Website	www.bajajhindusthan.com
9.	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) and National Stock Exchange (NSE)
11.	Paid-up Capital	1,27,73,59,942 (Rupees One Hundred Twenty-Seven Crore Seventy-Three Lakhs Fifty-Nine Thousand Nine Hundred Forty-Two only) comprising of 1,27,73,59,942 equity shares of Re.1/- each.
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Kausik Adhikari Mobile Number – 022-22049056 Email Address - kadhikari@bajajhindusthan.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):	Disclosures made in this report are on a standalone basis and pertain only to Bajaj Hindusthan Sugar Limited (BHSL)

### 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.	Manufacturing	Sugar	76%
		Industrial Alcohol	12%
		Power based on bagasse	11%

**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.	Sugar	1702	76%
2.	Industrial Alcohol	1101	12%
3	Power (Bagasse based)	3510	11%

**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	14	3	17
International	Nil	Nil	Nil

\* All 14 plants are located in Uttar Pradesh

^ Offices are located in Mumbai, Noida and Lucknow

**17. Markets served by the entity:**

**a. Number of locations**

Locations	Number
National (No. of States)	18
International (No. of Countries)	-*

\*There are no direct exports made by the Company. However, refined sugar is exported through Merchant Exporters against the Company's sugar export quota issued by Ministry of Consumer Affairs Food and Public Distribution.

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

The Company does not export its products directly. However, around 20,000 MT of refined sugar was exported through Merchant exporters against the Company's sugar export quota issued by the Ministry of Consumer Affairs, Food and Public Distribution.

**c. A brief on types of customers**

The Company has various customers depending on its different products. The primary customers of the Company are:

**Various grades of Alcohol/ Ethanol:**

- Oil companies in case of Ethanol for blending it with petrol
- Industrial customers who make alcohol-based chemicals, drug paints, ink, etc. for industrial alcohol
- Liquor companies using Alcohol for making liquor

**Sugar:**

- Institutional buyers like food, beverages manufacturers, dairy processing, bakery, biscuits, sweets, supermarkets, etc. Sales and distribution of sugar is done through appointed mill-wise, area-wise sugar agents distributing sugar for both household consumption and institutional sales.

**Bagasse:**

- Industrial units consume bagasse for making paper or use as fuel for making eco-ply boards.

## IV. Employees

## 18. Details as at the end of Financial Year:

## 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)	1778	1774	99.78%	4	0.22%
2	Other than Permanent (E)	82	81	98.78%	1	1%
3	<b>Total employees (D + E)</b>	<b>1860</b>	<b>1855</b>	<b>99.73%</b>	<b>5</b>	<b>0.27%</b>
<b>WORKERS</b>						
4	Permanent (F)	1108	1108	100.0%	0	0.00%
5	Other than Permanent (G)	4532	4532	100.0%	0	0.00%
6	<b>Total workers (F + G)</b>	<b>5640</b>	<b>5640</b>	<b>100.0%</b>	<b>0</b>	<b>0.00%</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)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	<b>Total employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	<b>Total workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

## 19. Participation/Inclusion/Representation of Women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel <sup>^</sup>	2	0	0%

<sup>^</sup>Key Managerial Personnel includes Company Secretary and Chief Financial Officer

## 20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	17.81%	0%	17.77%	12.28%	25%	12.31%	9.24%	0%	9.22%
<b>Permanent Workers</b>	7.13%	0%	7.13%	7.31%	0%	7.31%	3.53%	0%	3.62%

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

### 21. 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.	Bajaj Aviation Private Limited	Subsidiary	100%	No
2.	Bajaj Power Generation Private Limited	Subsidiary	100%	No
3.	Phenil Sugars Limited	Subsidiary	98.01%	No
4.	Bajaj Hindusthan (Singapore) Private Limited	Subsidiary	100%	No
5.	P.T Batu Bumi Persada Indonesia	Subsidiary	99%	No
6.	P.T Jangkar Prima Indonesia	Subsidiary	99.88%	No
7.	Bajaj Ebiz Private Limited	Associate	49.5%	No

## VI. CSR Details

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

No

b. Turnover (in ₹) : ₹ 6319.34 Crore

c. Net worth (in ₹) : ₹ 4498,73 Crore

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23			FY 2021-22		
	(If Yes, then provide web-link for grievance redress policy)	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	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Employees and workers	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Customers	Yes	11	Nil	N.A.	14	Nil	N.A.
Value Chain Partners	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Other (please specify)	N.A.	Nil	Nil	N.A.	Nil	Nil	N.A.

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

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

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.	Climate Change	Risk	The impact of climate change on agriculture, including sugar production, can be significant. Changes in rainfall patterns, temperatures, and extreme weather events can affect crop yields and quality. Moreover, increasing greenhouse gas emissions can lead to regulatory and reputational risks.	The company can capitalize on opportunities presented by the growing demand for renewable energy.	Negative
2.	Water Management	Risk	As a sugar company, Bajaj Hindusthan Sugar requires a significant amount of water for its operations. Water scarcity and pollution are significant environmental risks that can impact the company's operations, leading to supply chain disruptions and increased costs.	Effective water management practices can help the company reduce costs, improve water use efficiency, and enhance its sustainability credentials.	Negative
3.	Labour Rights	Risk	The company's labour practices and supply chain management can pose social risks, including violations of labour rights and poor working conditions.	Adopting fair labour practices can enhance the company's reputation and increase employee loyalty, leading to improved productivity and reduced turnover.	Negative
4.	Land Use	Risk	Sugar production requires significant amounts of land, which can lead to deforestation, land degradation, and biodiversity loss. The company can face reputational risks and regulatory challenges due to its impact on the environment.	Sustainable land use practices in partnership with farmers can improve soil health, biodiversity, and ecosystem services, leading to more resilient agricultural systems.	Negative
5.	Ethical Business Practices	Risk	The Company must ensure that its business practices align with ethical standards and legal requirements. Corruption, bribery, and other unethical behaviours can damage the company's reputation, lead to regulatory and legal risks, and harm the communities where the company operates.	Increased awareness to be created on code of conduct and business ethics amongst workforce and value chain partners.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	1. Code of Conduct for Directors and Senior Management 2. Nomination and Remuneration Policy 3. Policy on Materiality and Dealing with Related Party transactions 4. Code of Fair Disclosure of UPSI 5. Policy for inquiry in case of leak of UPSI 6. Code of Conduct for Reg, Mon and Rep of Trading by Insiders 7. Determination of materiality of events and dissemination policy 8. Board Performance Evaluation 9. Succession Plan for Board and Senior Management 10. Policy on Vigil Mechanism 11. Familiarisation Programme for Independent Directors 12. Risk Management Policy 13. Policy on Material Subsidiaries 14. Business Responsibility Policy 15. Policy on Archiving and Preservation of Documents 16. Code of Conduct for Independent Directors 17. Dividend Distribution Policy 18. CSR Policy The above policies can be accessed at the below web-link: <a href="https://www.bajajhindusthan.com/investorcorner-policies.php">https://www.bajajhindusthan.com/investorcorner-policies.php</a>								

2. Whether the company has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your company and mapped to each principle.	Yes, the policies are to the extent in conformity with 'National Voluntary Guidelines (NVG) and National Guidelines on Responsible Business Conduct (NGRBCs) issued by the Ministry of Corporate Affairs.									
5. Specific commitments, goals and targets set by the company with defined timelines, if any.	The company has set timeline for legal and regulatory compliances as per the timeline specified by various Laws.									
6. Performance of the company against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of the company against the target are satisfactory.									
<b>Governance, leadership and oversight</b>										
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed company has flexibility regarding the placement of this disclosure</i> )	We are committed to creating a brighter future that goes beyond the traditional focus on profitability and instead prioritizes sustainability, inclusivity, and prosperity. We have always believed that sustained growth is achievable only when an organization proactively addresses its environmental, social, and governance aspects. To this end, we have taken strategic actions to tackle inequalities both within and outside our organization, build trust among our stakeholders, and contribute to a greener future. We aim to set an example by providing sustainable and reliable products in our field, strengthening our brand and reputation.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. <u>Ajay Kumar Sharma</u> Managing Director									
9. Does the company have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Corporate Social Responsibility (CSR) Committee is responsible for making decisions on sustainability related issues.									

#### 10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by the 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	Board committees									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non – compliance	Board Committees									Quarterly								



**11. Has the Company carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/ No) If yes, provide the name of the agency.**

No. However, the procedures and adherence to regulations undergo review by internal auditors and regulatory bodies, where applicable. Departmental and business heads are responsible for evaluating policies, and their approval is sought by the management or board.

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

Not Applicable

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable**

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Behaviour based safety, Safety Induction, Technical& Motivational and yoga exercise trainings	62.5%
Key Managerial Personnel	2	Behaviour based safety, Safety Induction, Technical& Motivational and yoga exercise trainings.	100%
Employees other than BoD and KMPs	64	Prevention & Cure from diarrhoea and vomiting, plant safety, electrical safety, mechanical safety.	9%
Workers	382	Viral Fever, Electrical Safety, Fire Fighting System, Awareness of First Aid & Prevention of Covid -19, Fire Safety Training, Diabetes Care, Fire Fighting System Machinery & its emergency response, first aid of burn cases, Essential PPEs, Fire safety equipment & its advantage & how to save the people in case of accident, Electrical Safety, Firefighting training, Safety Awareness, Fire Fighting System, Prevention, cure & management of Diabetes 'Malaises Melotus, Safety Awareness, Machine Safety guard, Electricity Safety, Electrical safety, Hazardous waste management, Electrical Protection, Hypertension, diarrhoea, Skin disease, Precaution for Workplace safety, Prevention & cure from seasonal diseases, Prevention, cure & treatment of urinal tract infection, Electrical Safety, Environmental Pollution and Awareness, Dengue, Prevention & treatment from viral fever, Basic concept of fire.	34%

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 (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):**

Not Applicable

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

Not Applicable

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

Yes. The Company holds the view that Ethics, Transparency, and Accountability form the fundamental basis of its business operations, which is demonstrated by the adoption of various codes and policies such as the 'Code of Conduct for Directors and Senior Management', 'Code of Fair Disclosure' and 'Vigil Mechanism Policy'. These codes and policies are binding on the Directors and Employees of the Company. The principles that underlie these codes and policies are also communicated to the vendors, suppliers, distributors, and other important business associates of the Company, who are expected to comply with them while engaging with the Company.

These documents are available on the website of the Company at:

- Code of Conduct,
- BHSL - Code of Fair disclosure of UPSI
- BHSL-Policy on Vigil Mechanism

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

	FY 2022-23	FY 2021-22
Directors	None	None
KMPs		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	Not Applicable	None	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

#### Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
None	Not Applicable	Not Applicable

**2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same?**

Yes, the company has a code of conduct for directors, senior management and independent directors. If circumstances develop that causes any official to lose his or her independence, directors are required to notify the board of directors of the company right away and help the business to implement the best corporate governance practices.

Code of Conduct for Directors and Senior Management

Code of Conduct for Independent Directors

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

**Essential Indicators**

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
Capex	Nil	Nil	-

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

Yes

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

The primary raw material of the company is sugarcane, comprising approximately 90% of the total input. Hence, preference is always given to sourcing from local farmers.

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

The company is dedicated to implementing sustainable practices that prioritize environmentally-friendly solutions and responsible resource utilization. Through ongoing efforts, BHSL continuously strives to minimize its environmental footprint, while also supporting the health and vitality of local communities and ecosystems.

- Plastic: This waste is disposed by the company with an effective tool by EPR.
- E-waste: Electronic products that are unwanted, not working, and nearing or at the end of their useful life are handed over to authorized dealers.
- Hazardous Waste: Hazardous waste mismanagement can have harmful effects on the environment and community, so the company responsibly disposes of hazardous waste through authorized dealers.
- Other Waste: Waste such as bagasse, the company repurposed in environmentally sustainable ways like being used for biofuel or biogas generation, or transformed into fertilizers for agricultural purposes. By repurposing waste in these ways, the company can reduce its environmental impact and contribute to a circular economy where waste is used as a resource.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the entity's operations. For Plastic Waste Management organisation has engaged a third-party service provider. The waste collection plan is in line with the ERP plan submitted to the Central Pollution Control Board. The FY 2022-23 target assigned for EPR of Plastic Waste Management to Bajaj Hindusthan Sugar Ltd by Central Pollution Control Board has been achieved.

**Leadership Indicators**

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

Not Applicable.

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

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 2022-23	FY 2021-22
<b>Molasses</b> : Molasses is the only by-product obtained in the preparation of sugar. Molasses is mainly used for the manufacture of alcohol, yeast and cattle feed. Alcohol in turn is used to produce ethanol, rectified spirit, potable liquor and downstream value-added chemicals such as acetone, acetic acid, butanol acetic anhydride, etc. Our maximum quality of absolute alcohol is being utilised as green fuel i.e. 10% blending with the Petrol. Besides, it is being important roles in livestock feeding, due to nutrient, appetising and physical properties of its sugar content.	More than 10%	More than 10%
<b>Bagasse</b> : Bagasse is a fibrous residue of cane stalk that is obtained after crushing and extraction of juice (30% of sugar cane). Bagasse is usually used as a biofuel in furnaces to produce steam, which in turn is used to generate power. It is also used as a raw material for production of paper and as feedstock for cattle.	More than 10%	More than 10%
<b>Fly ash</b> : Fly ash is the residual output from the boiler furnace after bagasse has completely burnt out. This fly ash is used as a substitute for firewood. It is rich in potassium and is also used by local farmers as manure for improving soil health and also filling and reclamation of low lying area.	More than 10%	More than 10%
<b>Press mud</b> : Press mud also known as Oliver cake or press cake, is the residual output after the filtration of the juice (approx. 4% of Sugar cane). It is mixed with distillery spent wash to produce high quality bio-manure, which used to improve soil chemical, physical and biological properties, enhance the crop quality and yield and maintain the C & N ratio of soil.	More than 10%	More than 10%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	331.77	3162.27	0	0	749.91
E-waste	0	0	0.25	0	0	0.175
Hazardous waste	0	2.505	4.813	0	0.075	14.155
Other waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
None	Not Applicable

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1774	0	0%	128	7.22%	0	0%	1774	100%	0	0%
Female	4	0	0%	0	0.00%	4	100%	0	0	0	0%
<b>Total</b>	<b>1778</b>	<b>0</b>	<b>0%</b>	<b>128</b>	<b>7.20%</b>	<b>0.23%</b>	<b>0%</b>	<b>1774</b>	<b>99.78%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent employees</b>											
Male	4532	4457	98.35%	195	4.30%	0	0%	0	0	0	0%
Female	0	0	0.00%	2371	0.00%	0	0%	0	0	0	0%
<b>Total</b>	<b>4532</b>	<b>4457</b>	<b>98.35%</b>	<b>2566</b>	<b>56.62%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1108	1106	99.82%	0	0%	0	0%	0	0	0	0
Female	0	0	0.00%	0	0%	0	0%	0	0	0	0
<b>Total</b>	<b>1108</b>	<b>1106</b>	<b>99.82%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	4532	4457	98.35%	195	4.30%	0	0%	0	0	0	0%
Female	0	0	0.00%	2371	0.00%	0	0%	0	0	0	0%
<b>Total</b>	<b>4532</b>	<b>4457</b>	<b>98.35%</b>	<b>2566</b>	<b>56.62%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	95.81%	98.88%	Y	97.78%	98.62%	Y
Gratuity	95.70%	90.80%	Y	97.47%	91.26%	Y
ESI	None	None	NA	None	None	NA
Others – please specify	None	None	NA	None	None	NA

3. Accessibility of workplace

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.

No

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.

No. The Company currently does not have an equal opportunity policy as per the said act. Although, it fairly recognises the importance of providing equal opportunities to all and does not tolerate discrimination on the basis of disabilities of any kind.

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

None of the employees or workers took parental leave during the financial year.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The Company encourages its employees and workers to first talk to their Unit HR Head. If the grievance is not redressed, they can escalate the matter to the Zonal HR Coordinator. Finally, if the Zonal HR Coordinator is not in a position to satisfy the aggrieved party, the staff can escalate the matter to the HR Head of the Company.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>1778</b>	<b>0</b>	<b>0%</b>	<b>1844</b>	<b>0</b>	<b>0%</b>
Male	1774	0	0%	1840	0	0%
Female	4	0	0%	4	0	0%
<b>Total Permanent Worker</b>	<b>1108</b>	<b>1007</b>	<b>90.43%</b>	<b>1121</b>	<b>1107</b>	<b>90.72%</b>
Male	1108	1007	90.43%	1121	1107	90.72%
Female	0	0		0	0	

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

Category	FY 23					Total (D)	FY 22			
	Total (A)	On Health and safety measures		On Skill upgradation			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	1855	5	0.26%	57	3.07%	1890	0	0.00%	47	2.48%
Female	5	0	0.00%	0	0.00%	4	0	0.00%	0	0.00%
<b>Total</b>	<b>1860</b>	<b>5</b>	<b>0.26%</b>	<b>57</b>	<b>3.06%</b>	<b>1894</b>	<b>0</b>	<b>0.00%</b>	<b>47</b>	<b>2.48%</b>
<b>Workers</b>										
Male	5640	39	0.69%	377	6.68%	5723	16	0.27%	92	1.60%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Total</b>	<b>5640</b>	<b>39</b>	<b>0.69%</b>	<b>377</b>	<b>6.68%</b>	<b>5723</b>	<b>16</b>	<b>0.27%</b>	<b>92</b>	<b>1.60%</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1855	1855	100%	1890	1890	100%
Female	5	5	100%	4	4	100%
<b>Total</b>	<b>1860</b>	<b>1860</b>	<b>100%</b>	<b>1894</b>	<b>1894</b>	<b>100%</b>
<b>Workers</b>						
Male	5640	5640	100%	5723	5723	100%
Female	0	0	0.00%	0	0	0.00%
<b>Total</b>	<b>5640</b>	<b>5640</b>	<b>100%</b>	<b>5723</b>	<b>5723</b>	<b>100%</b>

**10. Health and safety management system:**

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

Yes, an occupational health and safety management system has been implemented which includes all employees including contractual workers.

- 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 work-related hazards are identified through the use of Hazard Identification and Risk Analysis (HIRA), Job Safety Analysis (JSA) and safety audits conducted by third parties and cross functions.

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

The company encourages and has implemented system that enables all workers to report work related hazards in writing through suggestion boxes and also verbally to their supervisors or safety officers.

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

Yes, all employees and workers have access to non-Occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.05	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has a Safety, Health and Environment Policy which is approved by the Board of Directors. Following additional measures are taken by the Company to ensure safe and healthy environment-

- o timely payment of fair living wages to meet basic needs and economic security of the employees.
- o provide a workplace environment that is safe, hygienic, and which upholds the dignity of the employees.
- o ensure continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis.
- o create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	None	None	NA	None	None	NA
Health & Safety	None	None	NA	None	None	NA

**14. Assessments for the year.**

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

\*Assessments are conducted by third party safety auditors, government authorities and internally by the Health and Safety department at regular intervals.

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

There have been no significant risks/ concerns that were identified from the assessments done. However, concerns raised in the assessments are resolved by the Health and Safety department in a proactive manner.

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

Yes, all employees and workers are covered by life insurance, and in the event of an employee's death, they are also covered by a compensation package.

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

Measures are taken as part of our due diligence activity to ensure that statutory dues have been deducted and deposited by the value chain partners.



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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees / workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil	Nil	Nil	Nil
Workers				

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	None
Working Conditions	None

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

Not applicable.

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

##### Essential Indicators

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

The Company recognises any individual or group of individuals or institution that adds value to the business chain as a core stakeholder. Bajaj Hindusthan Sugar has recognized both, internal stakeholder which includes employees and leadership and external stakeholder which includes external channels such as regulators, investors and community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, Notice Boards, Intranet	Regularly	Talent Management, new opportunities, instructions
Community	Yes	Committee Meetings, pamphlets	Regularly	Need assessments
Suppliers	No	Email, website	Regularly	Query redressal
Shareholders	No	Emails, Website, newspapers	Quarterly	Business performance updates, announcements, etc.

### 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.

We make it a priority to regularly engage with our most important stakeholders, keeping them informed about our strategy and performance in a proactive manner. By maintaining constant communication and seeking feedback, we ensure that everyone is on the same page and their expectations are aligned. Additionally, we regularly update the board on any relevant developments and actively seek their input and feedback.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, we ensure that we take inputs received from stakeholders and integrate them into our processes and policies wherever applicable.

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

The company carries out development activities and provide necessary guidance to the small and marginalized cane growers with regards to sustainable agriculture. Soil and water are vital resources since they are necessary to crop growth, yield, and sustainable agriculture. To preserve soil fertility, water availability, and soil health, and to ensure that their land remains productive, BHSL held solid and water conserving program for farmers to manage these resources effectively.

### PRINCIPLE 5 Businesses should respect and promote human rights

#### 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:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1778	0	0%	1844	0	0%
Other than permanent	82	0	0%	50	0	0%
Total Employees	1860	0	0%	1894	0	0%
<b>Workers</b>						
Permanent	1108	0	0%	1121	0	0%
Other than permanent	4532	0	0%	4602	0	0%
Total Workers	5640	0	0%	5723	0	0%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1774	-	-	1774	100	1840	-	-	1840	100%
Female	4	-	-	4	100	4	-	-	4	100%

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Other than Permanent</b>										
Male	81	-	-	81	100	50	-	-	50	100%
Female	1	-	-	1	100	0	-	-	0	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	1108	-	-	1108	100	1121	-	-	1121	100%
Female	0	-	-	0	0	0	-	-	0	0%
<b>Other than Permanent</b>										
Male	4532	-	-	4532	100	4602	-	-	4602	100%
Female	0	-	-	0	0	0	-	-	0	0%

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	8	81,03,072*	-	-
Key Managerial Personnel**	3	56,40,260	-	-
Employees other than BoD and KMP	1842	5,92,200	5	9,44,628
Workers	5640	3,61,560	-	-

\*There was only one whole time Director. Sitting fees are not considered.

\*\* There was 3 KMPs including the Managing Director

**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, each region of the company's offices and locations has an Internal Complaints Committee (ICC) that deals with matters relating to human rights, such as POSH (prevention of sexual harassment). Any employee discovered to have engaged in any form of harassment may face strong disciplinary action from the company management. The Committee ensures that all the complaints are addressed in a time-bound and efficient manner. For any other incidents of human rights violations, one can inform the Unit HR head, Zonal HR Coordinator.

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

The employees/ workers can contact the Unit HR Head for lodging any complaint related to human rights. If the complaints don't get resolved in the stipulated time periods, then the employees can reach out to the Zonal HR Coordinator. In the worst case, the employees can reach the Head - HR for the complaint.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	N.A.	NIL	NIL	N.A.
Discrimination at workplace	NIL	NIL	N.A.	NIL	NIL	N.A.

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Child Labour	NIL	NIL	N.A.	NIL	NIL	N.A.
Forced Labour/ Involuntary Labour	NIL	NIL	N.A.	NIL	NIL	N.A.
Wages	NIL	NIL	N.A.	NIL	NIL	N.A.
Other human rights related issues	NIL	NIL	N.A.	NIL	NIL	N.A.

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

In order to avoid any stressful situations, every effort is made to conduct the investigation while handling complaints as part of a grievance redressal system. A high level of confidentiality is maintained during the entire process. The company has a clear hierarchy in place to ensure that all complaints are properly addressed and resolved in a timely manner. If there is any incident related to discrimination or harassment, then the first point of contact for the employees will be their Unit HR Head, followed by the Zonal HR Coordinator (1st escalation point), and HR Head (Final escalation point)

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

No

**9. Assessments for the year:**

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

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

**Leadership Indicators**

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

The company has shown a strong commitment to upholding human rights by responding to all complaints right once and taking concrete actions to stop further violations, helping to create an environment of respect and responsibility across the entire organisation. If there will be any incident related to human rights then the first point of contact for the employees will be their Unit HR Head, followed by the Zonal HR Coordinator (1st escalation point), and HR Head (Final escalation point)

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

Not applicable.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Presently, all the offices and units are not accessible by differently abled visitors.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	None
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not applicable

**PRINCIPLE 6: 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	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	GJ	5,29,988	4,17,529
Total fuel consumption (B)	GJ	8,23,61,664	12,93,00,412
Energy consumption through other sources (C)			
<b>Total energy consumption (A+B+C)</b>	<b>GJ</b>	<b>8,28,91,652</b>	<b>12,97,17,940</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		0.00131	0.00232
Energy intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: No independent assurance has been done for the above data verification.

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

Not Applicable, none of BHSL's sites/ facilities are designated consumers under the PAT scheme of the Government of India.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	0	0
(ii) Ground Water	23,03,628	28,40,846
(iii) Third Party Water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>23,03,628</b>	<b>28,40,846</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>23,03,628</b>	<b>28,40,846</b>
<b>Water intensity per rupee of turnover (Water consumed/ turnover)</b>	<b>0.0000364</b>	<b>0.0000508</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>NA</b>	<b>NA</b>

Note: No independent assurance has been done for the above data verification.

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

BHSL has successfully implemented a Zero Liquid Discharge scheme in its distillery locations. This achievement was made possible through investments in treatment plants, which enable the recycling of treated water for various purposes such as horticulture, ferti-irrigation to nearby farmers, and water spraying of the cane yard. The company is committed to optimizing its resource utilization while ensuring high-quality production through the continuous enhancement of its capacities.

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

Parameter*	Specify Unit	FY 2022-23	FY 2021-22
NOx	Mg/Nm <sup>3</sup>	Nil	Nil
Sox	mg/Nm <sup>3</sup>	Nil	Nil
Particulate matter (PM)	mg/Nm <sup>3</sup>	722.33	817.96

\*Other air emissions i.e. Persistent Organic Pollutants (POP) Volatile Organic Compounds (VOC) and Hazardous Air Pollutants (HAP) are not being monitored currently.

Note: No independent assurance has been done for the above data verification.

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

Parameter	Specify Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,506	3,157
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,19,247	93,944
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent	0.00000192	0.00000173
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity	NA	NA	NA

Note: No independent assurance has been done for the above data verification.

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

The company has initiated energy-saving measures aimed at reducing consumption and mitigating emissions. Some of our distillery and sugar units use bagasse, a by-product of sugar production to utilized for producing green power fuel. BHSL has made a commitment to gradually decrease its greenhouse gas (GHG) emissions by identifying and addressing significant sources of emissions.

All manufacturing units have lush green plantation on 33% area in and around the vicinity of the units. The plantation is gradually increasing every year. The Company has also adopted Miyakawa plantation from the last two years.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste Generated (in Metric Tonnes)</b>		
Plastic waste <b>(A)</b>	4003.73	3256.17
E-waste <b>(B)</b>	2.51	1.13
Bio-medical waste <b>(C)</b>	0	0
Construction and demolition waste <b>(D)</b>	0	0

Parameter	FY 2022-23	FY 2021-22
Battery waste <b>(E)</b>		0
Radioactive waste <b>(F)</b>	0	0
Other Hazardous waste. Please specify, if any. <b>(G)</b>		
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1.41	1.42
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>4007.65</b>	<b>3258.72</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	678.17	309.32
(ii) Re-used	0	0
(iii) Other recovery operations	1158.94	0
<b>Total</b>	<b>1837.11</b>	<b>309.32</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	1.07	1.06
(ii) Landfilling	0	0
(iii) Other disposal operations	2169.47	2948.34
<b>Total</b>	<b>2170.54</b>	<b>2949.40</b>

Note: No independent assurance has been done for the above data verification.

**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.**

BHSL takes responsibility for ensuring efficient conversion of raw materials into products. During the sugar manufacturing and distilleries process, BHSL generates residue and by-products that are productively utilized as manure for the production of biogas and green power. BHSL ensures proper management of hazardous lubricant oil by segregating it according to its viscosity and storing it in MS drums. The hazardous waste is mixed with bagasse and incarcerated in the boiler before being disposed of through the TSFD in accordance with CPCB consent guidelines. BHSL has adopted an Extended Producer Responsibility (EPR) approach for plastic waste management to ensure responsible disposal. Discarded electronic devices are handed over to authorized recyclers. BHSL takes pride in managing its waste responsibly and sustainably to minimize environmental impact and promote a cleaner and healthier environment for all.

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

None.

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

Not Applicable, there were no such impact assessments conducted during the current financial year.

**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:**

Yes, the Company is in compliance with all the environment related applicable legislations.

**Leadership Indicators**

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

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources (GJ)</b>		
Total electricity consumption(A)	Nil	Nil
Total fuel consumption (B)	8,23,39,399	12,92,74807
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>8,23,39,399</b>	<b>12,92,74807</b>
<b>From non-renewable sources (GJ)</b>		
Total electricity consumption (D)	5,29,988	4,17,529
Total fuel consumption (E)	22,265	25,605
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>5,52,253</b>	<b>4,43,134</b>

Note: No independent assurance has been done for the above data verification.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>(ii) To Groundwater</b>		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>(iii) To Seawater</b>		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>(iv) Sent to third-parties</b>		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>(v) Others*</b>		
- No treatment	8,36,560	10,37,883
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>8,36,560</b>	<b>10,37,883</b>

\* Irrigation of farmers' field in accordance with the MOEF&CC notification GSR-35E dated 14.01.2016

**Note:** No independent assurance has been done for the above data verification.

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

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

- (i) **Name of the area:** Units in Budhana and Gangnauli districts
- (ii) **Nature of operations:** 1) Budhana – Sugar Unit  
2) Gangnauli – Sugar and Distillery Unit



(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	15,61,960	15,73,626
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	15,61,960	15,73,626
<b>Total volume of water consumption (in kilolitres)</b>	15,61,960	15,73,626
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.0000247	0.0000281
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) Into Surface water</b>		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>(ii) Into Groundwater</b>		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>(iii) Into Seawater</b>		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>(iv) Sent to third-parties</b>		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>(v) Others</b>		
- No treatment	NA	NA
- With treatment – please specify level of treatment <sup>^</sup>	11,59,464	10,73,178
<b>Total water discharged (in kilolitres)</b>	11,59,464	10,73,178

<sup>^</sup> ETP Installed with Aerobic treatment technology along with tertiary treatment

Note: No independent assurance has been done for the above data verification.

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

The company is yet to formulate its GHG inventory for Scope 3 emissions.

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 initiatives, as per the following format:

S r. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of wet scrubber to the boiler	The air pollution control devices wet scrubber or ESP at all Boilers	Helped in controlling Emission within the limits as per norms.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2.	Dense plantation done to control fugitive emissions	Dense plantation is being carried out for maintenance of plantation on more than 33% of the area.	Control of fugitive emissions resulting in maintenance of Ambient Air Quality (AAQ) within the stipulated norms.
3.	Wastewater recycling and reusing measures undertaken.	3R's recycle, reduce and reuse is implemented at all Sugar & Distillery units	Efficient utilisation of wastewater.
4.	Usage of ETP Outlet water to farmers through irrigation line.	The treated water is provided to farmers in line with the irrigation management plan.	Efficient utilisation of wastewater through ZLD process
5.	Cooling arrangement for hot condensate done to re-use the cool condensate in different processes	Cooling towers are installed for cooling of hot condensate and reuse it suitably	Reduction in consumption of raw ground water.
6.	Small pits with smooth and clean inner surface have been constructed to collect gland cooling water.	The small pits with pit pump have been constructed to recycle gland cooling	This has helped to reduce the effluent load going to ETP.
7.	Tank of adequate capacity has been constructed to collect wash water generated during chemical /mechanical cleaning of evaporator tubes and discharge it in controlled manner to the ETP	Implemented	It has helped to prevent the shock effluent loading at ETP
8.	Separate cooling towers installed for power turbine and cooling of Mill bearing.	Implemented	Reduced dependency on repetitive addition of cold water to make up for the hot temperature
9.	Water for hydraulic testing of various bodies is taken from process cooling tower in place of raw/cooled condensate.	Implemented	Reduced dependency on repetitive addition of cold water to make up for the hot temperature
10.	Water for cleaning of various bodies is taken from cooled condensate in place of raw water.	Implemented	This has helped to reduce the dependency of raw ground water.
11.	Water employed in SO <sub>2</sub> gas cooler is being recycled through cooling tower	Implemented	Reduced dependency on repetitive addition of cold water to make up for the hot temperature
12.	Dry floor cleaning is being practiced to eliminate fresh water consumption	Implemented	This has helped to reduce the effluent load going to ETP
13.	ESP installed with boiler to control the emission within the limit.	Implemented	Emissions well within norm

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

To achieve 100% business continuity, we are moving all critical IT workloads from the on-premises data center to the cloud infrastructure. Complete BHSL SAP Landscape has been moved to the AWS cloud Mumbai Region and is operational.

To ensure that business operations can continue regardless of any mishap or disaster. We have set up a disaster recovery site for the SAP production landscape in AWS Hyderabad Region with an objective of 30 Minutes RPO (Recovery Point Objective) and 4 Hour RTO (Recovery Time Objective).

Currently, all other important production data is being backed-up on Tape Media as per the backup schedule and retained for one year, these backup tapes are being kept in a fireproof storage vault.

**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.**

There was no reported adverse impact to the environment arising from the value chain of the company.

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

None

**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.**

BHSL has affiliations with 2 trade or 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 chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Sugar Technologist Association of India	National
2	All India Distillers Association, Delhi	National

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

No such action taken/ underway.

**Leadership Indicators**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
NIL					

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

**Essential Indicators**

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

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
NIL					

**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)
NIL						

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

The Company formed a Stakeholders' Relationship Committee, which is responsible for speedy disposal of all grievances/ complaints relating to shareholders/investors. The Committee specifically looks into the redressal of shareholder and investor complaints on matters relating to transfer of shares, non-receipt of annual report, non-receipt of declared dividends, etc. In addition, the Committee advises on matters which can facilitate better investor services and relations.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	90%	90%
Sourced directly from within the district and neighbouring districts	100%	100%

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

Not Applicable

**2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: Not applicable****3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

No, currently there is no preferential procurement policy but more than 90% of the procurement of raw material is done from local small & marginalized farmers.

**b. From which marginalized /vulnerable groups do you procure?**

Farmers

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

About 90%

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

Not Applicable

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

Not Applicable

**6. Details of beneficiaries of CSR Projects: Not applicable****PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner****Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Consumers can reach out to the Company through either emails, letters or telephone calls.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	None
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Others - Quality	11	Nil	NA	14	Nil	NA

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

Not applicable. There had been no instances of product recalls on account of safety issues.

**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**

No, the Company is in the process of drafting and implementing a Cyber Security Policy which will be approved by the board.

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

Not Applicable

**Leadership Indicators**

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

Information relating to the products can be accessed through the company's website (<https://www.bajajhindusthan.com/>)

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

Required information as per statutory requirements is made available on the product packages.

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

Not applicable.

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

Information as per legal requirements is displayed on the product packages. However, there was no survey carried out during the financial year.

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

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

b. Percentage of data breaches involving personally identifiable information of customers: Nil