



UNITED BREWERIES LIMITED

July 17, 2023

To,  
BSE Limited  
Corporate Relationship Department  
Phiroze Jeejeebhoy Towers  
Floor 25, Dalal Street,  
Mumbai - 400001  
**Scrip: 532478**

National Stock Exchange of India Limited  
Listing Departments,  
Exchange Plaza, 5<sup>th</sup> Floor, P. No. C/1, G Block  
Bandra-Kurla Complex, Bandra (East),  
Mumbai – 400051  
**Scrip: UBL**

Dear Sir,

Sub: **Business Responsibility and Sustainability Report for the Financial Year ended March 31, 2023**

In terms of the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23. The BRSR also forms part of the Annual Report for the Financial Year 2022-23, submitted to the exchanges vide letter dated July 17, 2023.

You are requested to kindly take the above information on record.

Thanking you,

Yours faithfully,  
For **UNITED BREWERIES LIMITED**

**Amit  
Khera**

Digitally signed  
by Amit Khera  
Date: 2023.07.17  
18:43:45 +05'30'

AMIT KHERA

*Company Secretary and Compliance Officer*



# Statement from the leadership

## Dear Reader,

We are pleased to present our Sustainability Report for FY 2022-23. At the heart of our corporate philosophy lies a deep responsibility towards the environment, the communities we serve, and our valued stakeholders.

Our journey of becoming India's most loved beer Company started in 1915 with just five breweries. Today, we have 21<sup>1</sup> breweries across 13 Indian states. In 2021, the HEINEKEN Company acquired a majority share and control of UBL, marking a significant milestone in UBL's journey and allowing us to align our sustainability efforts with the Company's broader vision. While UBL has a 108-year history of being a responsible corporate citizen, this partnership with HEINEKEN further enabled us to scale up our sustainability initiatives and make an even greater positive impact. We are conscious that our growth potential extends far beyond our current accomplishments, and that is why we have integrated sustainability as a fundamental principle that guides our decision-making and shapes our long-term vision.

To ensure the long-term success of our business and effectively adapt to the ever-changing external dynamics, we have carved our sustainability strategy called 'Brew a Better India (BaBI)', aligned with HEINEKEN's 'Brew a Better World 2030' (BaBW) strategy. The strategy has been further contextualised to suit India's unique challenges and market dynamics. This report will give you a comprehensive overview of this strategy, our performance, and our strides in driving positive change. We have taken a holistic approach to sustainability, addressing key areas: Environmental, Social and Responsible.

Under BaBI's environmental agenda, our ambition is to reach Net Zero in production (Scope 1 and 2) by 2030 and our entire value chain by 2040. We are proud to share that we have made significant progress towards these targets in the reporting year. We could meet 82.4% of our energy

needs from renewable sources. We have been running a collaborative farming programme and have sourced 30% of our barley needs through our extended family of local farmers. Recognising the significance of water, our most valuable raw material, we have undertaken ten large water conservation projects across different parts of the country as part of our CSR initiatives. We also achieved one of our key KPIs to treat 100% of our brewery wastewater to ensure zero untreated discharges from our breweries. Under our goal to become zero waste-to-landfill for all our production sites by 2025, we have already become 94.3% waste-to-landfill free.

Attracting a diverse, skilled, motivated talent with alignment to UBL's value system is the foundation of people management. Under our social agenda, we are embracing inclusion and diversity to foster a culture of talent where people from all backgrounds feel included and can bring their whole selves to work. In the reporting year, 23% of our senior management were women. During the FY 2022 - 23, we hired 310 employees, 30% of whom were women. We aim to ensure fair wages for employees by 2024 and for contract workers by 2025.

Being the market leader, we also understand our responsibility in promoting moderation in alcohol consumption and prioritising the well-being and safety of our consumers. In line with this, we have implemented carefully curated social programmes to drive moderation. Our product portfolio also offers our consumers to choose from our zero-alcohol options.

By weaving sustainability into all aspects of our operations, we are dedicated to making a meaningful impact on the environment, our employees, and our consumers. Our relentless pursuit of these ambitions reflects our determination to build a better future for all. We recognise that sustainability is a journey, and this report is a transparent account of our progress, achievements, and areas where we still have work to do. We are committed to

<sup>1</sup> 2 breweries are currently non-operational

continuous learning, adaptation, and innovation as we navigate the evolving sustainability landscape.

As we progress, we will continue to measure our progress and remain transparent in our sustainability reporting. We are committed to leveraging our influence, resources, and expertise to address our planet's pressing challenges. We aim to meet and exceed regulatory requirements, demonstrating leadership and inspiring others to join us on this sustainability journey. We would also like to thank all our stakeholders for your trust and support. Your feedback and engagement are invaluable to us as we strive to impact the world positively.

Regards,

**Sustainability Governance Body**



# About the Report

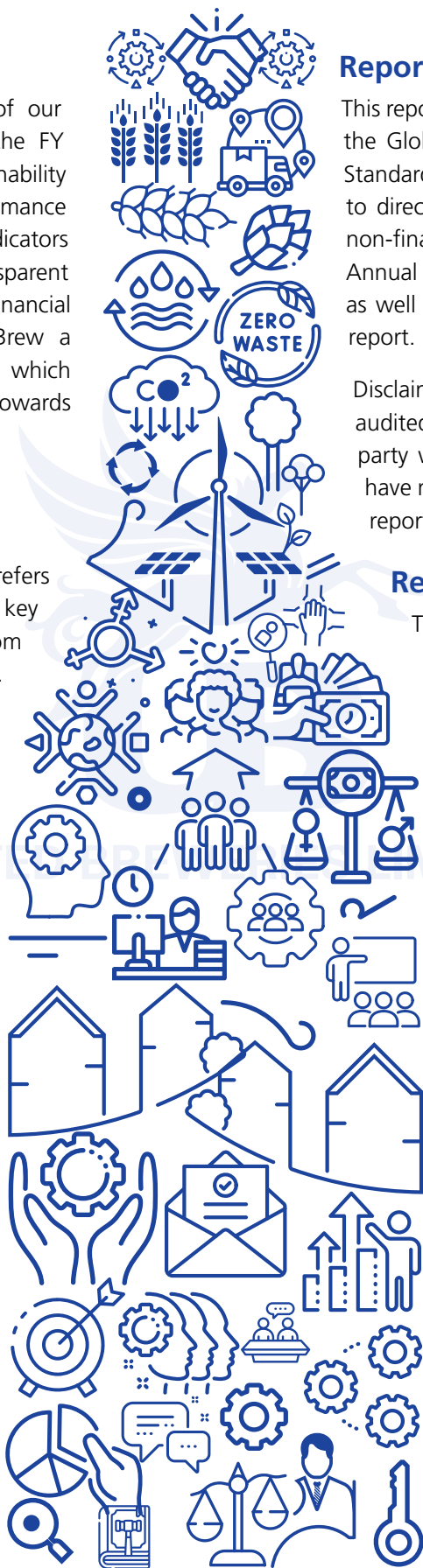
## Overview of the Report

This report provides an overview of our sustainability performance during the FY 2022-23 and outlines our sustainability strategy, ambitions, and performance against select Key Performance Indicators (KPIs). United Breweries Limited's transparent and relevant disclosure of non-financial KPIs is aligned with HEINEKEN's Brew a Better World (BaBW) 2030 strategy, which significantly elevates our ambition towards sustainability and responsibility.

## Reporting Scope and Boundary

This Sustainability Report 2022-23 refers to the sustainability performance, key initiatives, and achievements from April 1, 2022, to March 31, 2023. The reporting boundary extends to all our 21\* manufacturing plants across 13 states in India, 48 offices and our corporate headquarters located in UB City, Bengaluru, Karnataka, India.

\*2 manufacturing units are currently non-operational



## Reporting Standards

This report has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021. A GRI index has been included to direct the users of this information to the non-financial performance disclosures in the Annual Report or on the Company website, as well as those included in this sustainability report.

Disclaimer: The HEINEKEN global KPIs were audited by an external independent third-party with limited assurance. UBL India KPIs have not been independently audited for the reporting period.

## Responsibility Statement

The report has been prepared by applying the reporting principles of materiality, stakeholder inclusiveness, sustainability context and completeness while ensuring accuracy, clarity, reliability and due timeliness in our reporting and data presented during the reporting period. Our report aims to provide credible information on our sustainability performance and practices. Our reporting standards align with best practices and help us communicate our sustainability achievements and challenges to our stakeholders.



# About United Breweries Limited

## Organisation brief

United Breweries Limited (UBL) has consistently maintained its leadership position in market share and revenues. Our products comprise over 50% of the total beer market in India, and we continue to consolidate our leadership position year after year.

As of March 31, 2023, we employ 2,737 people. Within the “executive” cohort of employees, which has a strength of 1,245, 17% are women. We are headquartered in UB City, Bengaluru, Karnataka, India. We also operate India's largest brewery at Sangareddy, Telangana, with a daily manufacturing capacity of 360,000 litres.

Our diverse portfolio of alcoholic and non-alcoholic beverages caters to varying consumer tastes and preferences. While our operations are spread across 13 States in India and 21 manufacturing plants\*, our global presence is felt with a manufacturing and supply license arrangement in the UK (with supplies to the European market), Australia, New Zealand, Singapore and Nepal. Our expansive geographical footprint and strategically located distribution network allow us to respond to the market demands with agility and dynamism for alcoholic and non-alcoholic beverages.

UBL has been at the forefront of the Indian beer industry over the last century. With our iconic Kingfisher brand

family and a strong network of breweries in India, we are proud to be a part of the HEINEKEN Company now. Our association with the world's leading international brewer has strengthened our brand position and eminence. It has also allowed us to leverage the synergistic strategic priorities of innovation, long-term brand investment, disciplined sales execution, and focused cost management. Our Sustainability Strategy - 'Brew a Better India', is aligned with HEINEKEN's sustainability ambition- 'Brew a Better World', conceptualised to suit the Indian context. Together, we strive to continue to win in the market, delight consumers and customers, unlock future growth and make this world a better place.



\*2 manufacturing plants are currently non-operational

## Our purpose and values

As a purpose-led Company, UBL recognises its responsibility and accountability towards all stakeholders and the planet. We continuously seek opportunities to create a positive environmental and social impact through our products, processes, operations, and human capital development initiatives. To future-proof our business and consistently adapt to external dynamics, we have internalised HEINEKEN's EverGreen strategy as our key lever to deliver the output. The EverGreen strategy is a bold decision to deliver long-term sustainable value for all stakeholders while navigating the ever-evolving business landscape and withstanding other disruptive external trends. UBL is committed to delivering superior and balanced growth and is confident of the same with its strong partner - HEINEKEN.

The core of the EverGreen strategy is a shift from superior growth to superior and balanced growth. It is aligned with UBL's vision of streamlining all business aspirations with the sustainability ethos.

The EverGreen strategy is built on HEINEKEN's value creation model, referred to as the Green Diamond - placing equal emphasis on business growth, profitability, capital efficiency, along with sustainability and responsibility. The Green Diamond aims to highlight the strategic prerogative

of the business to balance short-term delivery and long-term sustainability and achieve top-line growth along with maximising overall stakeholder value creation.

At UBL, we intend to align with the EverGreen strategy by nurturing a Company-wide culture of sustainability - through a bottom-up approach from the grassroots to the top by delivering best-in-class quality of products, giving due consideration to consumer preferences, leading trends in consumption, encouraging innovation and promoting cultural and social inclusiveness.



**Our purpose is our core reason for being, and it shapes our strategy and inspires people**

**“We brew the joy of true togetherness to inspire a better world.”**

## Our values are what we stand for



### Passion

for consumers and customers



### Courage

to dream and pioneer



### Care

for people and the planet



### Enjoyment

of life

## Ensuring quality in manufacturing process

As beer producers, we prioritise providing our customers with high-quality, safely brewed products. Quality parameters and related checks are integral to our manufacturing processes right from the start of the value chain. We ensure that the procured raw materials are free from any adulterants. Our processes exclude manual handling to avoid possible contaminations. We have SCADA-based systems to check for quality parameters throughout the process. We ensure that all our active operations comply with Food Safety and Standards (Alcoholic Beverages Standards) Regulation, 2018. All our manufacturing facilities have been audited and certified to ISO 22000:2005 (Food Safety Management System) standards. We have FSSC Q 22000 v 5.1 - Food safety system certification. Our external and independent TUV Nord and Intertek auditors have validated these rigorous checks and safeguards.

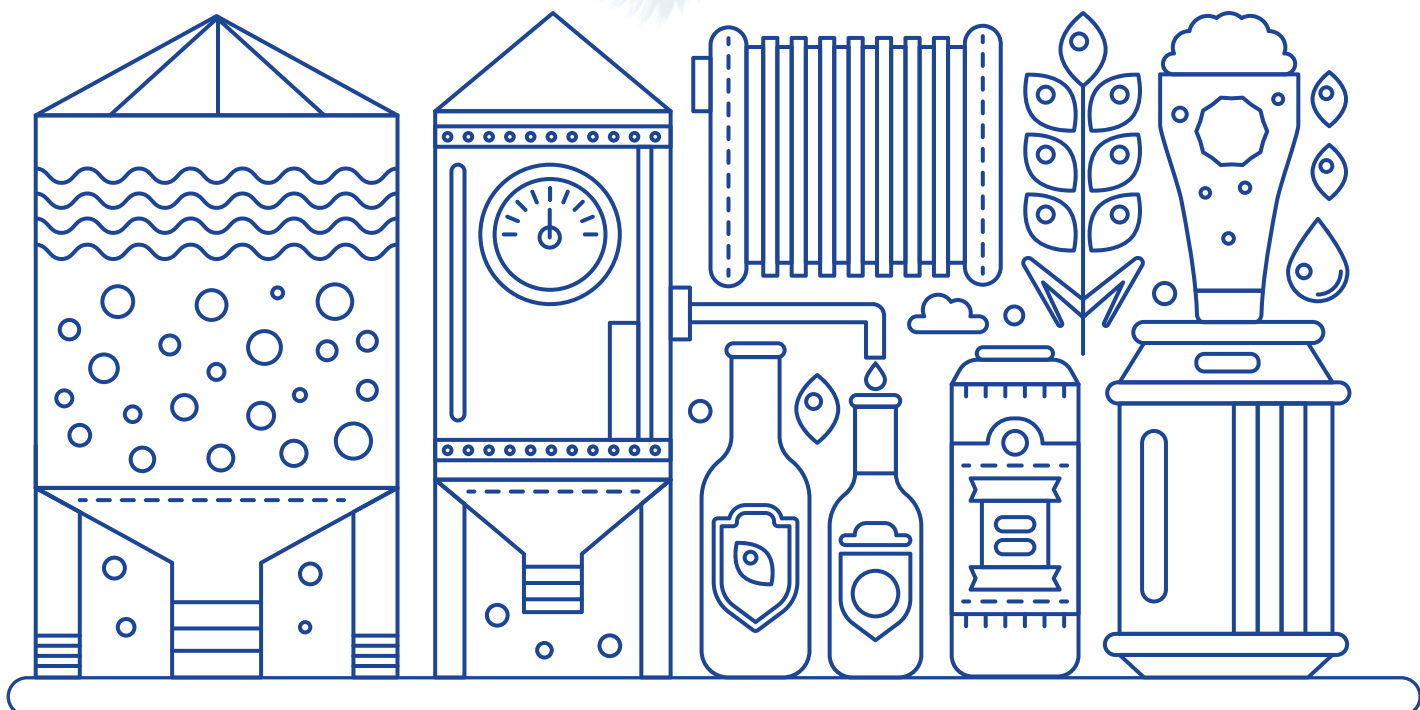
Our quality management team is thoughtfully structured, with the reporting lines leading directly to the Managing Director & CEO. For each of our breweries, a Quality Assurance Manager oversees the day-to-day aspects of quality management. The team functions based on the guidance provided in our internal quality manual. The manual details the data, specifications, and instructions related to quality criteria in every step of the brewing process.

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**All our manufacturing facilities have been audited and certified to ISO 22000:2005 (Food Safety Management System) standard. We have FSSC Q 22000 v 5.1 - Food safety system certification.**

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We also comply with HEINEKEN's quality standards - the Labstar Star Systems (LSS). This quality system has been designed to align with the "first time right" principle in production environments. It focused on the reliability, efficiency and continued quality improvement of the physical/chemical analyses and sensory and microbiology results. The system is based on the ISO 17025 standard, which covers the accreditation of a laboratory for managerial and technical aspects. Three of our breweries are certified under Laboratory Star System (LSS 2) by the HEINEKEN global team. The certification process for the rest of the breweries will continue as per plan in the upcoming financial year.





## Economic Contribution

A report by Oxford Economics published in January 2022 assessing the beer sector's economic contribution across its value chain indicated that the industry contributed \$9.3 billion towards India's GDP in 2019 which is 1.67% of the country's GDP. During the same year, the sector also generated 1.2 million jobs and contributed \$5.5 billion in taxes in India.<sup>3</sup>

Apart from generating considerable revenue through excise duties, VAT, fees, and other taxes towards the State exchequer, the Beer Industry immensely contributes to the economy as we share a symbiotic relationship with farmers. The industry is one of the largest procurers of barley, wheat, maize, etc., providing the farmer community with scientific support and reasonable price. We also help create significant economic value across our logistics, packaging, hospitality, and tourism supply chain. Some key economic contributions of the beer industry include investments made in breweries, employment generated in manufacturing and distribution operations, the contribution of taxes to the exchequer, boosting tourism by engaging with the hospitality sector and providing avenues of growth for the entire supply chain.

### Tax Contributions

Statutory taxation is an effective way of distributing wealth and contributing towards the development of communities. We give immense importance to the ethical conduct of business and follow fully compliant practices related to taxation.

For FY 2022-23, we paid **INR 1,197 million as direct taxes** to the Government. Apart from direct tax contributions, in FY2022-23, we paid **INR 1,18,107 million as indirect taxes** generated through the sale of beer, contributing significantly to the state exchequers.

### Employment Generated

We directly employ 2,737 people for our operations across the country, providing an impetus to other business activity at a hyper-local level and related employment and livelihood generation. Our employee strength has grown yearly, and we continue contributing to the country's economic growth. To fulfil our key ambition of ensuring a fair and safe workplace, we will assess fair wages for executives and permanent workers and equal pay for equal work parameters. We plan to bridge any gaps by 2024. Going beyond our direct employees, we will assess our contract workers for fair wages in 2024 and bridge any gaps by 2025.

### Gains throughout the value chain

Our operations need a continuous supply of raw materials and other services for smooth functioning. We proudly state that a significant quantity of our key raw material, barley, is procured directly from farmers and farmer-producer organisations. Further, we engage with 216 partners to support us on value chain activities such as transport and packaging, who benefit economically from our operations. We have also incorporated environmental criteria within our supplier due diligence framework for all our new suppliers. We also create economic value for our co-communities near our breweries through CSR projects.

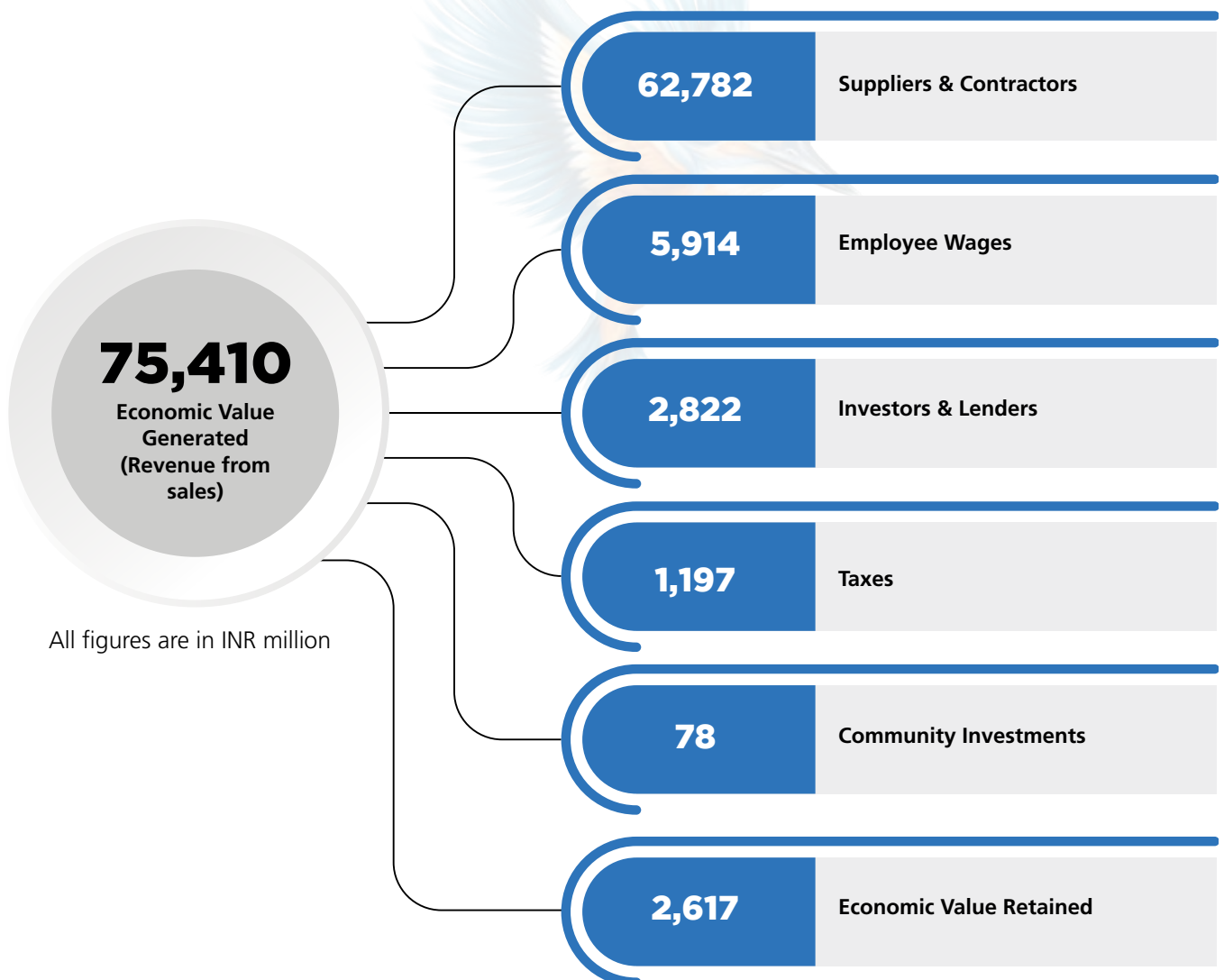
<sup>3</sup> <https://globalbeer.microsite.oxfordeconomics.com/>

## Economic Value Generated, Distributed and Retained

The below table summarises the economic value generated by us:

Item	Stakeholder	FY 2022-23 (Rs Mn)
<b>Direct Economic Value generated</b>		75,410
Revenue Generated	All stakeholders	75,410
<b>Economic Value Distributed</b>		72,793
Operating Expenses	Suppliers & Contractors	62,782
Employee Wages	Employees	5,914
Payment to providers of capital	Shareholders & investors	2,822
Payments to govt.	Government	1,197
Community Investments	Local Communities	78
<b>Economic Value Retained</b>		2,617

GRI 201-1



# Our vision is to Brew a Better World and India

## Brew a Better World (BaBW)

Being a global leader in the brewing industry, HEINEKEN recognises the need for sustainable practices to secure a better future for both people and the planet. With an ambitious vision of environmental stewardship, social responsibility, economic growth and value creation for all stakeholders, HEINEKEN has conceived its 'Brew a Better World 2030' strategy. This strategy provides an overview of our sustainability agenda, specifically highlighting the focus areas and tangible KPIs adopted by all operating companies (with contextual adaptations and market maturities) to drive a positive change across the ecosystem.

The BaBW strategy is founded upon three pillars- environmental, social, and responsible- guiding HEINEKEN and its operating companies. These pillars steer HEINEKEN's ambitions and bring them to life contextually through local initiatives.

The BaBW ambition has set a new aspirational benchmark across the three pillars, nine ambition areas and twenty-two KPIs. These KPIs are measurable and concrete and serve as a north-star to measure our progress. 'Raise the Bar 2030' reflects the increased ambition of our new action plan.

We aim to maximise our positive impact on the environment and society and limit the potential negative effects of our business and supply chain. Through this, we also acknowledge our dependence on the planet, the importance of the principles of circularity in business and our aim to create a better world for everyone.

## Brew a Better India (BaBI)

Aligned to HEINEKEN's 'Brew a Better World 2030' strategy, UBL has carved out its 'Brew a Better India' (BaBI) strategy, contextualising to India's unique challenges and market dynamics. As a landmark moment for the Company, we have set an ambitious strategy highlighting our sustainability vision, key focus areas, and KPIs. Mechanisms have been implemented to ensure that all levels of the Company leadership are actively involved in the sustainability and responsibility agenda. Transparent reporting and stakeholder communication is key to demonstrating our performance against these goals. Thus, we have aligned our non-financial disclosures in this report to the overall BaBW strategy while ensuring correct representation in the India-specific context. Our BaBI strategy articulates a progressive vision for the Company, and our sustainability governance mechanism provides an effective review framework to assess performance against these ambitions.



## Our Ambition

### Environmental



**Reach net zero carbon**

- Reach net zero in production (Scope 1 and 2) by 2030
- Reach net zero across our value chain by 2040



**Maximize circularity**

- Zero waste to landfill for all our production sites by 2025
- Turn waste into value and close material loops throughout the value chain



**Towards healthy watersheds**

- Fully balance water used in our products in water-stressed areas by 2030
- Maximise reuse and recycling in water-stressed areas by 2030
- Reduce average water usage to 2.6 hl/hl in water-stressed areas, and 2.9 hl/hl worldwide by 2030

### Social



**Embrace inclusion & diversity**

- Gender balance across senior management: 25% women by 2025, 30% by 2030
- 100% of our managers will be trained in inclusive leadership by 2023



**A fair & safe workplace**

- Equal pay for equal work by 2024
- Ensure fair wages for employees by 2024
- Ensure fair wages and living standards for contract workers by 2025
- Leadership capacity to drive zero fatal accidents and serious injuries



**Positive impact in our communities**

- Social impact initiatives every year

### Responsible



**Always a choice**

- A zero-alcohol option for two strategic brands
- Clear and transparent consumer information on 100% of our products in scope by 2024



**Address harmful use**

- A partnership to address alcohol-related harm



**Make moderation cool**

- 10% of Heineken® media spend invested every year in responsible consumption campaigns

## Stakeholder engagement

Our stakeholder engagement mechanism is built upon trust, transparency, accountability and credibility. Continuous engagement through various mechanisms enables us to identify their key concerns, prioritise them, and incorporate them into our sustainability strategy.

During the reporting period, we conducted our stakeholder engagement as a part of our sustainability strategy. Our key stakeholder groups include but are not limited to customers (including consumers), local community, value chain partners, Government, investors and shareholders, management and employees and workers. The diverse nature of our stakeholders necessitates different modes of engagement driven proactively by the respective business functions. The engagement process with our key stakeholders in the reporting period has been highlighted in the table below.

### The diverse nature of our stakeholders necessitates different modes of engagement, driven proactively by the respective business functions

Key Stakeholder Groups	Mode of Engagement	Frequency of Engagement	Key expectations
<b>External Stakeholders</b>			
Customers (includes consumers)	<ul style="list-style-type: none"> <li>• Emails &amp; Website</li> <li>• Distributor meetings</li> <li>• Market visits</li> <li>• Outlet activation on campaign-basis</li> <li>• Events</li> </ul>	<ul style="list-style-type: none"> <li>• Need basis</li> <li>• Periodically</li> </ul>	<ul style="list-style-type: none"> <li>• Business continuity</li> <li>• Support and collaboration</li> <li>• Business growth</li> </ul>
Communities	<ul style="list-style-type: none"> <li>• Community events</li> <li>• CSR project activities</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly</li> <li>• Need basis</li> </ul>	<ul style="list-style-type: none"> <li>• Community development programmes</li> <li>• Improvement of social infrastructure</li> <li>• Economic and social empowerment</li> </ul>
Value chain partners (Suppliers/Vendors)	<ul style="list-style-type: none"> <li>• Supplier meetings</li> <li>• Mutual visits</li> <li>• Events</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly</li> <li>• Quarterly</li> <li>• Annually</li> <li>• Need basis</li> </ul>	<ul style="list-style-type: none"> <li>• Mutual beneficial relationship</li> </ul>
Governments	<ul style="list-style-type: none"> <li>• Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Need basis</li> </ul>	<ul style="list-style-type: none"> <li>• Support and collaboration</li> </ul>



Investors and shareholders	<ul style="list-style-type: none"> <li>• Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Annually</li> <li>• Periodically</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced return on investment</li> <li>• Lowering capital risks</li> <li>• Business continuity</li> </ul>
Other External Stakeholders	<ul style="list-style-type: none"> <li>• Meetings and events</li> </ul>	<ul style="list-style-type: none"> <li>• Periodically</li> </ul>	<ul style="list-style-type: none"> <li>• Support and collaboration</li> <li>• Business growth</li> </ul>
<b>Internal Stakeholders</b>			
Management	<ul style="list-style-type: none"> <li>• Events</li> <li>• Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly</li> <li>• Quarterly</li> <li>• Annually</li> <li>• Need basis</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced business performance</li> </ul>
Employees and workers	<ul style="list-style-type: none"> <li>• Monthly and quarterly meet</li> <li>• Personal review and visits</li> <li>• Surveys</li> <li>• Training</li> <li>• Events</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly</li> <li>• Annually</li> <li>• Need Basis</li> </ul>	<ul style="list-style-type: none"> <li>• Personal development</li> <li>• Health and safety</li> <li>• Grievance resolution mechanism</li> <li>• Engagement</li> </ul>



## Materiality Assessment

An important outcome of our structured engagement with stakeholders was identifying the key sustainability issues with respect to our internal and external stakeholders. These issues were then rationalised, and the pertinent issues for UBL were shortlisted to create a priority set of topics. These topics will define our sustainability strategy and business over the next few years.

We conducted our materiality assessment survey in FY 2021-22 by surveying a selected category of stakeholders and discussing the survey outcomes with the Company's senior management. The process has been enumerated below:

- Identification of important stakeholders
- Stakeholder survey for the impact of probable material topics on our business
- Evaluation of stakeholder perception of UBL's impact concerning material topics
- Validation of material topics
- Review and finalisation of material topics by top management

Outcomes of our client satisfaction surveys, employee feedback, feedback from investors, suppliers and discussions with other organisations were formal inputs in prioritising the key issues for each stakeholder group. We also considered the following in reviewing the material issues:

- Stakeholder groups, their needs and expectations, and the impact of these expectations on business performance
- Significant risks that could impact business and customer relationships
- Relevant regulation, legislation, values and policies
- Industry and sustainability megatrends globally
- Previous year's financial performance



Our material topics have been enumerated in decreasing order of priority

- |                                 |   |                                  |
|---------------------------------|---|----------------------------------|
| 1. Water                        | 8. Responsible consumption                        | 14. Community relationships      |
| 2. Product quality and safety   | 9. Innovation                                     | 15. Greenhouse Gas emissions     |
| 3. Ethics and governance        | 10. Sustainable packaging                         | 16. Diversity & inclusion        |
| 4. Taxation                     | 11. Human rights                                  | 17. Skill development & training |
| 5. Occupational health & safety | 12. Remuneration                                  | 18. Climate resilient operations |
| 6. Waste management             | 13. Energy use and transition to renewable energy |                                  |
| 7. Data security & privacy      |   |                                  |

## Sustainability Governance

Maintaining the highest standards of transparency, accountability, and integrity in all our dealings with internal and external stakeholders is a key imperative of our business. We constantly seek to preserve the organisation's ability to create long-term value for our shareholders and stakeholders. Our Management Team (MT) is committed to this vision.

We have defined sustainability governance within our organisation with the same level of accountability and transparency as our corporate governance.

The MD & CEO of the Company leads the Sustainability Governance Body and oversees all the Company's sustainability matters regularly. The implementation of sustainability governance is orchestrated by the Director of Corporate Affairs and managed by the Head of CSR and Sustainability. The leaders of various business functions drive excellence in their domain based on our sustainability vision for BaBI. The Sustainability Governance Body meets every quarter to review progress and take decisions on key action items on each of the BaBI ambitions.

Internal Oversight: MD & CEO

Orchestration  
Led by: Director - Corporate Affairs  
Managed by: Head - CSR & Sustainability

MT Sponsor: Senior Director -  
Supply Chain

MT Sponsor: Director -  
People

MT Sponsor: Director -  
Marketing

### ENVIRONMENTAL

Net Zero Carbon  
Circularity  
Healthy Watersheds

### SOCIAL

Inclusion & Diversity  
Fair & Safe Workplace  
Community Impact

### RESPONSIBLE

Always a Choice  
Moderation  
Harmful Use

# Key Highlights for FY 2022-23

## KPIs

## Key Highlights

Reach net zero in Production (Scope 1 and 2) by 2030

**42,407 MT**

CO<sup>2</sup> emissions (Scope 1 and Scope 2)

UBL successfully sourced

**82.4%**

of its energy needs from renewable sources

Zero waste to landfill for all our production sites by 2025

**94.3%**

landfill free

Treat 100% of wastewater of all breweries by 2023

**100%**

of wastewater treated for all breweries

Reduce average water usage to 2.6 hl/hl in water-stressed areas, and 2.9 hl/hl worldwide by 2030

**3.4 HL**

Average water intake

Gender balance across senior management: 25% women by 2025, 30% by 2030

**23%**

women in senior management

100% of our managers will be trained in inclusive leadership by 2023

**19%**

People managers trained in inclusive leadership

Leadership capacity to drive zero fatal accidents and serious injuries

**75%**

People Managers completed Life Savings Commitment (LSC) training

Social impact initiative every year

**17 CSR**

projects across the country

A zero-alcohol option for two strategic brands






Heineken® 0.0 and Kingfisher Ultra Non-Alcoholic Malt Beverage

# Environment

At the core of our BaBI strategy, we recognise that our well-being is directly tied to the health of our planet. Climate change is causing significant damage to ecosystems, posing serious threats to agriculture and people's livelihoods everywhere. We must take action now to prevent lasting and devastating consequences for our climate, biodiversity, water sources, and natural resources.

Our ambition is to achieve net zero in production (Scope 1 and 2) by 2030 and net zero across our value chain by 2040. We actively work to maximise our products' and processes' efficiency and sustainability. We want to create an ecosystem where waste is minimised, resources are optimised, and sustainability is prioritised. Additionally, we are focused on water efficiency in our breweries and revitalising local watersheds, which are vital to the well-being of our co-communities.

Our mission is clear: we are paving the way to a better world, one sip at a time, with a seamless interplay between our operations and the environment.

Ambitions	KPIs
Reach Net Zero Carbon	<div data-bbox="673 915 803 1032">  </div> <div data-bbox="828 889 1520 1074"> <p><b>2030</b> Net zero emissions in <b>production</b> (Scope 1 and 2)</p> <hr/> <p><b>2040</b> Net zero across <b>value chain</b></p> </div>
Maximise Circularity	<div data-bbox="682 1138 787 1234">  </div> <div data-bbox="828 1144 1520 1223"> <p><b>2025</b> Zero waste to <b>landfill</b> for all production sites</p> </div>
Towards Healthy Watersheds	<div data-bbox="690 1298 787 1393">  </div> <div data-bbox="828 1304 1520 1415"> <p><b>2030</b> Reduce average water usage to <b>2.6 hl/hl in water-stressed areas</b> and <b>2.9 hl/hl in other breweries</b></p> </div>
	<div data-bbox="690 1457 787 1542">  </div> <div data-bbox="828 1464 1520 1542"> <p><b>2030</b> <b>Maximise</b> reuse and recycling in water-stressed areas</p> </div>
	<div data-bbox="690 1585 787 1691">  </div> <div data-bbox="828 1585 1520 1691"> <p><b>2030</b> <b>Fully balance</b> water used in our products in <b>water-stressed areas</b></p> </div>



## Net Zero Carbon



### 2030

Net zero emissions in **production** (Scope 1 and 2)

### 2040

Net zero across **value chain**

UBL acknowledges its responsibility as a global citizen and recognises the urgent need to address the challenges of climate change. Our revised sustainability strategy aims to achieve net zero in production and value chain, thereby limiting global warming to a critical threshold of 1.5°C. By embracing sustainable practices, investing in renewable energy, and implementing innovative solutions, UBL is determined to play its role. Our strategy is aligned with the sixth report of the esteemed Intergovernmental Panel on Climate Change (IPCC), and we are taking steps to turn our goals into action. Through Brew a Better India, we aim to achieve net zero across our value chain by 2040. We have set intermediate milestones to reach net zero in production (scope 1 and 2 emissions) by 2030.

We recognise that the future success of our business depends on embracing clean and renewable energy as our primary source of electricity generation. We have implemented various improvement initiatives focused on power and thermal efficiency to enhance our operational efficiency and positively impact emission reduction. We also use biomethane generated by our effluent treatment plants for energy generation in two breweries. We are consistently working towards transitioning to energy-

efficient processes and adopting renewable energy sources.

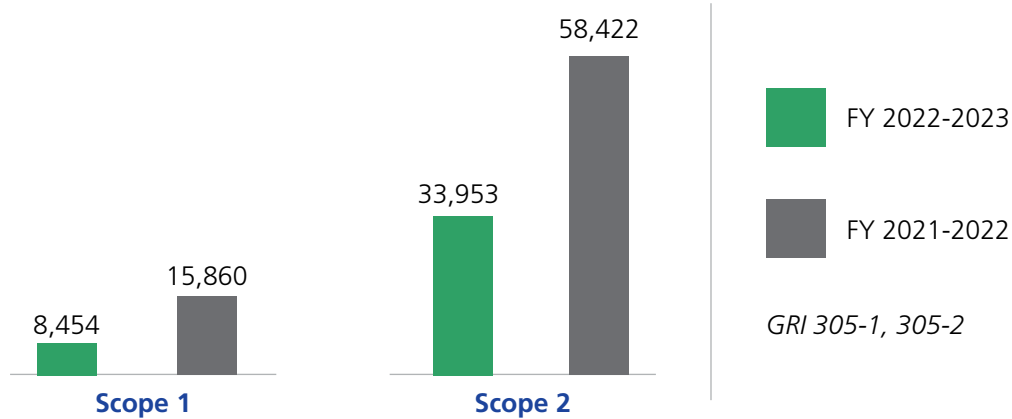
### Emissions Management

Our total energy consumption during FY 2021-22 was 1645 TJ, and 2138 TJ in FY 2022-23, as our production volumes recovered post-Covid. Further, to reach net zero in Scope 1 and 2 by 2030, we will optimise our processes, reduce energy demand, and replace fossil fuels with renewable energy across all our sites. Our operations generate direct emissions from burning fossil fuels, biomass briquettes, and fermentation. The carbon dioxide generated through fermentation is not considered when calculating our carbon footprint, as it is not a result of combustion but rather a biological activity in our process, making it a short-cycle carbon emission. On the other hand, our indirect emissions are mostly produced by the off-site generation of purchased electrical energy. We have effectively worked to incorporate renewable energy sources while implementing energy-saving technologies in our breweries. To ensure that heat and steam generated during manufacturing are utilised within the processes, we have implemented Plate Heat Exchanger (PHE) technology.

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (TJ)	488	381
Total fuel consumption (TJ)	1,532	1,264
Total energy consumption (TJ)	2,020	1,645
Energy intensity per rupee of turnover (Total energy consumption/turnover in INR)	0.016 MJ/INR	0.016 MJ/INR
Energy intensity	167.6 MJ/hl	158.1 MJ/hl

GRI 302-1, 302-3

GHG emissions (in metric tons of CO<sub>2</sub> equivalent) FY 2022-23



Below you can find the list of applied technologies to reduce Green House Gas Emissions:



Rooftop solar panels



Back pressure turbine for power generation



Solar panels for borewells and lighting system



Passive filters for high-capacity prime movers



Biogas utilisation from wastewater treatment for steam and power generation



Concentrated solar water boilers for washer and pasteuriser



Biofuel for captive power plants



Fluid thermic heaters for yeast driers

## Renewable Energy

Brewing requires significant amounts of energy, and we are making conscious efforts to switch to renewable sources in all our production facilities. We are reducing our reliance on fossil fuels by providing production efficiency and process innovations. We are establishing new capabilities to improve manufacturing processes and share our expertise with suppliers.

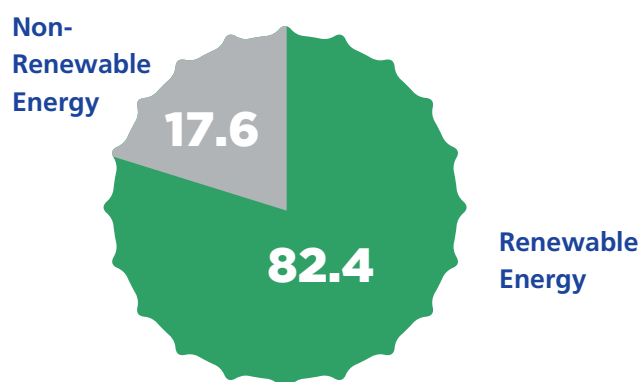
Our energy consumption is gradually shifting to renewable sources, in a planned and phased manner, in both electricity and thermal. We derive renewable energy for electricity from open access, rooftop solar and wind. In FY 2022-23, UBL successfully sourced 82.4% of its total energy needs from renewable sources. Our total renewable energy consumption was 1656 TJ in FY 2022-23, a ~34.6% increase from FY 2021-22, which stood at 1233 TJ. Our non-renewable energy share reduced from 380 TJ in FY 2021-22 to 365 TJ in FY 2022-23.

Furthermore, while striving to secure additional Power Purchase Agreements (PPAs), we are also evaluating the purchase of International Renewable Energy Certificates (IRECs) to build the total renewable electricity generation capacity as an interim solution. By supporting IRECs, we want to promote renewable electricity investments that help to bring new projects online. Through continuous investments in clean energy sources, we strive to achieve sustainable and economically viable growth while contributing to global efforts in mitigating climate change.

**~34.6%**

increase from FY 2021-22  
which stood at 1,233 TJ

Total energy break up (Renewable and Non-renewable)	UoM	FY 2021-22	FY 2022-23
<b>From Renewable source</b>			
Total electricity consumption (A)		123	162
Total fuel consumption (B)	MJ x 10 <sup>6</sup>	1,110	1,494
Total energy consumption (A+B) Renewable		1,233	1,656
<b>From Non-Renewable source</b>			
Total electricity consumption (C)		224	326
Total fuel consumption (D)	MJ x 10 <sup>6</sup>	156	39
Total energy consumption (C+D)		380	365



Energy Consumption (by source) FY 2022-23

## Embarking on the Path to Sustainability across our Value Chain

### Climate Resilient Agriculture

The brewing industry is intricately entwined with the environment since crops and water are the primary raw materials for our products. Therefore, we work closely with our stakeholders to ensure resilience from climate-related risks.

- Our barley sourcing strategy helps to increase our Company's adaptability. UBL has been leading the 2R Barley cultivation in India. Over the years, we have witnessed the positive impact of this cultivation method on the environment and the livelihood of almost 7600+ farmers we are collaborating with.
- To ensure long-term sustainability in the supply of raw materials, we need to support our research and development along these lines and invest in developing newer, more climate-resilient varieties. These varieties are also aimed at higher yields for the farmer and improved properties for the brewer.
- UBL has always advocated for locally derived produce, except for resources we must import without a viable alternative, such as hops. It promotes local production and a sustainable sourcing strategy.

### Collaborative Farming

Our approach to supporting sustainable agriculture is centred around prioritising the needs and well-being of our farmers. We value our relationships with the farmers in our supply chain, and our shared collaboration is an important

component in ensuring a steady supply of high-quality beer. That is why, through our agricultural development programmes and agronomy teams, we invest in research, crop consulting services, and technology to assist farmers in increasing their resilience and profitability. We help make farming innovative and sustainable for future generations of farmers by providing access to improved seed varieties and inputs, being connected to weather information and market data, and training on financial literacy basics such as savings, budgeting, record-keeping, and risk management.

UBL has established a collaborative agricultural approach with the assistance of farmers, our key stakeholders. This paradigm revolves around maintaining quality, increasing productivity, lowering production costs and ensuring sustainability. We provide our farmers with seeds and training on the latest technologies to increase productivity while retaining quality. We guarantee fair pricing to our farmers and purchase at the Government's minimum support price or the current market price, whichever is higher. This technique, now being implemented in Haryana, Punjab, and Rajasthan, is primarily used to buy our primary agricultural raw resource, barley. We also include a farm sustainability assessment framework in the model, focusing on human rights, soil management and fertility, degraded land management, crop health and protection, biodiversity conservation, energy efficiency, water management, pollution control and by-product management.

### The farming model



Barley production growing parallel to the trends in sales to reduce wastage post-harvest



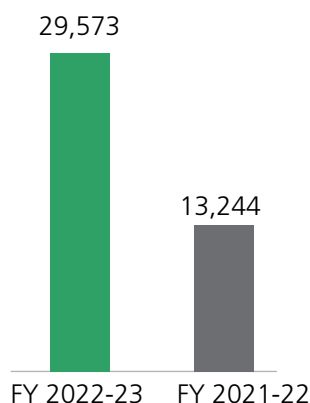
Maximising yield of crops through effective use of seeds and fertilisers and well-timed- harvest of crops



Prevention of soil depletion and improving quality of soil

Almost 30% of our barley needs in FY 2022-23 were met through collaborative farming, with the remainder sourced from the local market.

Procurement quantity of Barley through program (in Tons)



We aspire to significantly contribute to food safety and sustainable agriculture practices by engaging in purposeful endeavours.

### Engaging & Encouraging Local Suppliers

At UBL, we prioritise procurement from local suppliers as we strive to expand our sustainable initiatives. Most of our products are brewed with locally sourced ingredients in our breweries that are the pride of their communities, making us a truly connected Company. We invest in our

business and contribute to our co-communities' social and economic growth while promoting responsible consumption and moderation. We identify our local suppliers based on geographical proximity to business operations in India. During FY 2022-23 reporting year, we engaged with ~600 vendors.

### Maximising Circularity



**2025**

Zero waste to **landfill** for all production sites

The detrimental effects of climate change, biodiversity loss, waste generation, and pollution can largely be attributed to unsustainable consumption and production patterns. However, as the global population continues to grow, the demand for finite natural resources is set to increase. In the current linear economy, resources are extracted to manufacture products that are eventually discarded. A paradigm shift to a circular economy is imperative to safeguard our planet and ensure an adequate food and water supply for all. It entails preventing waste generation from the outset. Within this realm, we have undertaken initiatives to reduce packaging, enhance its reusability, and promote recyclability and the use of recycled materials. These efforts present exciting opportunities to further our endeavours in this domain.

UBL has determined its ambition to conserve natural resources and reduce the consumption of raw materials. We aim to achieve this by embracing circularity within our operations, minimising material usage, redesigning materials and products to be less resource-intensive and harnessing the potential of "waste" as a valuable resource for producing new materials and products.



## Waste Management

UBL has standardised the methodology to identify, segregate and quantify the waste generated and implement the **3Rs (Reduce-Reuse-Recycle)** concept for the waste before disposing at a landfill site. Our sustainability-focused waste management programme is designed to maximise reuse and recycling efforts, minimising the need for landfill disposal or incineration.

In the reporting financial year, we achieved a landfill-free rate of 94.3%. Our ultimate goal is to achieve **100% landfill-free operations for all our production sites by 2025**. Through our dedicated efforts, we aim to continually improve our waste management practices, ensuring minimal environmental impact and promoting a circular economy approach.

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tons)		
Plastic waste	3,537	1,318
E-waste	6	4
Bio-medical waste	0.27	0.27
Battery waste	Buy back System	Buy back System
Other Hazardous waste	8,306	5,842
Other Non-hazardous waste	2,37,683	1,59,094
<b>Total</b>	<b>2,49,532.27</b>	<b>1,66,258.27</b>

### GRI 306-3

As responsible corporate citizens, we prioritise waste management, recognising it as one of the significant challenges our nation faces. We strictly adhere to waste management rules, policies, and programmes to minimise waste generation and maximise opportunities for reuse and recycling across our operations. We utilise energy-efficient agro-waste fuel in all our breweries to further promote sustainability.

We ensure the safe and responsible discharge of water into the environment by utilising water treatment plants (WTP) and effluent treatment plants (ETP). To enhance the efficiency of our treatment processes, we consistently adopt advanced technologies in our WTP and ETP, including innovative systems like multiple-effect evaporators and sludge-less systems.

All our breweries currently have an ETP/STP solution.

To address plastic waste, we have achieved a remarkable milestone of 100% recycling by implementing Extended Producer Responsibilities (EPR). We collect, process, and recycle plastics from our raw materials and finished

goods. With an ambition to uphold this responsibility, we have partnered with a third-party agency to collect an equivalent number of plastics consumed by us from society. Additionally, we have taken proactive measures to eliminate single-use plastics. For instance, we ensure that the shrink wraps around our new bottles have a thickness greater than 120 microns and have transitioned to using BOPP tapes, among other initiatives. Regarding our overall packaging material utilisation across our breweries, we have made significant strides in reusing our packaging materials. We successfully offset the use of virgin materials by 90% in our cartons for our tertiary packaging materials.

We also continue to send our by-products - spent grain and surplus drier yeast, for animal feed & poultry stock. When it comes to glass, known for its recyclability, ~95% of our bottles get recycled, of which ~60% of these recycled bottles comprise bottles that were returned to us and were reused in production, and the balance ~35% were recycled in the market as cullets (precursor for making glass)



### Bottles glass bottles

**~95%** recycled

Out of ~95%, ~60% bottles comprise of the ones that were returned to us and were reused in production. ~35% recycled in the market as cullets (precursor for making glass)

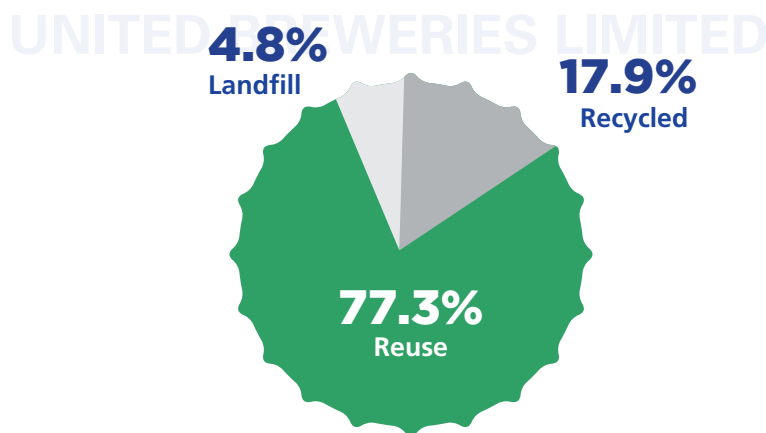


### Beer cans

**Aluminium Cans are recyclable by nature**

Waste Category	FY 2022-23			FY 2021-22		
	Reuse (MT)	Recycled (MT)	Safely Disposed (MT)	Reuse (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	-	3,537	-	-	1,318	-
E-waste	-	-	6	-	-	4
Hazardous waste	1088.714	26.99	7,190	109	12.1	5,718
Other waste	1,91,721	41,169	4,793	131	24,141	3,812

GRI 306-4, 306-5



Total waste disposed/diverted (by method) FY 2022-23

## Towards Healthy Watersheds

In response to the immense pressure on freshwater ecosystems due to the competing demands of agriculture, business, and communities, under the BaBI strategy, we have developed a comprehensive water framework for 2030 called 'Towards Healthy Watersheds.' This framework goes beyond conventional water metrics and emphasises the well-being of local watersheds. Our approach encompasses internal measures to promote responsible water usage, efficient wastewater management, and water security beyond our brewery operations, particularly in water-stressed regions.

Our water strategy revolves around three key goals, with a more ambitious target set for sites located in water-stressed areas:



**2030**

Reduce average water usage to **2.6 hl/hl in water-stressed areas** and 2.9 hl/hl in other breweries



**2030**

**Maximise** reuse and recycling in water-stressed areas



**2030**

**Fully balance** water used in our products in **water-stressed areas**

Through the focus area of water management, we aim to positively impact water resources and contribute to the overall health and sustainability of our planet's watersheds.

### Water Efficiency

Water is a primary raw material for all UBL products, and effectively managing our water footprint is crucial for our business's success and the well-being of our local communities. We continuously strive to reduce freshwater consumption in beer production through water efficiency projects and actively work towards the reclamation of wastewater.

In FY 2022-23, we made significant progress in our goal to water efficiency and achieved an overall rate of 3.4 hl/hl. In FY 2022-23, we withdrew 89.6% from groundwater, 9.1% from the surface<sup>4</sup> and the remaining from third-party.<sup>5</sup>

Our key initiatives in water conservation are listed below:

- Mapping of water usage patterns in breweries

- Reusing water in the utility processes
- Increasing overall efficiency in the Clean-in-place (CIP) process contributes towards the breweries' highest quantity of freshwater consumption.
- Ensuring that only recycled water is used in - the cooling tower, the packing hall's filler vacuum pump, and the pasteuriser during the sterilisation step to prevent wastage through draining of water
- Ensuring water recovery in the mashing process and the boilers used on site
- Planting of green belts inside the property and the construction of rainwater collection ponds to encourage groundwater recharge.

<sup>4</sup> Surface water implies water that occurs naturally on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers, and streams

<sup>5</sup> Third party water implies municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organisations involved in the provision, transport, treatment, disposal, or use of water and effluents

## Wastewater management

Our breweries continue to be equipped with the most advanced wastewater treatment systems, with ample capacities to handle on-site consumption. We ensure all regulations are followed to reduce and minimise the environmental impact of our wastewater discharge.

We ensure that the wastewater discharged is entirely within the permitted safety norms. Because we are aware of the negative consequences of disposing of wastewater without treatment, we strictly comply with the pollution control board requirements internally and externally. We periodically test our wastewater discharges following applicable environmental standards to ensure complete compliance with regulatory requirements and our goals for a cleaner environment.

The reclaimed wastewater is used for utility and auxiliary services such as gardening, horticultural purposes, etc., in our operational facility to the fullest extent possible.

In the reporting year, we accomplished our ambition of treating

# 100%

of our brewery wastewater with a record of zero untreated discharges.

### Zero liquid discharge

We initiated the Zero Liquid Discharge systems in two of our breweries, Chopanki, at Bhiwadi, Rajasthan and Thiruvallur near Chennai, Tamil Nadu. To manage the concentrated RO (Reverse Osmosis) reject water with high levels of dissolved solids, we built and are currently running the Reject Management System (RMS). The following breweries: Shahjahanpur at Alwar district Aravalli (84 KLD), Thiruvallur near Chennai, Tamil Nadu (60 KLD), Palakkad (25 KLD), Srikakulam (50 KLD), and Kuthambakam | (25 KLD) help prevent discharge of this high dissolved solid water onto land. Two additional RMS will be established in the future in Ludhiana and Dharuhera.

## Water Conservation

Under CSR initiatives, we undertook ten water conservation projects across different geographies in FY 2022-23. These projects put the run-away rainwater to effective use and help improve the groundwater levels, ultimately relieving the community of its water woes. Last year, some of our key water conservation projects were across Rajasthan, Punjab, Haryana, Telangana, and Karnataka.

These initiatives have significantly helped balance the water withdrawn from the ground as part of our operations. Rainwater harvesting is an important part of this initiative and has been implemented in various places. The projects also engage with local communities and conduct awareness programmes and water budget workshops to ensure sustainable water management. In FY 2022-23, more than 50,000 lives have been positively impacted by these water projects. In addition to supplying clean water for domestic use and drinking, we have worked with local communities to implement activities around rainwater harvesting, watershed development, watershed restoration, pond restoration and providing clean water for drinking and domestic purposes. In all our water conservation initiatives, we collaborate closely with local authorities and NGOs to carefully identify suitable project sites and ensure the long-term sustainability of each project.





## Our CSR Water Conservation Initiatives



**Water Conservation Project, Telangana and Karnataka** - This project has brought benefits to more than 3,100 individuals by facilitating the construction of three dams, with two located in Telangana and one in Karnataka. Additionally, nine injection borewell/recharge shafts have been established, with four in Sangareddy, Telangana, and five in Nelamangala, Karnataka, thus recharging 65 borewells downstream.



**Water Conservation Project, Rajasthan (Phase 2)** - Through the implementation of this project, over 2,900 individuals in the Alwar district have experienced the positive impact of improved water availability for various purposes such as general use and livestock. Furthermore, the project has resulted in a significant 25% reduction in water consumption in agriculture, as shared with us by the beneficiaries.



**Jal Shakti** - Spanning from 2022 to 2024, this ongoing project in Sangareddy, Telangana, aims to install a total of six community-level reverse osmosis (RO) plants and establish Farmer Field Schools with select farmers to promote sustainable agriculture and enable water conservation. In FY 2022-23, groundwork on RO installation and strategy on farmer field schools have been initiated.



**Jal Khushali** - To benefit approximately 6,000 households in Chopanki, Rajasthan, Project Jal Khushali focuses on restoring the groundwater table in the areas surrounding UBL operations. This initiative has played a vital role in reviving ponds, revitalising the common resource pool for the community, and providing increased convenience for growing crops like wheat, bajra, and mustard within a 1-kilometre radius of the pond. Furthermore, the project has significantly contributed to extending the water retention period in nearby tube wells and hand pumps without disturbing the water table.



**Jal Akshay** - Designed to positively impact over 6,700 residents in Rewari, Haryana, Project Jal Akshay adopts a similar approach to Jal Khushali. This comprehensive initiative encompasses constructing water harvesting structures, recharge wells, pond rejuvenation, water replenishment, and deep bore recharge wells. Furthermore, installing soak wells will facilitate the efficient disposal of wastewater and excess water, ensuring sustainable water management practices within the project area.



**Jal Unnati** - This project has successfully provided a safe drinking water supply to 3,639 individuals in three rural habitats near Nanjangud, Karnataka. Additionally, training sessions on water budgeting and the significance of groundwater recharge through artificial recharge structures benefited 78 participants, including various stakeholders.

To read more about our other projects in CSR on women empowerment and community development, refer to the section on Social Impact Initiatives in the Social chapter.



# Social

Creating long-term value for our people, customers, partners, the communities within which we operate, and other stakeholders is essential for our consistent growth, and this plays a significant part in ensuring an appreciable market share for us. We have created well-thought-out strategies for each stakeholder group and have systems to ensure effective implementation.

Ambitions	KPIs
<p>Embrace inclusion and diversity</p>	<p><b>2025</b> 25% <b>women</b> in senior management</p> <hr/> <p><b>2030</b> 30% <b>women</b> in senior management</p> <hr/> <p><b>2023</b> 100% of our <b>managers</b> will be trained in <b>inclusive leadership</b></p>
<p>A fair and safe workplace</p>	<p><b>2024</b> Equal pay for equal work</p> <hr/> <p><b>2024</b> Ensure <b>fair wages</b> for employees (Executives and Permanent workers)</p> <hr/> <p><b>2025</b> Ensure <b>fair wages</b> and <b>living standards</b> for contract workers</p> <hr/> <p><b>Leadership capacity to drive zero fatal accidents</b> and serious injuries</p>
<p>Positive impact on our communities</p>	<p><b>Social impact initiatives</b> every year</p>

## Our People

At United Breweries Limited (UBL), our people are at the heart of everything we do. We recognise that our success as a Company result from the collective efforts and dedication of our talented and diverse workforce. We believe in nurturing a culture that encourages collaboration, innovation, and personal growth. To attract, develop, and retain top talent, we strive to create an environment where our employees can thrive and reach their full potential.

As on March 31, 2023, we had 2,737 employees. Within the “executive” cohort of employees, which has a strength of 1,245, 17% are women.

**During the FY 2022 - 23, we hired 310 employees, 30% of whom were women.**

Employee category	Units	April 2022-March 2023				
		<30 years	30-50 years	>50 years	Male	Female
Executives	Nos	98	156	5	167	92
Workmen	Nos	3	10	6	19	
Trainees (Apprentice)	Nos	31	1		32	
<b>Total</b>	<b>Nos</b>	<b>132</b>	<b>167</b>	<b>11</b>	<b>218</b>	<b>92</b>

GRI 401 – 1

We believe in positioning ourselves as an employer of choice within the brewing industry, highlighting the unique aspects of our brand, and emphasising the exciting challenges and growth prospects we offer. By doing so, we appeal to talented individuals who seek rewarding career paths. Our practice of providing competitive salaries,

performance-based incentives, comprehensive benefits and, most importantly, extending a safe, motivating, ethical workspace encourages healthy competition and treats everyone with dignity. It goes a long way in attracting and retaining top talent in the industry.



## Our approach to employee engagement

UBL recognises the significance of fostering a highly engaged workforce to drive productivity, innovation, and long-term organisational success. Keeping this in mind, we have developed a comprehensive and well-defined employee engagement strategy to enhance our employees' satisfaction. Our employee engagement strategy focuses on building strong and lasting relationships with the employees, fostering a positive work culture, and encouraging professional development and growth. The employee engagement framework guides the design and implementation of specific initiatives and incentives that touch upon the entirety of the employee's lifecycle at UBL. Key dimensions of our employee engagement framework include:

1. **Continuous Listening:** Our annual 'Climate Surveys' are designed to listen to the voices of our people through 13 unique parameters, including employee engagement, performance enablement, direction & alignment, inclusion, teamwork & collaboration, innovation, safety, health & well-being, and business conduct. Our quarterly townhalls, interim Pulse Surveys and SpeakUp portals also contribute to creating forums where colleagues feel welcome to voice their questions and concerns.
2. **Culture and Leadership:** We make efforts so that our colleagues have fair and open access to their leaders. The 'Crew Behind the Brew campaign' helped bring our management team closer to our colleagues. We also created various forums, such as the Supply

Chain Leadership meet and the Reinvent annual meet in February, for our Employees to interact and connect with our leaders. We continue communicating internally on our EverGreen 2025 transformation journey and our purpose, values and behaviours to build a strong foundation for culture transformation.

3. **Talent Management:** We introduced our new 'Talent Beliefs' of 'Everyone has Talent' and 'Continuous Learning Journey'. These and annual exercises, such as people reviews, will continue to help us build a more engaged, diverse and capable workforce.
4. **Diversity, Equity and Inclusion:** We continue raising the bar with our DEI agenda. Our I&D council plays an active part in driving this. We launched the All-inclusive Leadership mandatory training for all our managers in November 2022 and continue driving communication around inclusion, diversity and equity. Efforts to improve diversity in recruitment and equity in pay and benefits have borne fruit already.
5. **Learning and Capability:** Through various programmes and platforms, we build the capabilities needed for the organisation's success today and in the future. The MyLearning and MyHR platforms offer mandatory and voluntary learning spaces, and LinkedIn Learning licenses are free for all our colleagues. We also provide opportunities for work-integrated learning programmes, the benefits of a continued education policy, and an advanced leadership curriculum.





## Employee benefits and wellbeing

We understand that good mental and physical states are prerequisites to human performance. Having a set of healthy and fulfilled employees is crucial for us to uphold organisational performance. Our employees deserve competitive compensation and benefits that motivate them to carry out their day-to-day tasks to the best of their abilities. Our notable benefits and well-being initiatives include:

### Physical and mental wellbeing

- Menstrual Leave: Women employees are entitled to 1 paid leave every month without approval. We initiated this intervention during FY 2022–23 and aided in breaking the stigma around menstruation and promoting gender inclusivity.
- Dedicated sessions on women's health and wellness include nutrition for women, desk yoga, mental health and well-being, breast cancer awareness, healthy lifestyle habits, and self-care techniques.
- Preventive health checkup camps for all employees
- Medical benefits, including insurance coverage to employees for expenses related to hospitalisation due to illness, disease, or injury. Our employees can also claim hospitalisation expenses for less than 24 hours. The benefits extend to treatments for infertility, obesity, sleep apnea, genetic disorders, immunotherapy, and serpent attack.

- Flexi work arrangements aim to create a greater work-life balance and responsive and productive work culture.

### Support for parents

- The parental leave policy for our employees includes the following benefits:
  - o Paid Maternity Leave: 26 weeks of paid maternity leave for new mothers. Additional leave for 3 months.
  - o Leave for illness arising from pregnancy: 1 month of leave, subject to proof.
  - o Paid leave for adoptive and commissioning mothers: 26 weeks of paid leave for adoptive and commissioning mothers from the date of handing over the child.
  - o Miscarriage or Medical Termination of Pregnancy (MTP) leave: 6 weeks of paid leave immediately following the date of occurrence.
  - o Paternity leave: 3 weeks of paid paternity leave for new fathers.
  - o Paid leave for adoptive and commissioning fathers: Adoptive and Commissioning fathers are entitled to paternity leave of 3 weeks from the date the child is handed over to them.



All male and female employees were entitled to parental leave. During FY 2022 – 23, 25 male and 7 female employees availed parental leaves, and the return-to-work rate was 100%<sup>6</sup>.

- Creche / Day care facilities and Policy:
  - o On-site creche facilities at most of our breweries and Head office. With the support of an external expert, we are working on extending the facilities to all our locations.
  - o The creche policy offers flexibility to our women employees to choose the day care facility of their choice. Women employees with young kids, aged less than 5 years, can claim 50% of monthly expenses towards the creche of their choice.

## Diversity and Inclusion

At UBL, we celebrate and embrace diversity as a core value. We believe a diverse and inclusive workforce fuels innovation, creativity, and success. We are committed to fostering an environment where everyone feels respected, valued, and empowered to contribute their unique perspectives and talents.

## Financial well-being

- Flexi-pay benefits: We have a personalised pay structure for our employees in place, which allows our employees to choose from components such as food coupons, books allowance, conveyance allowance, NPS, and car lease, etc. More than 25% of the employees have availed the flexi-pay benefit option provided by the Company.

We continuously review and enhance our benefits and initiatives to meet the evolving needs of our workforce. By prioritising their health and well-being, we create an environment where our employees can personally and professionally thrive.

We strive to create a workplace that reflects the diversity of the communities we serve. We actively recruit and promote employees from different backgrounds, cultures, and experiences, ensuring that our workforce represents various voices and perspectives. By fostering diversity, we encourage a culture of inclusion that drives collaboration, creativity, and excellence.

Our approach towards diversity and inclusion has 6 key elements to is:



<sup>6</sup> GRI 401 – 3

## Education and Awareness

- We conduct dedicated training sessions and provide learning opportunities to managers and employees on inclusive practices
- 300+ employees covered under Unconscious Bias Training across locations
- Mandatory e-Learning programme in place for people managers on "All Inclusive Leadership".

## Gender-Inclusive Hiring Practices and Advancement

We believe a diverse and inclusive workforce leads to better outcomes and a stronger Company culture. At UBL, we adopt inclusive hiring practices and ensure that all candidates, regardless of gender, are considered for employment and advancement opportunities. We have often faced challenges in implementing these practices, such as biases, discrimination, and a lack of understanding of gender diversity and inclusivity. However, we have addressed these challenges through the following efforts.

- Gender-inclusive job descriptions
- Promoting policies that offer parental leave and flexible work arrangements
- Providing training for managers to address their implicit biases
- Creating a workplace culture that supports inclusivity and diversity

We actively seek out and recruit candidates from diverse backgrounds and experiences and work to eliminate any potential biases in our recruitment process. To ensure the hiring quality, we have trained the people managers at UBL on the Predictive Index (PI) Assessment tool, enabling them to identify the right talent with a balance of aptitude and attitude. We have trained more than 50 leaders with the PI assessment tool currently. Result orientation, independence, accountability and a sense of urgency are the key parameters we look for in candidates. This year, we also focus on training 100 hiring managers around "HEINEKEN's behaviour-based selection process".

Besides the line manager and HRBP, our recruitment panel includes cross-functional panel members for an independent assessment. It further helps in reducing bias in recruitment.

## Career Development

At UBL, we place a strong emphasis on Career development for women. It is an important intervention as it creates a level playing field in the workplace and empowers women to reach their full potential. Some of our notable interventions include:

- **Women Interactive Network (WIN):** Organised in association with IMD as a 10-month talent development journey combining face-to-face and online learning to support female leaders in engaging proactively in positive conversations around career progression, in building an understanding of how to leverage mentoring/sponsorship support; and to debunk some of the myths around "female leadership" and gender differences in leadership. As a start, we sent 1 woman colleague in 2022 for this programme and plan to continue our nominations in 2023 and beyond.
- **up! SURGE -Journey to the C Suite:** This external programme is run by XLRI Center for Gender Equity and Inclusive Leadership. It enables women to understand their limiting beliefs and how to overcome them and helps define and design a path for success and growth. Our women colleagues have been participating in this programme since early January 2022, and so far, we have covered 7 women employees in senior roles.

## Enabling policies

Flexi-work arrangements, parental leaves, crèche facilities and health and well-being policies for women are mentioned in the sub section on "Employee Benefits and Well-being".

We also take necessary steps to ensure safe travel and accommodation for our women employees. We have a "Safe Travel and Stay" policy in this regard.



## Gender equity

We regularly review pay equity and promotion processes to ensure that women employees are given equal opportunities for growth and advancement. Our entry-level compensation is the same for all, and we do not differentiate and discriminate based on gender.



## Safe and respectful workplace through systems and processes oriented to Prevention of Sexual Harassment (POSH) policy

Aligned with the statute, we have an Internal Complaints Committee (ICC) in place at all manufacturing sites and locations. This committee comprises a Presiding Officer, a senior-level employee and a woman, an experienced external member with social work and women's rights knowledge, and cross-functional internal committee members.

To bring awareness around POSH amongst everyone, we have the following systems in place

- 100% of our sites have posters and communication material on the Company's stand on 'Zero Tolerance to Sexual Harassment' and how employees can raise grievances.

- Mandatory e-learning programme on POSH for all employees
- Regional-level local programmes are conducted across locations to bring awareness around POSH

We organise workshops to give women employees the skills and confidence to handle unwarranted situations. The key dimensions of the workshop include the following:

- Creating a sense of team spirit and unity among women employees as they learn to work together and support one another.
- Helping women employees stay healthy and fit.
- Creating awareness among women employees about protecting themselves in case of any physical or emotional threat.
- Boosting the confidence of women employees gives them the tools they need to protect themselves and their colleagues.

Our interventions promote an inclusive culture where every employee feels heard and valued. We encourage open dialogue, respectful communication, and active listening across all levels of the organisation. We aim to provide everyone with a platform to connect, share experiences, and contribute to creating an inclusive and productive work environment.

Some of our breweries do hire persons with disabilities.

We believe that by embracing diversity, we become a stronger and more successful organisation, better equipped to serve our diverse customer base.





## Occupational Health and safety

Being a prominent player in the beverage industry renowned for its exceptional brews, we prioritise our exemplary workforce's occupational health and safety.

UBL aims to prevent incidents by maintaining safety barriers and providing training, including introducing the **Life Saving Commitments (LSC)**. The LSC sets safety rules, acknowledging that mistakes happen, but we work on controls to fail safely and enhance safeguards, reducing the chance of serious injuries.

We have established our health and safety procedures in line with the international standards OHSAS (Occupational Health Safety Assessment System) 18001 and initiated

implementation of our health and safety management system aligned with ISO 45001, starting from 2023. We have planned phase-wise certification for all our units. The first batch of 5 to 6 units will be completed in FY 2023-24.

We understand that occupational health and safety goes beyond checkboxes and compliances, and to establish a culture of health and safety, we have a system of training, awareness sessions and recognition programmes. These initiatives nudge our employees to stay conscious of the importance of safety and enable them to imbibe safer practices at the workplace.

## Fair Wages and Living Standards

United Breweries Limited (UBL) is committed to upholding and promoting human rights in all business operations. We recognise that respecting and protecting human rights is a moral imperative and essential for sustainable and responsible business practices. Our human rights policy applies to all employees, trainees, interns, consultants, contractors, and visitors to the Company. The Policy aligns with the following international standards:

- The Universal Declaration of Human Rights
- The Declaration on Fundamental Principles and Rights at Work of the International Labor Organisation (ILO)
- The Guidelines for Multinational Enterprises of the Organisation for Economic Cooperation and Development (OECD)

- The United Nations (UN) Guiding Principles on Business and Human Rights

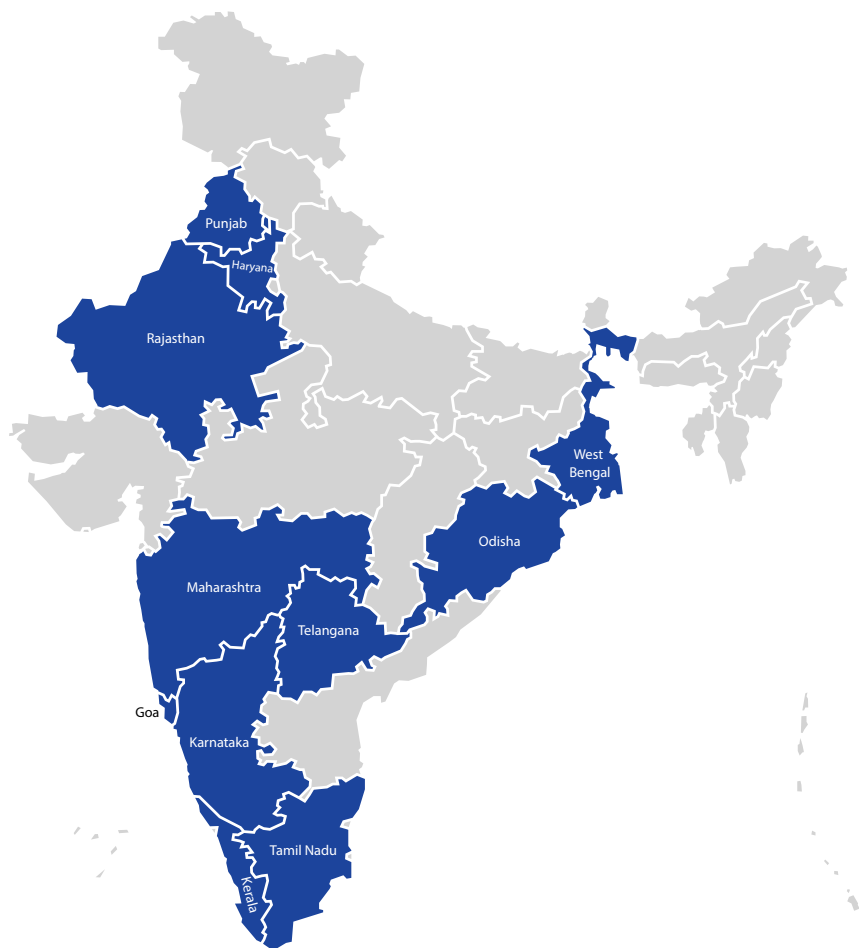
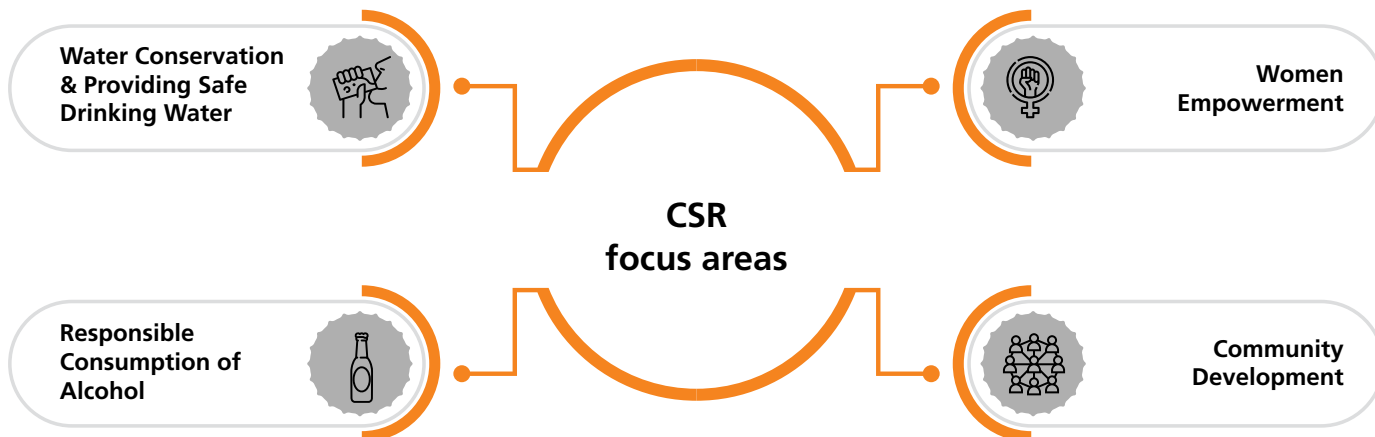
We are committed to fair labour practices and uphold workers' rights throughout our value chain by providing fair wages and engaging through SMART Outsourcing. We work closely with our suppliers and business partners to ensure that they also adhere to these principles and respect the human rights of their employees. We actively engage with our suppliers to promote fair labour practices, including the prohibition of child labour and forced labour.

We continuously assess and improve our policies, practices, and operations to align with evolving human rights standards and best practices.

## Our responsibility towards the community we operate in

We have consistently demonstrated our dedication to the community we operate in. We consider the communities surrounding the breweries an integral and irreplaceable component of our business ecosystem. It has helped us shape our corporate social responsibility agenda.

Operating within the challenging context of peri-urban and rural India, we confront numerous development issues, some of which we have identified as key priority areas for UBL, with the ultimate goal of promoting sustainable social development for our co-communities.



**11 States** covered through projects

**INR 78.2 mn**

Spent on CSR interventions in  
FY 2022 - 23

**170,000 +**  
beneficiaries impacted

## CSR policy

We have a CSR policy in compliance with the Companies Act 2013 (Section 135). The Policy outlines the following focus areas for designing and implementing the initiatives. The CSR Policy serves as a guiding framework for the implementation process and outlines our determination to social responsibility.

## Implementation approach

We take a diligent and proactive approach to implementing our CSR initiatives, aligning them with the Company's core values and long-term sustainability goals. We collaborate with well-known non-profit organisations and development agencies to design and implement our community programmes. We emphasised systematic programme monitoring and assessment of outcome and impact for all our programmes.

We actively engage with stakeholders, such as local communities and governing bodies, to understand their pain points. This collaborative approach helps tailor CSR programmes to address the most relevant social issues.

By adhering to this implementation approach, we strive to create a meaningful and sustainable impact on society and the environment while upholding our values and contributing to the well-being of the communities in which we operate.

## Spend areas

During the FY 2022 – 23, INR 78.2 million was spent on CSR activities, about 70% of which was spent on water conservation initiatives through ten large projects and one safe drinking water project.

## Interventions

### Water conservation

Our main approach towards water conservation is implementing large rainwater harvesting and watershed management projects near our breweries in collaboration with the community. We also make extensive efforts to generate awareness in the communities on adopting rainwater harvesting practices, promoting climate-resilient practices for agriculture, and incorporating necessary

infrastructure to enable access to clean drinking water. In FY 2022-23, our water conservation projects were spread across Rajasthan, Punjab, Karnataka, Telangana, Tamil Nadu, and Odisha. They impact more than 1,00,000 beneficiaries cumulatively.

*To know more about our interventions, please refer to the Water Conservation section of the Environmental Chapter.*



## Community Development

Our community development programmes broadly comprise afforestation and disaster relief efforts, among others, that are taken up on a need basis and designed based on a needs assessment study.

As part of our afforestation efforts, we initiated the second phase of our project, 'Oxygen Zone', to develop a dense urban forest in the Waluj MIDC area in Aurangabad, Maharashtra. The first phase, termed 'Oxygen Hub', was initiated in FY 2021 - 22, under which we planted 75,000 trees of more than 75 native species across 5 acres of an area using the Miyawaki technique of afforestation. During FY 2022 – 23, under phase two, we are expanding our efforts by planting around 50,000 trees of more than 80 native species across 4.94 acres, helping restore biodiversity in the area.

During the year, we also carried out a relief and rehabilitation programme. We supported our co-communities near Odisha Brewery in response to severe floods in the region. Ration and hygiene kits were distributed to about 2,000 households.

## Women Empowerment

Project "Pragati" is one of our key initiatives towards women's empowerment for FY 2022-23. It is a scholarship programme for economically marginalised girl students. During the FY 2022-23, we awarded scholarships to 516 deserving female students across India to support their dreams and aspirations of a promising career. The awardees ranged from students in 9th grade to students pursuing under graduation.

We also initiated the project 'Tarang', where we worked with 30 women farmers from Aurangabad district and handheld them on agroforestry practices. The project's

key objectives were to increase the green cover in this region and provide a sustainable income source for farmers. The project team undertook a baseline survey to select marginalised women farmers who owned land and irrigation facilities and were interested in planting fruit trees. It was followed by plantation work, monitoring visits every 15 days to ensure proper irrigation, intercultural operations, and pest and disease control. We also conducted training programmes on plantation guidance, vermicomposting unit installation, pest control, and information regarding leveraging self-help groups (SHG) and farmer-producer organisations (FPO).



Eminent groups have recognised our CSR efforts. Some of the awards and recognitions specific to our key interventions during FY 2022-23 include:

- Best CSR Impact Award by UBS Forums in recognition of the 'Haritha Samruddhi' Project implemented in Pudukkottai Gram Panchayat, Palakkad, Kerala
- Leadership Award 2022 by 'India CSR' in recognition of our Water Conservation Project implemented across four villages of Thiruvallur district in Tamil Nadu.
- Special Commendation in the Agriculture and Rural Development Category at the CSR Journal Excellences Awards 2022 recognised our 'Haritha Samruddhi' Project implemented in Pudukkottai Gram Panchayat, Palakkad, Kerala.



# Responsible

We recognise our responsibility towards moderation in alcohol consumption to ensure the well-being and safety of our consumers. It is a key pillar of our BaBI strategy. Below we highlight our approach to responsibility and the resulting interventions towards promoting moderation.

We take a multipronged approach towards promoting moderation, with the key dimensions being:



Approach towards promoting moderation in consumption

## Advocating responsibility as part of our CSR strategy

Since 2017 we have implemented carefully curated programmes to encourage moderation in alcohol consumption as one of our CSR focus areas. We recognise the potential harm associated with excessive consumption of alcohol. Accordingly, we thoughtfully developed a programme to spread awareness about responsible consumption. The programme is being implemented in villages surrounding our brewery in Ludhiana, Punjab. The primary objectives of the programme are:

To inform, educate, and raise awareness about:

- Drinking in moderation and avoiding excessive drinking
- Avoiding driving under the influence of alcohol
- Issues of binge drinking and drinking while pregnant

During FY 2022-23, we allocated INR 5.67 million towards this programme. During the financial year, key activities include building rapport with the community and understanding the current demographic and socio-economic conditions to identify social issues related to alcohol abuse in the target communities. Subsequent stages would be carried out in the next financial year.



## Product diversity - Zero Alcohol options

Our ambition is to ensure that consumers should always have a choice. We plan to actively expand our range of no-alcohol products as part of our responsible agenda and respond to this category's growing demand. These products allow consumers to enjoy the taste and experience of a beer without the alcohol in it. By offering these options, UBL promotes moderation and responsible consumption among our patrons and customers.

We have two products under this category Heineken® 0.0 and Kingfisher Ultra Non-Alcoholic Malt Beverage.

Heineken® 0.0 is a refreshing non-alcoholic lager brewed with a unique recipe for a balanced taste and zero alcohol content.

We launched the Kingfisher Ultra Non-Alcoholic Malt Beverage in 2017, produced through a fermentation-free brewing process.

These products empower our consumers with a choice of zero alcohol beverages.

### Responsible marketing and product labelling

At UBL, we understand that we should provide the right information for consumers to make an informed choice. We are strictly governed by the 'Fair Packaging and Labelling Act' for labelling and consumer information, based on which we have formulated our internal Policy on commercial communications. We comply with the labelling requirements of the

Food Safety and Standards (Packaging and Labelling) Regulations, 2011. Appropriate warning messages on the harmful effects of alcohol consumption are in place on all our labelling. We ensure that our marketing and advertising practices adhere to legal requirements and ethical practices. Monitoring compliance ensures that our messaging and communication align with responsible drinking principles.

Our brands aim to make moderation and responsible consumption cool and aspirational. Our extensive 'Responsible Marketing Code' ensures that we talk about our brands correctly, at the right place and time. It guides how we market our products, including our non-alcoholic products. We use the strength of our brands – particularly our global Heineken® brand – to ensure this message resonates with consumers by creating campaigns that lead the debate. Next financial year, we aim to invest 10% of the Heineken® media budget on responsible and progressive campaigns that drive moderation.



# Path to Better Governance

## Our Philosophy of Corporate Governance

As manifested in the Company's vision, United Breweries Limited (UBL) has always strived for excellence in Corporate Governance. Beyond mere compliance, we are committed to taking all strategic initiatives to enhance Shareholders' wealth in the long term. In pursuit of corporate goals, the Company accords high importance to transparency, accountability, and integrity. Our philosophy on Corporate Governance is driven towards welfare of all the Stakeholders and the Board of Directors remains committed towards this end.

The Board of Directors supports the broad principles of Corporate Governance. It strongly emphasises its role to align and direct the actions of the Company in achieving its objectives.

For 'Additional Details on Corporate Governance', please refer to Page No. 43 of Corporate Governance Report.

## Compliance monitoring system

At UBL, we recognise the importance of legal compliance to maintain our reputation and brand integrity. To demonstrate our determination to responsible operations and uphold the highest standards of ethical conduct, we have effective and stringent compliance processes and controls in place. This system ensures we adhere to relevant laws, regulations, and industry standards across all our business locations and breweries.

Our Board of Directors ensures we have established a thorough understanding of the legal and regulatory landscape that applies to our operations. They also ensure that we have all policies, procedures, and controls that govern our operations and guide our employees in their compliance efforts. Each committee of the Board is responsible for ensuring compliance related to their respective areas.

Our processes consist of annual risk assessments to identify and prioritise compliance risks with our policies covering topics of anti-bribery and corruption, competition law, accounting, code of business conduct and ethics, guidance to business associates, code for fair disclosure, dividend distribution policy, remuneration policy, whistleblower policy, amongst others. It enables

us to proactively address potential compliance gaps and implement necessary controls and measures.

We are committed to staying updated with the evolving legal and regulatory requirements. We continually monitor changes in legislation, anticipate emerging risks, and periodically update our policies. The policies are available on the Company website to ensure transparency in our efforts. We interact with Government, regulatory authorities, and relevant public bodies to develop policies and maintain compliance requirements.

We aim to build trust with stakeholders by adhering to applicable laws and regulations, promoting a culture of compliance, exceeding legal and regulatory requirements where those are less stringent than our own and continuously improving our processes to meet evolving legal requirements.

## Risk Management Process

At UBL, a key part of our BaBl strategy is to have a clear governance structure, to ensure proper risk management. Our constant drive to further our efficiencies and rescue costs makes managing business risks an essential part of our business.

## Risk Governance

Our current risk management framework, backed by our strong internal control systems, help us in identifying, assessing, and mitigating risks that could impact our operations, stakeholders, and the environment. Under this framework, roles and responsibilities are assigned to various personnel in the Company, covering a range of functions varying from strategy to operations. Assigned responsibilities further provide the foundation for appropriate risk management procedures, effective implementation across UBL, and independent monitoring and reporting.

It is the responsibility of the Risk Management Committee of the Board to monitor and review our strategic risk management plans and steer the Company in the right direction. The committee takes care of the identification and prioritisation of strategic and operational risks based on focused interactions with the businesses. They are further responsible for developing appropriate mitigation strategies and conducting periodic reviews of the progress on managing identified risks.



## Current Risks and Mitigation Plan

Our risk assessment exercise analyses strategic, operative, information technology, financial and other risks. These risks are assessed based on their potential impact and likelihood of occurrence. It helps us prioritise risks and allocate resources accordingly to manage them. The Internal Audit team, Risk and Assurance Committee and Board review the risks regularly. As part of BaBI's strategy, our Board and top management have proactively decided to include key sustainability-related risks and goals in the Company's risk management and internal control framework.

To address various risks and develop their respective mitigation strategies, the Risk and Assurance Committee meets at regular intervals. To further strengthen our processes, a quarterly certificate of compliance with statutory requirements and internal control on current legal exposures, trends and risks is tabled at the Board, highlighting the risks faced by the Company in the geographies in which the Company operates.

We aim to proactively identify and mitigate risks by implementing a robust risk management process while

fostering responsible and sustainable business practices. Our dedication to managing risks aligns with our plans for stakeholder engagement, ethical conduct, and brewing a better India.

## Data Security and Privacy

Protecting consumer data and their privacy remains of utmost priority for us. There are adequate Information Technology Management Systems to protect data by preventing unauthorised access or breaches. Our cybersecurity systems are based on the Heineken Global Information Security Procedure based on the NIST framework.

UBL respects consumer data privacy and adheres to the outlined privacy policy (<https://www.unitedbreweries.com/privacy-policy>) We also provide "Cyber Security Awareness" training for our employees, covering phishing, reporting, safe browsing, and safeguarding data when working remotely.

For FY 2022-23, we have not received any complaints about data breaches. We remain committed to upholding the highest standards of responsible data management, ensuring the trust and confidence of our stakeholders.

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## Annexures

### ANNEXURE - A: BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

#### SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity		
1.	Corporate Identity Number (CIN)	L36999KA1999PLC025195
2.	Name of the Listed Entity	UNITED BREWERIES LIMITED
3.	Year of Incorporation	May 13, 1999
4.	Registered office address	UB Tower, UB City, #24 Vittal Mallya Road, Bengaluru - 560 001, Karnataka, INDIA
5.	Corporate Address	Same As above
6.	E-mail	ublinvestor@ubmail.com
7.	Telephone	+91 80 45655000
8.	Website	<a href="http://www.unitedbreweries.com">www.unitedbreweries.com</a>
9.	Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	(i) BSE Limited (ii) National Stock Exchange of India Limited
11.	Paid-up Share Capital	26,44,05,149 Equity Shares
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR	Mr. Radovan Sikorsky – Director & CFO Telephone: +91 80 45655000 Email: <a href="mailto:ublinvestor@ubmail.com">ublinvestor@ubmail.com</a>
13.	Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	On standalone basis

#### II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture and Supply	Beer	99.94
2.		Non-alcoholic beverages	0.06

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

Sl. No.	Product/Services	NIC Code	% of total Turnover contributed
1.	Beer	11031	99.94

Annexures contd.

### 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	21 (Twenty one)*	48	68
International	05 (Licensing units)	Nil	05

\*Out of 21 (twenty one) owned manufacturing plants, 1 (one) at Patna, Bihar and 1 (one) at Chertala, Kerala are not in operation.

17. Market served by the entity:

a. Number of locations

Location	Number
National (No. of States)	28 States & 8 Union Territories
International (No. of Countries)	50 International Countries

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

– 0.83%

c. A brief on types of customers:

- State Government/State owned Corporation in Government market.
- Distributors in open market

### IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1,245	1,061	85	212	17
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total Employees (D+E)</b>	1,245	1,061	85	212	17
<b>WORKERS</b>						
1.	Permanent (F)	1,492	1,460	98	32	2
2.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total Employees (F+G)</b>	1,492	1,460	98	32	2

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total differently abled employees (D+E)</b>	1	1	100	Nil	Nil
<b>DIFFERENTLY ABLED WORKERS</b>						
1.	Permanent (F)	21	19	90.47	2	95.23
2.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total differently abled workers (F+G)</b>	21	19	90.47	2	95.23

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

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors	8	2	25
Key Management Personnel (including Directors)*	3	Nil	Nil

\*As on March 31, 2023, Key Managerial Personnel are Chief Executive Officer and Managing Director (CEO & MD), Chief Financial Officer (Director & CFO) and Company Secretary (CS).

## 20. Turnover rate for permanent employees and workers:

Particulars	FY 2022-2023 (Turnover rate in current FY in %)			FY2021-2022 (Turnover rate in previous FY in %)			FY2020-2021 (Turnover rate in the year prior to the previous FY in %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20	2	22	19	3	22	9	1	10
Permanent Workers	1.8	0.1	1.9	3.6	0.1	3.7	6	0.2	6.2

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

## 21. (a) Names of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the Holding/ Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% of Shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity
1.	Maltex Malsters Limited	Subsidiary	51%	No
2.	Kingfisher East Bengal Football Team Private Limited	Associate	49.99%	No

## VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 : (Yes/No)  
(ii) Turnover (in Rs.) : 74,917 Million  
(iii) Net worth (in Rs.) : 39,490 Million

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Annexures contd.

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	NA	Nil	Nil	NA	Nil	Nil	NA
Investor (other than shareholders)*	Yes	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes	3	Nil	Resolved	5	Nil	Resolved
Employees and workers*	Yes	18	5	13 complaints Resolved	4	4	Resolved
Customers	Yes	2710	Nil	Resolved	903	Nil	Resolved
Value Chain Partners*	Yes	Nil	Nil	NA	Nil	Nil	NA
Others (Health & Safety)*	Yes	Nil	Nil	NA	2	1	Resolved

\* UBL's stakeholders include our investors, employees, vendors/partners, governments, customers (includes consumers), and the community. A strong 'Whistleblower Policy' and non-retaliation clause is available to all our stakeholders. For details on employees' grievances and resolution, refer to Question 6 of Principle 5. (i) Grievance redressal mechanism is covered under 'Speak up Policy' available on Company's Intranet portal, and (ii) for business associates, the company has framed a policy 'Guidance Note to Business Associates', which can be viewed on Company's website: [www.unitedbreweries.com/investors](http://www.unitedbreweries.com/investors).

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

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

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Fresh Water (i.e., Raw Material for manufacture of Beer)	Risk	Water availability and Conservation	(i) Reduce consumption of fresh water; (ii) Reuse-recycle of treated wastewater, and (iii) Tap & recharge Rainwater	Negative implications

## 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 National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	The Company has framed Policies to meet statutory requirements. In a few areas internal guidelines have been framed which cover certain aspects of NGRBC.								
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	Policies covering certain Stakeholders can be viewed on Company's website: <a href="http://www.unitedbreweries.com/investors">www.unitedbreweries.com/investors</a> . Internal policies are restricted and can be viewed by employees only on Company's Intranet portal.								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Formalized Policies have been communicated to key internal Stakeholders of the Company. The company has an inhouse structure for implementation. As we progress in this area, the same will be strengthened suitably.								
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Certain breweries of the Company are in conformance of international standards and have been accredited with various certifications like ISO 9001:2015 (Quality Management System); ISO 14001:2004 (Environmental Management System); ISO 22000:2005 (Food Safety Management System); OHSAS 18001:2007 (Occupational Health Safety Assessment System).								
5.	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	To adhere to the policies covering each principle and its core elements of the NGRBC.								
6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Overall, the Company's performance is in line with its commitments.								
<b>Governance, leadership, and oversight</b>										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure). – UBL is committed to make the business sustainable and socially responsible. We constantly strive to ensure maximum compliance in terms of governance, environment, and economic strategies. We always strive to enhance our strategies and commitments towards being a responsible business while we continue to transparently share our sustainability performance and goals moving forward. In our efforts we maintain an honest accountability towards our communities, stakeholders, and shareholders. For further details, on challenges and achievements, please refer to the detailed Sustainability Report attached as Annexure.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	The Corporate Social Responsibility and Environment, Social and Governance Committees (CSR & ESG) of the Board oversees the business responsibility and progress on our ESG ambition.								
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.	Yes. The CSR & ESG representative of Board of Directors, are responsible for decision making.								

## Annexures contd.

## 10. Details of Review of NGRBC by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Responsible Business conduct is reviewed through Code of Business Conduct, Environment, Social and Governance and Corporate Social Responsibility engagements by the respective Committees at periodical intervals i.e., half-yearly/Annual basis.  The Board of Directors assess CSR initiatives, Sustainability, Risk and Strategic initiatives. The CSR Head and the CXO/MD meet frequently to oversee implementation of CSR projects/programmes/activities to be undertaken by the Company. The CSR & ESG Committee of the Board meets twice a year to oversee the functioning of CSR activities and implementation of projects.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	We comply with statutory requirements relevant to the principles in relation to Govt. Statutory requirements and in case of non-compliance steps to rectify the same are taken immediately.																	

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	These Policies are reviewed from time to time by the Management and Auditors.								
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## 12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

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



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

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	Nil	NA	NA
Key Managerial Personnel	04	(i) Prevention of Sexual Harassment (ii) Code of Business Conduct (iii) Security Awareness and (iv) All-inclusive Leadership Training	100%
Employees other than Board of Directors and KMPs	04	(i) Prevention of Sexual Harassment (ii) Code of Business Conduct (iii) Security Awareness and (iv) Life Saving Commitments	100%
Workers	03	(i) Prevention of Sexual Harassment (ii) Code of Business Conduct (iii) Life Saving Commitments	100%

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

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Fine	P1	Stock Exchanges	Rs. 12,980/-	<u>Delay in filing of:</u> (i) Annual Report 2022, (ii) Disclosure on Related Party Transaction & (iii) Corporate Governance Report	No
Settlement	NA	Nil	Nil	Nil	NA

## Annexures contd.

Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment	There are no actions on the Company or its Directors/KMPs with regulators/law enforcement agencies/judicial institutions, in the financial year.			

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

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

4. Does the 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. Our code of Business Conduct and Ethics complies with the legal requirements of applicable laws and regulations, including Anti-Bribery & Anti-Corruption (ABAC) and ethical handling of conflict of interest. Additionally, we also have a Policy on Money Laundering and Sanctions (available in the company intranet) which provides the requirements around ABAC in detail.

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

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

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

Particulars	FY 2022-2023 (Current Financial Year)		FY 2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflict of interest.  
 – Not Applicable.

Leadership Indicators
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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	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	NA	Nil

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

– Yes. The Company receives periodic/ongoing declarations from its Board members, on the entities they are interested in and ensure requisite approvals, as required under the Statute as well as on the Company's Policies which are in place before transacting with such individuals/entities.

**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.

	<b>FY 2022-2023 (Current Financial Year)</b>	<b>FY 2021-2022 (Previous Financial Year)</b>	<b>Details of improvements in environmental and social impacts</b>
Research & Development (R&D)	Nil	Rs.260 million	Developed two rows malting variety of Barley (i.e., Raw material) and achieved 'Zero Liquid Discharge' of water through innovative New Water project.
Capex	Rs.510 million	Rs.336.6 million	Recycle and reuse of treated wastewater for conservation of fresh water.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
– Yes. All our procurement follows the principles of sustainable sourcing.
- b. If yes, what percentage of inputs were sourced sustainably?  
– 65% of inputs were sourced sustainably.
3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

#	<b>Materials</b>	<b>Destination</b>	<b>Description</b>
1.	Plastics	Recycle	Under Extended Producer Responsibility (EPR) program, collect the plastic material for recycling
2.	E-waste	Recycle	Computer and Printer leased out on 'Buy-back Policy' with the OEMs.
3.	Lead acid batteries	Disposed	Disposed under buy-back policy with OEMs.
4.	Hazardous Waste	Treatment/Landfill	Segregated at brewery and sent to State Pollution Control Board authorized TSDF (Treatment Storage Disposal Facility) site for disposal. ETP waste and MEE salt sent for Landfilling.
			Used/Spent Oil, discarded empty drums sent to authorized vendor for recycling
5.	Other Non-Hazardous Waste	Recycle	Sent to authorized vendor for recycling

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.  
– The EPR is applicable for our operational management. Waste collection plan is in line with the Extended Producer Responsibility plan as submitted to the Pollution Control Board.

## Annexures contd.

**Leadership Indicators**

1. Has the entity conducted Life Cycle Perspective/Assessment (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?  
 – Life Cycle Perspective/Assessment is not applicable to Alcohol & Beverage Industries.

NIC code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No) If yes, provide the web-link
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/Assessment (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name or Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Used Glass Bottles as a percentage of total input material in our portfolio	10.9%	11.8%

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

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	Nil	3,537	Nil	Nil	1,318	Nil
E-waste	Nil	Nil	6	Nil	Nil	4
Hazardous waste	10,88,714	26.99	7,190	109	12.1	5,718
Other waste	1,91,721	41,169	4,793	131	24,141	3,812

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
Beer Glass bottles	>95% recycled (Out of 95%, 60% comprised of bottles that were returned to us and were reused in production, and balance 35% recycled in the market as cullets (precursor for making glass).
Beer Cans	Aluminium Cans are recyclable by nature

### 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:

% of employees covered by											
Category	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	1,061	1,061	100	100	100	Nil	NA	25	2.35	Nil	NA
Female	184	184	100	100	100	7	3.80	Nil	NA	1	0.54
<b>Total</b>	<b>1,245</b>	<b>1,245</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>7</b>	<b>0.56</b>	<b>25</b>	<b>2.00</b>	<b>1</b>	<b>0.08</b>
<b>Other than Permanent employees</b>											
Male	Nil										
Female											
<b>Total</b>											

(\*) Out of 184 female members, 1 member has availed day care facility.

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

% of workers covered by											
Category	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 worker</b>											
Male	1,460	1,460	100	1,460	100	Not Applicable					
Female	32	32	100	32	100						
<b>Total</b>	<b>1,492</b>	<b>1,492</b>	<b>100</b>	<b>1,492</b>	<b>100</b>						
<b>Other than permanent worker</b>											
Male	Nil										
Female											
<b>Total</b>											

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

Benefits	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI (*)	Nil	13.5	Yes	Nil	22	Yes
Others	Nil					

(\*) All eligible employees covered under the Employees State Insurance Act ("ESIC"), 1948 are provided the benefit.

## Annexures contd.

**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 of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	25	100	Nil	Nil
Female	7	100	Nil	Nil
<b>Total</b>	<b>32</b>	<b>100</b>	<b>Nil</b>	<b>Nil</b>

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.

Particulars	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. UBL is committed to providing a safe and positive work environment. In keeping with this philosophy, the organisation envisages an open-door policy. Employees and Contract staff have access to several forums where they can highlight matters or concerns faced at the work place. These are resolved through a well-established and robust Grievance Redressal Mechanism forum for reporting to immediate Head/Supervisor/Manager.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

– We recognize our employee's rights to assemble, communicate and join association of their choice in matters related to their employment within the purview of our policies and procedures. We respect the rights of our employees to associate or not associate with internal employee resource groups and seek representation, to bargain or not bargain collectively in accordance with local laws.

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	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)	% (C/D)
<b>Total Permanent Employees</b>						
Male	Nil	Nil	NA	Nil	Nil	NA
Female	Nil	Nil	NA	Nil	Nil	NA
<b>Total Permanent Workers</b>						
Male	1,609	1,609	100	1,247	1,157	93
Female	35	35	100	33	33	100



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

– Continuous learning and reskilling have always been central to our culture. We also offer instructor-led training programs to our employees around the world.

Health, Safety and Environment (HSE) culture in the organization necessitates development. Training includes awareness-building, mock drills, classroom sessions and periodic demonstrations. Job-specific and generic training is conducted for contractual staff during induction.

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
<b>Employees</b>										
Male	1,061	1,061	100	1,061	100	1,120	1,120	100	1,120	100
Female	184	184	100	184	100	105	105	100	105	100
<b>Total</b>	<b>1,245</b>	<b>1,245</b>	<b>100</b>	<b>1,245</b>	<b>100</b>	<b>1,225</b>	<b>1,225</b>	<b>100</b>	<b>1,225</b>	<b>100</b>
<b>Workers</b>										
Male	1,460	1,460	100	1,460	100	1,728	1,728	1,001	1,094	63.31
Female	32	32	100	32	100	47	47	100	47	100
<b>Total</b>	<b>1,492</b>	<b>1,492</b>	<b>100</b>	<b>1,492</b>	<b>100</b>	<b>1,775</b>	<b>1,775</b>	<b>1,101</b>	<b>1,141</b>	<b>64.28</b>

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1,061	999	94.16	1,324	1,212	91.54
Female	184	151	82.06	97	85	87.63
<b>Total</b>	<b>1,245</b>	<b>1,150</b>	<b>92.37</b>	<b>1,421</b>	<b>1,297</b>	<b>91.27</b>
<b>Workers</b>						
Male	Performance and Career developments reviewed, as per the terms and conditions of Long-Term Wage Settlement/Agreement entered between the Company and Permanent Workers					
Female						
<b>Total</b>						

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## Annexures contd.

## 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?

Action Plan for Risk reduction	<ul style="list-style-type: none"> <li>• Move to SMS v2.1 (UBL's Safety management system+Heiquest compliance)</li> <li>• Process safety management: Conduct Process Hazard Analysis for critical equipment.</li> <li>• Assessment of the Explosive Atmosphere (ATEX) in the breweries.</li> </ul>
Safety culture transformation	<ul style="list-style-type: none"> <li>• Safety leadership workshop with all the stakeholders.</li> <li>• Drive behaviour-based safety (BBS) program for all employees.</li> <li>• Learning management system: online shot/long duration self- learning courses.</li> </ul>
Infrastructure capabilities	<ul style="list-style-type: none"> <li>• Digital portal for capturing the EHS data.</li> <li>• Develop infrastructure to meet the Heiquest compliance.</li> <li>• Completion of gaps identified in the emergency evacuation assessment.</li> <li>• Horizontal deployment of learnings from the call to action.</li> </ul>
Continuous learning	<ul style="list-style-type: none"> <li>• 100% of horizontal deployment of applicable actions from Call-to-action.</li> <li>• Review of Risk reduction program based on the HLRA (High Level Risk Assessment) data (Q1 2023).</li> <li>• Risk Based Learning Module.</li> </ul>

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- Specialized tool used for assessing the risks associated with our nature of work.
  - Hazard Identification and Risk Assessment (HIRA) is carried out for all risk activity and risk control are placed for Human Safety.
  - Process Hazard Analysis is carried out through HAZOP, HAZID and LOPA techniques to identify and control the risk related process, equipment and people engaged in the activities.
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. **(Yes/No)**  
– Yes.
- 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:

Safety Incident/Number	Category	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	(*) 0.30
	Workers	0.55	NA
Total recordable work-related injuries	Employees	9	5
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	1
	Workers	Nil	Nil
High consequences work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

(\*) Formula for LTIFR, has been revised in reference to Occupational, Health and Safety Association (OHSA) Regulation.

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

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

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

Step 3: Control of risk

- Elimination/substitution – Assessment to eliminate the activity/hazard which has potential to harm or injury the team.
- Engineering controls – Suitable engineering solution like placing guards, interlocks to reduce the risk level are provided.
- Administrative controls – Follow Safety Management System viz., issue permit to work, and provided work (Job) safety training.
- PPE – Provided personal protective equipment to all employees exposed to the residual risks while performing the activity.

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

Particulars	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	01	Nil	Resolved
Health & Safety	Nil	Nil	Nil	Nil	Nil	NA

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	i) 100% of UBL's breweries & offices were assessed by third party; and
Working conditions	ii) Fire Compliance Assessment of 8 offices of the Company and 2 contract breweries, were assessed by the entity's of EHS team.

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

- Adherence to Permit to work with Risk Assessment for all non-routine activities in line with UBL safety guidelines.
- Ensured that all work/job shall be performed after complete understanding of all the risks associated/PTW condition before carrying out the job.
- Stringent operation controls such as maker and checker control points have been deployed across the operational areas. These are also monitored on a periodic basis.
- Major engineering control taken this year based on past histories
  - Layers of Protection in the brew house.
  - Fall protection system like roof lifeline and fragile protection in the roof.
  - Upgradation of LOTO system to machine specific procedures.
- Reviewed and updated the Systematic Operating Procedure on maintenance work.
- Conducted Process Hazard Analysis (PHA) studies to identify risks in the process and severity mitigation & probability reduction action plan in progress.

There have been no significant risks/concern arising from assessment of health and safety practices and working conditions.

## Annexures contd.

**Leadership Indicators**

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)  
– Yes.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.  
– The Company periodically audits value chain partners to ensure timely deduction and deposits of statutory dues.
- 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).

Particulars	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Employees	Not Applicable			
Workers				

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)  
– Yes.
- Details of assessment of value chain partners:

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

- 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.  
– Proposed to be implemented after end of Financial Year 2024-2025.

**PRINCIPLE 4 – Business should respect the interest of and be responsive to all its stakeholders**
**Essential Indicators**

- Describe the processes for identifying key stakeholder groups of the entity.  
– We are privileged to maintain a strong relationship with our investors based on a deep understanding of their expectations and our commitment to consistently fulfill them. Stakeholders play a vital role in the outcome of projects. Stakeholders' identification, analysis, and selection can be tricky areas to navigate. If at the end of the day, the appropriate stakeholders aren't selected for a project, requirements and deliverables may not be successfully met, and the end goals can erroneously be sidestepped. There are many different stakeholders (like Direct/Indirect internal stakeholders and External Stakeholders) throughout the life of a project.  
As a process, we first (i) identify stakeholders', do research individuals and third-party organization that may be relevant to your project. (ii) Categorize the stakeholders in terms of their influence, interest, and levels of participation in project, (iii) Study potentiality of the Stakeholders, (iv) Communicate with identified stakeholders about management process and communication plan.

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

Stakeholders Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice, Board Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers (includes consumers)	No	• Emails • Website • Distributor Meetings • Market visits • Outlet activation, on campaign-basis • Events	• Need basis • Periodically	• Business continuity • Support and collaboration • Business growth
Communities	Yes	• Community events • CSR project activities	• Monthly • Need Basis	• Community development programs • Improvement of social infrastructure • Economic and social empowerment
Value Chain Partners (Suppliers & vendors)	No	• Supplier meetings • Mutual visits • Events • Emails	• Monthly • Quarterly • Annually • Need Basis	• Mutual beneficial relationship
Government Bodies	No	• Meetings	• Need Basis	• Support and collaboration
Investors and Stakeholders	No	• Meetings	• Annually • Periodically	• Enhanced return on investment • Lowering capital risks • Business continuity
Other External Stakeholders	No	• Meetings and events	• Periodically	• Support and collaboration • Business growth
Management	No	• Events • Meetings • Emails	• Monthly • Quarterly • Annually • Need Basis	• Enhanced business performance
Employees and Workers	No	• Monthly and quarterly meet • Personal review and visits • Surveys • Trainings • Events • Emails	• Quarterly • Annually • Need Basis	• Personal development • Health and Safety • Grievance resolution mechanism • Engagement

### Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
  - Periodical Reports on economic, environmental, and social topics shall be provided to stakeholders including Govt. Bodies. Consultation with stakeholders on ESG topics are delegated to departments within the organisation who are also responsible for engaging with stakeholders continually. No consultation between stakeholders & the Board.
- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No), If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities or the entity.
  - Yes. Internal guidance/Systematic Operation of Process have been formulated after consultation and keeping in view the interest of stakeholders only. Material topics were shortlisted and prioritized based on their impact on our stakeholders and our business.
- Provide details of instances of engagement with and action taken to, address the concerns of vulnerable/marginalized stakeholder groups.
  - Not Applicable.



Annexures contd.

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

### Essential Indicators

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1,245	1,245	100	2,837	1,600	56.40
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Employees</b>	1,245	1,245	100	2,837	1,600	56.40
<b>Workers</b>						
Permanent	Nil	Nil	Nil	1,612	1,600	99.25
Other than permanent	Nil	Nil	Nil	163	Nil	Nil
<b>Total Workers</b>	Nil	Nil	Nil	1,775	1600	90.14

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

Legal minimum is defined based on various parameters like tenure, role, location, citizenship status etc., and varies by states. We have defined detailed processes considering these parameters to ensure the employees are paid as per the local regulations and we are compliant with local laws, as applicable.

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	No. (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	Not Applicable									
Male										
Female										
<b>Other than Permanent</b>										
Male										
Female										
<b>Workers</b>										
<b>Permanent</b>										
Male	1,460	Nil	Nil	1,460	100	1,720	67	4	1,653	96
Female	32	Nil	Nil	32	100	47	Nil	Nil	47	100
<b>Other than Permanent</b>										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	10	44,70,817	2	75,66,879
Key Managerial Personnel*	5	5,58,74,922	Nil	Nil
Employees other than BoD and KMP	1,295	9,66,732	210	9,06,978
Workers	1,550	4,43,616	38	2,30,628

\* Key Managerial Personnel includes Chief Executive Officer & Managing Director (CEO & MD), Director & Chief Financial Officer (Director & CFO) and Company Secretary (CS).

During the year FY23, there were 5 KMPs on the role of the Company, the details of which are as under:

(i) Mr. Radovan Sikorsky was appointed as Director & CFO w.e.f. August 15, 2022 to succeed Mr. Berend Odink, Director & CFO who has completed his assignment of three years on August 14, 2022. (ii) Mr. Govind Iyengar, Company Secretary of the Company, voluntary retired with effect from January 01, 2023, and (iii) Mr. Amit Khera, Company Secretary and Compliance Officer, was appointed with effect from March 15, 2023.

During the year FY23, there were 12 Directors on the Board of the Company, the details of which are as under:

(i) Mr. Radovan Sikorsky was appointed as Director & CFO with effect from August 15, 2022. (ii) Ms. Geetu Gidwani Verma and Mr. Manu Anand were appointed as Independent Directors with effect from May 29, 2022. (iii) Mr. Anand Kripalu was appointed as Independent Director with effect from February 22, 2023. (iv) Mr. Sunil Alagh and Mr. Stephan Gerlich, Independent Directors resigned with effect from June 13, 2022. (v) Mr. Berend Odink, Director & CFO and Mr. Madhav Bhatkuly, Independent Director resigned with effect from August 15, 2022, and March 01, 2023, respectively.

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

– Yes.

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

– UBL is committed to providing a safe and positive work environment. In keeping with this philosophy, the organization has an open-door policy. Employees also have access to several forums where they can highlight matters or concerns faced at the workplace. This is achieved through a well-established and robust grievance resolution mechanism. The grievance redressal mechanism adhere to the principles of natural justice, confidentiality, sensitivity, non-retaliation, and fairness while addressing concerns. A detailed investigation process ensures fairness for all involved, with an opportunity to present facts and any material evidence.

We have not received any complaints on human rights violations during the reporting period.

## Annexures contd.

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

Particulars	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	7	1	6 complaints Resolved	3	Nil	Resolved
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labor	Nil	Nil	NA	Nil	Nil	NA
Forced Labor/Involuntary Labor	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issued	Nil	Nil	NA	Nil	Nil	NA

A robust feedback mechanism ensures employee feedback and concerns are heard and addressed in a timely manner.

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
- UBL commits to protect the complainant and ensure that they are not retaliated against because of any report that they raise in good faith. UBL does not tolerate any form of retaliation (whether by a manager, co-worker or otherwise) against an individual because he or she made a good faith report of an integrity concern. This protection also extends to anyone who assists with or cooperates in an investigation or report of an integrity concern or question. We support those who support our values. Grievance mechanism with respect to Code of Business Conduct is in place.
8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)
- Yes.
9. Assessment for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.
- Corrective actions taken as per the Systematic Operation of Process/Internal Guidelines framed and Policies formulated and implemented which are approved by the Board as per the guidelines of the Govt. Bodies. There were no significant risks/concerns arising from the human rights association.

### Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.
- At UBL, our commitment to a values-based ethos is embodied in our Code of Conduct and Ethics. We have strengthened our approach to raising awareness of the Code. We want to continue to build a culture of compliance, where everyone feels they are doing the right thing and prioritizing legal and ethical choices.

2. Details of the scope and coverage of any Human rights due diligence conducted.
  - UBL is committed to providing a safe and positive work environment. In keeping with this philosophy, the organization has an open-door policy. Training on UBL's values and the Code of Conduct and Ethics, in which our stand on human rights is enshrined, is an integral part of the induction program for new employees. Every employee at UBL is mandated to take the training every year which contains learning and assessments on the Code and human rights-related topics.
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
  - Yes. The premise/office of the entity is accessible to differently abled visitors, as per the requirements or the Rights of Persons with Disabilities Act, 2016

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	
Child Labor	
Forced Labor/Involuntary Labor	
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.
  - There were no significant risks/concerns arising from the assessment.

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

##### Essential Indicators

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total electricity consumption (A) in MJ x 10 <sup>6</sup>	488	381
Total fuel consumption (B) MJ x 10 <sup>6</sup>	1,532	1,264
Energy consumption through other sources (C) MJ x 10 <sup>6</sup>	Nil	Nil
<b>Total energy consumption (A+B+C)</b>	2,020	1,645
Energy intensity per rupee of turnover (Total energy consumption/turnover in Rupees) - MJ per INR	0.016 MJ per INR	0.016 MJ per INR
Energy intensity (optional) – the relevant metric may be selected by the entity - MJ per INR	167.6 MJ per INR	158.1 MJ per INR

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

– No.

## Annexures contd.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.
  - Not Applicable.
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface (Municipality) water	2,33,11,320	16,92,034
(ii) Ground water	7,59,680	13,86,062
(iii) Third party water	1,95,87,090	2,04,959
(iv) Sea water/desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)</b>	4,36,58,090	32,83,056
<b>Total volume of water consumption (in kiloliters)</b>	4,36,58,090	32,83,056
<b>Water intensity per rupee of turnover (Water consumed/turnover)</b>	25.03	25.03
<b>Water intensity (optional)-the relevant metric may be selected by the entity</b>	3.43	3.44

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

– No.

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

Yes. As per Consent to Operate (CTO) issued by the State Pollution Control Board, out of 19 operating breweries, only 4 breweries have applicability of ZLD i.e., breweries located at Chennai, Tamil Nadu; Chopanki & Aravalli, Rajasthan and Srikakulam, Andhra Pradesh. The Company has implemented a mechanism for ZLD in brewery Chopanki at Rajasthan and other three breweries are under progress and will be completed by end of the FY24.
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
NOx	Ton/Year	174	220.5
Sox	Ton/Year	95.3	121.10
Particulate matter (PM)	Ton/Year	163	140.80
Persistent organic pollutants (POP)	Not Applicable	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	Not Applicable	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	Not Applicable	Not Applicable	Not Applicable
Others – please specify	Not Applicable	Not Applicable	Not Applicable



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

– No.

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

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<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	8,454	15,860*
<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)		33,953	58,422**
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.65 tons/million INR	0.57 tons/million INR
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity		6.68 kg/hl***	7.37 kg/hl

\* As per Intergovernmental Panel on Climate Change (IPCC), Regulation 2019, CO<sub>2</sub> emission from Biomass has excluded from CO<sub>2</sub> calculations and therefore previous number has been revised and updated.

\*\* For last year, the company had used Indian Green House Gas emission (GHGE) factor 0.79 Grams per Mega Joule for calculating Metric Tons of CO<sub>2</sub> and whereas for FY 2022 onward the revised 0.81 Grams per Mega Joule used for calculating Metric Tons of CO<sub>2</sub> as per internal policy.

\*\*\* Change in Metric to CO<sub>2</sub> emission per Hectoliter of volume produced.

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

– No.

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

Yes – We have an ambition for Net Zero in production (Scope 1 and 2) by 2030 as a key part of our sustainability strategy. Following are the projects are aligned for next two years to reduce Green House Gas (GHG)

(i) Biogas utilization from waster water treatment (WWT) or steam + power generation, (ii) Back pressure turbine for power generation, (iii) Concentrated solar for washer – pasteurizer, (iv) Biofuel for captive power plants, (v) Solar panels for borewells + Lighting system, (vi) Passive filters for high-capacity prime movers, (vii) Fluid thermic heaters for yeast driers.

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## Annexures contd.

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	3,537	1,318
E-waste (B)	6	4
Bio-medical waste (C)	0.27	0.27
Construction and demolition waste (D)	Not quantified	Not quantified
Battery waste (E)	Buy back System	Buy back System
Radioactive waste (F)	Not generated	Not generated
Other Hazardous waste. Please specify, if any. (G)	8,306	5,842
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	2,37,683	1,59,094
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>2,49,532.27</b>	<b>1,66,258.27</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	44,732	25,471
(ii) Re-used	1,92,809	1,31,250
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>2,37,541</b>	<b>1,56,721</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	0.532	1.8
(ii) Landfilling	11,983	9,531
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	<b>11,984</b>	<b>9,533</b>

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

– No.

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 Company has standardized the methodology to identify, segregate and quantify the waste generated. Implemented 3Rs (Reduce-Reuse-Recycle) concept for the waste before disposing at landfill site. The company has taken 100% waste reduction to landfill.

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:

– No.

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

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

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

12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Yes/No). If not, provide details of all such non-compliance, in the following format:

– Yes. We are compliant with the applicable environmental law/regulations/guidelines in India.

Sl. 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 board or by courts	Correction action taken if any
Not Applicable				

### Leadership Indicators

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A) x 10 <sup>6</sup> MJ	162	123
Total fuel consumption (B) x 10 <sup>6</sup> MJ	1,494	1,110
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	1,656	1,233
<b>From non-renewable sources</b>		
Total electricity consumption (D) x 10 <sup>6</sup> MJ	326	224
Total fuel consumption (E) x 10 <sup>6</sup> MJ	39	156
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources</b>	365	380

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

– No.

## Annexures contd.

2. Provide the following details related to water discharged:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
– No treatment	Nil	Nil
– With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) To Groundwater		
– No treatment	Nil	Nil
– With treatment – please specify level of treatment	15,14,250	13,52,572
(iii) To Seawater		
– No treatment	Nil	Nil
– With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third parties		
– No treatment	Nil	Nil
– With treatment – please specify level of treatment	4,46,626	3,73,430
(v) Others		
– No treatment	Nil	Nil
– With treatment – please specify level of treatment	Not Applicable	Not Applicable
<b>Total water discharged (in kilolitres)</b>	<b>15,14,250</b>	<b>13,52,572</b>

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

– No.

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:

– We recognize that we are working in states which are water-stressed zones. We continue our efforts in water conservation through a combination of technology interventions, rainwater harvesting, recycling and reuse of waste water, communication, and employee engagement. We have over the years succeeded in recharging groundwater aquifers through the deep injection wells and lakes, which were created by the Company, and this has benefitted local communities as well.

(i) Name of the areas – Ludhiana, Chennai, Nelamangala, Chopanki, Aravalli, Dharuhera, Palakkad &amp; Srikakulam.

(ii) Nature of operations – Manufacturing of Beer

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	1,40,703	1,17,522
(ii) Groundwater	13,85,762	8,20,448
(iii) Third party water	19,755	3,10,650
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>15,46,220</b>	<b>12,48,620</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>15,46,220</b>	<b>12,48,620</b>
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover)	Nil	12.2
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	3.48	3.60

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
– No treatment	Nil	Nil
– With treatment - please specify level of treatment	Not Applicable	Not Applicable
(ii) Into Groundwater		
– No treatment	Nil	Nil
– With treatment - please specify level of treatment	6,23,011	4,07,503
(iii) Into Seawater		
– No treatment	Nil	Nil
– With treatment - please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third parties		
– No treatment	Nil	Nil
– With treatment - please specify level of treatment	Not Applicable	Not Applicable
(v) Others		
– No treatment	Nil	Nil
– With treatment - please specify level of treatment	Not Applicable	Not Applicable
<b>Total water discharges (in kilolitres)</b>	<b>6,23,011</b>	<b>4,07,503</b>

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

– No.

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

Parameter	Unit (Metric tonnes of CO <sub>2</sub> equivalent)	FY 2022–2023 (Current Financial Year)	FY 2021–2022 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
Total Scope 3 emissions per rupee of turnover		Currently Not Available	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

– No.

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.



## Annexures contd.

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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.  
 – Yes, the Company have Disaster management plan across the Breweries/Units.  
 Each of our brewery has an On-site emergency plan for Disaster management. This plan provides guidelines to employees, contractors, transporters, etc., on actions to be carried out in the event of an Emergency. It not only defines responsibilities but also informs about prompt rescue operations, evacuations, rehabilitation, coordination, and communication.
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?  
 – No adverse impact to the environment.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
 – Nil.

**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  
 – Four (4).  
 b. List the top 10 trade and industry chambers/association (determined based on the total members of such body) the entity is a member of/affiliated to.

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	All India Brewers' Association (AIBA)	National
2.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3.	Confederation of Indian Industry (CII)	National
4.	Federation of Karnataka Chambers of Commerce and Industry (FKCCI)	State

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

Name of authority	Brief of the case	Corrective action taken
Competition Commission of India	Pricing discussions	Regular training and compliance program for relevant employees undertaken.

## Leadership Indicators

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

Sl. 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
1.	Need for the policy on third shift Brewery operations in <b>Odisha</b> to meet peak season demand in a streamlined manner in the State	Created a Business case for the State on benefits of allowing shifts which included buoyancy in State Revenues and Volumes, as well as higher local employment and in-state resource utilization like packaging material and logistics/transport services. This would lead to sustainability of the investment made in the state. Submitted the Win-Win proposal through meetings at Excise Department as well as Secretarial Level in the Government.			
2.	Because of hyperinflation in commodities and the services, the need for price revision (EBP increase) in the State of <b>Telangana</b> . Costs have increased for most input goods and services.	Built a case for price revision owing to inflation in dry and wet goods, increased working capital, steep increase in logistics/transportation and packaging material cost. Shown socio-economic benefits of the request, and how the same would drive Industry sustainability, at the same time driving additional revenues for the State. Submitted the Win-Win proposal through meetings at Excise Department as well as Secretarial Level in the Government.			
3.	Multiple Policy representations made seeking correction of discrimination bottling fee levy policy imposed by the State Excise in <b>Madhya Pradesh</b> between the local & national player (as per State's definition of the same)	Submitted a Business Proposal on how correction of this discriminatory levies would bring in higher investment (including foreign investment), more MNCs coming into the State, better market competition and higher consumer choices, leading to buoyancy in State revenues. Submitted the Win-Win proposal through meetings at Excise Department as well as Secretarial Level in the Government.	No	Part of overall business plan	Not Available
4.	Immediate need for price revision on account of huge cost burden on manufacturing and supply in <b>Rajasthan</b> . Also, rationalization of Excise Duties and tax structure to avoid tax on tax.	Built a case for price revision owing to inflation in dry and wet goods, increased working capital, steep increase in logistics and packaging material cost. Also submitted a business case for rationalization of Beer taxes and to revive the industry badly hit by COVID. Quantified the benefits to the investment made in the State and thus the need for a comprehensive policy on pricing and taxation to drive sustainability of the investments made in the State. Submitted through meetings at Excise Department, as well as Secretarial Level in the Government.			
5.	Tax rationalization in the State of <b>Maharashtra</b> , where the price of Beer is high compared to other States of India.	The State has one of the highest taxes which has led to degrowth of the Beer Industry. Submitted a plea on the immediate need for tax rationalization for Beer vis-à-vis other segments of alcoholic beverages to revive demand in the State (which has been flat since 2012), and sustainability of investments made in the State by United Breweries Limited as well as other Brewers.			

Annexures contd.

## PRINCIPLE 8 – Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

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

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

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

3. Describe the mechanism to receive and redress grievances of the community.  
 – UBL works closely with communities in identified areas in the domains of education, healthcare, women empowerment, sustainability, rural development, and disaster relief. Within its areas of work, the Company has robust mechanisms to assess the impact of projects on intended beneficiaries. These mechanisms include, site visits, one-on-one and group discussions with beneficiaries to independent external assessments, among others, and provide ample opportunity to receive and redress grievances of the intended beneficiaries. At the brewery level grievances if any are taken up and addressed.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particulars	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directly sourced from MSMEs/Small producers	19.39%	19.32%
Sourced directly from within the district and neighboring districts *	0.66%	19%

\* Given the multi locational scale of operations across India, numbers are provided in a range.

### Leadership Indicators

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

Details of negative social impacts identified	Corrective action taken
Not Applicable	

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

State	Aspirational District	Amount spent (In INR)
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  
 (b) From which marginalized/vulnerable groups do you procure? – Not Applicable  
 (c) What percentage of total procurement (by value) does it constitute? – Not Applicable
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1.	Patents	Not Owned	No	Not Applicable
2.	Trademark	Not Owned	No	Not Applicable
3.	Copyrights	Not Owned	No	Not Applicable

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Jal Unnati, Mysore, Karnataka	3,639	56.7
2.	Water Conservation, Sangareddy, Telangana & Bangalore Rural, Karnataka	3,141	66
3.	Water Conservation, Ludhiana, Punjab	14,139	40
4.	Water Conservation, Alwar, Rajasthan Phase 1	6,720	70
5.	Water Conservation, Alwar, Rajasthan Phase 2	2,959	80
6.	Water Conservation, Thiruvallur, Tamil Nadu	9,075	35
7.	Jal Sanchay, Bangalore Rural, Karnataka	1,164	80
8.	Jal Shakti, Sangareddy, Telangana	2,250	65
9.	Jal Khushali, Alwar, Rajasthan	5,901	98
10.	Jal Akshay, Dharuhera, Haryana	6,750	27
11.	Swach Jal, Khurda, Odisha	46,270	63
12.	Pragati Scholarship Program, Pan India	516	100
13.	Tarang Agroforestry, Aurangabad, Maharashtra	30	100
14.	Project Oxygen Zone, Maharashtra	48,390	28.35
15.	Responsible Consumption of Alcohol, Ludhiana, Punjab	Not definable	Not definable
16.	Flood Relief, Khurda, Odisha	10,000	100
17.	Shuttle Express Stadium Renovation, South 24 Parganas, West Bengal	Not definable	Not Definable

Annexures contd.

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

### Essential Indicators

- Describe the mechanism in place to receive and respond to consumer complaints and feedback.
  - We have a structured and well-publicized mechanism in place to address concerns of Consumer and receive feedback about the products of the Company. Customer care contact details (email address and phone number) are declared on the package of every product of the Company. Consumers send their queries and feedback about products of the Company and the concerns of the consumers are addressed promptly.
- Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage (*)	Not Applicable
Recycling and/or safe disposal	Not Applicable

(\*) All bottles, and cans of alcoholic beverages manufactured and sold by the Company has mandatory statutory warnings on the label.

- Number of consumer complaints in respect of the following

Particulars	FY2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	1	Nil	Resolved	Nil	Nil	NA
Cyber-security (Fake Interviews)	Nil	Nil	NA	1	Nil	Resolved
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 (Consumer cases)*	08	24	NA	01	36	NA

\* Out of twenty-four (24) pending consumer cases, sixteen (16) cases belong to previous financial year and two (2) cases were disposed during current financial year.

- Details of instances or product recalls on account of safety issues:

Particulars	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

- 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. Company has implemented data privacy policy namely Information Security Policy which is based on National Institute of Standards & Frameworks on cyber security and risk related to data privacy and available on Company's Intranet Portal.



6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essentials services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.
  - No such instances/issues have been faced so far.

### Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).
  - Information on products and services can be accessed through Company's Weblink: <https://www.unitedbreweries.com/our-brands>.
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
  - We educate on 'Responsible usage of Consumption of Alcohol' (i.e., Beer) and also display Statutory Warning on Labels of Bottles and Cans.
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)
  - Yes. We carry out surveys to gauge customer/consumer satisfaction for our product. Additional Information about the product is displayed on the labels, over and above what is mandated. UBL periodically assesses consumer trends, consumer choice, preference, and consumer satisfaction through need-based survey.
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

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