



FUTURE CONSUMER LIMITED

Corporate Office : 3rd Floor, Sobo Brand Factory, Near Haji Ali, Pt. Madan Mohan Malviya Road, Tardeo, Mumbai - 400 034

(T) +91 22 6620 1410

Regd. Office : Knowledge House, Shyam Nager, Off JVLR, Jogeshwari (East), Mumbai - 400 060

(T) +91 22 6644 2200 | (F) +91 22 6644 2201 | www.futureconsumer.in | CIN: L52602MH1996PLC192090

11th October, 2023

To,
Department of Corporate Services
BSE Limited
P. J. Towers, Dalal Street,
Mumbai-400 001.
Scrip Code: 533400

To,
Listing Department
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex,
Bandra (East), Mumbai – 400 051
Scrip Code: FCONSUMER

Dear Sir/Madam,

Sub.: Business Responsibility and Sustainability Report for the financial year 2022-23

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report for the financial year 2022-23, which forms part of the Annual Report for the financial year 2022-23.

The Annual Report for the financial year 2022-23 along with the Notice of AGM is also available on the website of the Company, www.futureconsumer.in.

Kindly take the same on record and acknowledge receipt of the same.

Thanking you,

Yours truly,
For **Future Consumer Limited**

Rajendra Bajaj
Chief Financial Officer

Encl.: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L52602MH1996PLC192090
2	Name of the Listed Entity	Future Consumer Limited
3	Year of incorporation Date	1996 10 th July
4	Registered office address	Knowledge House, Shyam Nagar, Off. Jogeshwari Vikhroli Link Road, Jogeshwari (East), Mumbai – 400 060
5	Corporate address	Knowledge House, Shyam Nagar, Off. Jogeshwari Vikhroli Link Road, Jogeshwari (East), Mumbai – 400 060
6	E-mail	investor.care@futureconsumer.in
7	Telephone	022-40552200
8	Website	www.futureconsumer.in
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	₹ 1,19,822.08 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Amit Kumar Agrawal Executive Director amitkumar.agarwal@futureconsumer.in
13	Reporting boundary	Standalone basis

II. Products/services

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

S. No	Description of Main Activity	Description of Business Activity	NIC Code	% of Turnover of The Entity
1	FMCG	Manufacturing of packaged food, home care, personal hygiene care and packaged staple products	46909	100%

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

S. No	Product/Service	Description of Business Activity	NIC Code	% of total Turnover contributed
1	Home Care and Personal Care	Sourcing, Manufacturing Packaging, Branding, Distribution of home care and personal care products	46909	23%
2	Staples	Sourcing, Packaging, branding, marketing and distribution of food staples	46909	69%
3	Grain Milling - Rice	Sourcing, Manufacturing and packaging of rice products	46909	8%

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	1	Corporate Office -1 Distribution Centre-6	6
International	-	-	-

17. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	28
International (No. of Countries)	-

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

Not Applicable

c. A brief type of customers

Future Consumer Limited caters to customers from all age groups and diverse geographical locations. We are located across the Country and have a presence in 6 states. We are constantly engaging with all our stakeholders to understand their expectations to provide the best products and service experience. Our business deals majorly with e-commerce groups, retail and institutional customers to fulfil their day-to-day needs.

IV. Employees**18. Details as at the end of Financial Year:****a. Employees and workers including differently abled**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	62	49	79%	13	21%
2.	Other than Permanent (E)	46	41	89%	5	11%
3.	Total employees (D + E)	108	90	83%	18	17%
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

b. Differently abled employees and workers

Currently the organization does not have any disabled employees.

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel	4	0	0

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.20	0.63	1.11	2.27	1.97	0.01	0.61	1.21	0.67
Permanent Workers	-	-	-	-	-	-	-	-	-

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

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

Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Aadhaar Wholesale Trading and Distribution Limited	Subsidiary	100	No
Appu Nutritions Private Limited	Subsidiary of NDFPL	76	No
Aussee Oats India Limited	Subsidiary of FCL Tradevest	50 + One equity share	No
Aussee Oats Milling (Private) Limited	Subsidiary	50 + One equity share	No
Bloom Foods and Beverages Private Limited	Subsidiary	100	No
Delect Spices and Herbs Private Limited	Subsidiary of FCL Tradevest	99.82	No
FCEL Overseas FZCO	Subsidiary	60	No
FCL Tradevest Private Limited ("FCL Tradevest")	Subsidiary	100	No
Future Food and Products Limited	Subsidiary of FCL Tradevest	100	No
Future Food Processing Limited	Subsidiary of FCL Tradevest	100	No
Fonterra Future Dairy Private Limited [#]	Joint Venture	50	No
Hain Future Natural Products Private Limited	Joint Venture	40.92	No
Integrated Food Park Limited	Subsidiary of FCL Tradevest	100	No
MNS Foods Limited	Subsidiary of FCL Tradevest	50.01	No
Nilgiris Franchise Limited	Subsidiary of NDFPL	100	No
Nilgiri's Mechanised Bakery Private Limited	Subsidiary of NDFPL	84.73	No
Sublime Foods Limited ("Sublime")	Subsidiary of FCL Tradevest	51	No
The Nilgiri Dairy Farm Private Limited ("NDFPL")	Subsidiary	100	No
FCL Speciality Foods Private Limited	Subsidiary of Sublime	100	No

* The percentage of shares held in step-down subsidiaries represents the percentage held by the Company and/or by its subsidiaries.

[#] Joint venture has been terminated

VI. CSR Details

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

(ii) Turnover: ₹ 5,173.26 Lakhs

(iii) Net worth: ₹ (15,303.79) Lakhs

* For FY 2022-23 CSR spending is not applicable in view of average net loss incurred during the three immediately preceding financial years.

VII. Transparency and Disclosure

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	<i>(If Yes, then provide web-link for grievance redress policy)</i>	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	-	Nil	-	-	Nil	-	-
Investors (other than shareholders)	investor.care@futureconsumer.in	Nil	-	-	Nil	-	-
Shareholder	-	2	0	-	Nil	-	-
Employees	https://futureconsumer.in/investors.aspx#policies-code	Nil	-	-	Nil	-	-
Customers	care@futureconsumer.in	Nil	-	-	Nil	-	-
Value Chain Partners	-	Nil	-	-	Nil	-	-
Others (Regulatory Body)	-	Nil	-	-	Nil	-	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Sustainable Products	○	The products of the Company are focused on use of recyclable material as customers are preferring sustainable products to reduce carbon footprint and production waste.	-	Positive
2.	Renewable Energy	○	Transition to renewable sources of energy is considered to be key for an organisation's long-term sustainability. The Company is exploring various way to shift to renewable sources across its operations.	-	Positive
3.	Sustainable supply chain	○	The Company believes long term association with suppliers and consider them as long-term partners in growth. Sustainably procured raw materials preserve the environment's resources, business resources, and offer consumers ethical shopping options.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Occupational Health & Safety	R	Failure to ensure health and safety may hamper the smooth running of operations, impact manpower availability and may lead to litigation. The Company endeavours to provide healthy work environment to all its employees.	The Company conducts various safety trainings and drills to ensure the safety of their workers.	Positive
5.	Training and Skill Development	O	The Company works towards upskilling their employees and providing trainings in order to enhance their skills and knowledge. This helps in enhanced productivity and turnover.	-	Positive

During the financial year 2022-23, the Company had no business operations and the Company shall endeavour to take steps explore these opportunities in the coming years.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management Process									
1. (a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
(b) Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
(c) Web Link of the Policies, if available	https://futureconsumer.in/investors.aspx#policies-code								
2. Whether the entity has translated the policy into procedures	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Nil								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	No specific targets have been set by FCL.* *During FY2022-23, the Company had no operations /business due to liquidity and other issues								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

Government Leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	<p>We, at FCL, believe that strong governance is the foundation of responsible business practices. Our robust governance structure ensures transparency, accountability, and ethical decision-making at every level of our organization.</p> <p>Over the years, we have implemented effective ESG practices that have contributed to our sustainability journey. These practices have enabled us to minimize our environmental footprint, support social initiatives, and foster a culture of responsible business conduct.</p> <p>Our commitment to sustainability extends beyond our organization to our subsidiaries. We have actively promoted ESG practices among our subsidiaries, encouraging them to integrate sustainability into their operations. By sharing best practices, providing guidance, and setting clear expectations, we are driving a collective effort towards sustainable development across our entire business ecosystem.</p> <p>As we move forward, we remain dedicated to taking active steps towards sustainable development. We understand that the challenges we face are complex and require continuous improvement. Our goal is to be at the forefront of sustainability, setting new benchmarks and raising the bar for responsible business practices.</p>																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Amit Kumar Agrawal Executive Director DIN No.: 07089892																	
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.	Not at present.																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																
	P1 P2 P3 P4 P5 P6 P7 P8 P9	P1 P2 P3 P4 P5 P6 P7 P8 P9																
Performance against above policies and follow up action	The Board periodically reviews the policies of the Company to ensure strict adherence and implementation of the policies across its operations.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	FCL ensures complete compliance with all the legal and statutory requirements.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No, FCL has not conducted any independent assessment of its policies during the reporting period but the Board internally assesses the policies periodically.																	

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
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

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

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / Principles covered under the training programs and its impact	% of persons in respective category covered by the awareness
Board of Directors	2	Familiarisation Programme and update on amendments	100
Key Managerial Person	1	Anti Bribery and Anti Corruption Policy	100
Employees	40	7	36.8%
Workers	-	-	-

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement					
Compounding fee					

NGRBC Principle	Non-Monetary	Brief of the Case	Has an appeal been preferred? (Yes/No)
	Name of the regulatory/ enforcement agencies/ judicial institutions		
Imprisonment Punishment	Nil		

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.

Monetary	
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, the Company has Anti Bribery and Anti Corruption Policy and the same is available on the website of the Company. Future Consumer Limited strongly champions honest and ethical business practices. The Company is committed to eradicate all corruption and malpractices within the company and ensure compliance with all applicable laws. The purpose of Anti Bribery and Anti-Corruption Policy is to ensure compliance with judicial laws and regulations. It helps the Company to ensure a strong system that includes guidelines for the giving and receiving of gifts, commercial courtesy, hospitality and requirements for adhering to applicable anti-corruption laws.

The Human Resource Department also provides training to the employees curtailing anti bribery and anti-corruption activities. The Head of the Human Resource Department is responsible for monitoring and implementation of this policy across the Company. Furthermore, The Board of Directors is accountable for appointing officers or external agencies to conduct enquiry about corruption or bribery and take appropriate action against the wrongdoer.

Link to access the policy: <https://futureconsumer.in/investors.aspx#policies-code>

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

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

6. Details of complaints regarding conflict of interest:

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

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

Nil

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.**

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

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

Yes, Future Consumer Limited has a procedure for sustainable sourcing. At the subsidiary level, the Company has been constantly working on developing a deep understanding of agricultural practices and connecting with farmers at multiple levels. The organic raw materials are procured from well-established organisations working directly with farmers. Along with this the Company has been into farm gate procurement and establishing collection centres in hub and spokes models. FCL's subsidiaries also have a sustainable transportation model where it switching from conventional fuels to CNG and further worked on establishing a network for Electric vehicles.

- (b) If yes, what percentage of inputs were sourced sustainably?**

The Company is currently not recording the percentage of inputs sourced sustainably for FCL's operations, however the same is being actively undertaken across its subsidiaries.

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.**

Future Consumer Limited adheres to the Plastic Waste Management Rules, 2016 and abides by the rules of Maharashtra Pollution Control Board. The Company has processes in place for ensuring safe disposal of the waste generated across its operations. The Company has a number of initiatives to safely reclaim plastics for recycling which is sent to authorized vendors. During the reporting period, no material e-waste was recorded. The Company due to its nature of operations does not generate any hazardous waste. The Company uses mono layer film in its CareMate Tissue to reduce waste generation. FCL also uses flexo printing technology to facilitate non-toluene environmentally friendly consumer safe inks. The Company also takes initiatives, to responsibly discard the cartons waste by sending it to authorized scrap vendors.

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.**

Currently, FCL is not registered under the Extended Producer Responsibility plan.

PRINCIPLE 3

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

- 1 **(a) Details of measures for the well-being of employees:**

Future Consumer Limited is aware that its employees are vital to the growth of the Company. Consequently, it is dedicated to create and deliver an atmosphere of fair, safe, and healthy atmosphere. The Company believes in equal opportunity and economic security to all the employees. It ensures that all the employees have access to skill upgradation and learning opportunities.

% of Employees covered											
Category	Total (A)	Health insurance care facilities		Accident insurance		Maternity Benefits		Paternity benefits		Day care facilities	
		No. (B)	(B/A)%	No. (C)	(C/A)%	No. (D)	(D/A)%	No. (E)	(E/A)%	No. (F)	(F/A)%
Permanent Employees											
Male	49	49	100%	49	100%	49	100%	49	100%	-	-
Female	13	13	100%	13	100%	13	100%	13	100%	-	-
Total	62	62	100%	62	100%	62	100%	62	100%	-	-
Other than Permanent Employees											
Not Applicable											

1 (b) Details of measures for the well-being of workers:

% of Workers covered											
Category	Total (A)	Health insurance care facilities		Accident insurance		Maternity Benefits		Paternity benefits		Day care facilities	
		No. (B)	(B/A)%	No. (C)	(C/A)%	No. (D)	(D/A)%	No. (E)	(E/A)%	No. (F)	(F/A)%
Permanent Workers											
Male	Not Applicable										
Female											
Total											
Other than permanent Workers											
Male	Not Applicable										
Female											
Total											

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

Benefits	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Yes	100%	Yes
Gratuity	100%	No	100%	No
ESI	100%	Yes	100%	Yes
Others (please Specify)	NA	NA	NA	NA

3. Accessibility of Workplace-

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

The Company understands the importance of their premises being accessible to differently abled people. At present most of the offices of FCL have ramps and handrails to ensure smooth and convenient access for all.

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

The organization respects the rights of every person and emphasizes equal opportunities for all. The Company has an Equal Opportunity Policy, which is available to the employees and staff on the Company's intranet.

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

Employee Data

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	1	0%	1	0%
Female	-	-	-	-
Total	1	0%	1	0%

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

Yes, Future Consumer Limited is committed to being ethical and transparent in its business conduct and encourages all its stakeholders to raise concerns without any fear or favour. The Company has various policies in place such as Code of Conduct, Whistle Blower Policy and POSH Policy which enables the employees to put forward any issues. The Company has also an Internal Complaints Committee (ICC) to receive, investigate and redress issues and resolve grievances. The complaints can also be registered via physical or electronic communication to the person in charge.

Yes/No (If Yes, then give details of the mechanism in brief)

Permanent Employees	Yes*, we are having a grievance redressal mechanism which is elaborated in our Code of conduct through which employees & workers can raise their concerns and which are addressed at the earliest. Employees & Workers can promptly report to the management about any actual or possible violation of the Code of Conduct, or any event he or she becomes aware of that could affect the business or reputation of any unit of our Company to the appropriate person(s) as defined in the policy.
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

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

Category	FY 2022-23			FY 2021-22		
	Total Employees/Workers In respective category (A)	Number of employees/workers In respective category who are a Part of association(s) Or unions (B)	Percentage % (B/A)	Total Employees/Workers In respective category (C)	Number of employees/workers In respective category who are a Part of association(s) Or unions (D)	Percentage % (D/C)
Total Permanent Employees	62	-	-	338	36	10.6 %
Male	49	-	-	294	36	12.2 %
Female	13	-	-	44	0	0

*Employee/Worker Union has been dissolved during FY 2022-23.

8. Details of training given to employees and workers:

Category	Total FY 23 (A)	Health and safety (B)	% (B / A)	Skill development (C)	% (C / A)	Total FY22 (D)	Health and safety (E)	% (E/D)	skill development (F)	% (F/D)
Employees	FCL conducts various trainings to help optimize employee performance and enhance their knowledge and skills.									
Male	The organization conducts trainings on skill development, health and safety, policy, and quality management.									
Female	Trainings such as Total Productive Maintenance (TPM) are provided to enhance the team's efficiency as well as they help to improve the overall output and reduce costs.									
Total										
Workers										
Male	Nil									
Female										
Total										

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

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	(B/A) %	Total (A)	No. (B)	(B/A) %
Employees						
Male	49	4	8.16%	294	4	1.3%
Female	13	1	7.69%	44	1	2.2%
Total	62	5	8.06%	338	5	1.4%
Workers						
Male	Nil					
Female						
Total						

10. Health and safety management system:

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

Yes. The Company has deployed health and safety management system across all the sites and offices of FCL and in its third-party units.

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

Future Consumer Limited is determined to ensure accident-free operations. The Company has a dedicated EHS manager who is responsible and undertakes the activities of identifying any work-related hazards and assessing risks for the entity. Issues related to EHS are resolved via Meetings, internal audits and improvements areas.

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

Yes, the organization maintains an incident response register that ensures documentation of work-related hazards. Safety trainings are periodically provided to the employees to ensure a safe and secure working environment for all.

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

Yes, the employees are provided with non-occupational medical and healthcare services. The Company has a group-level insurance tie-up with TPA medical professionals to provide insurance services to all employees. Family members of the eligible employees can also avail priority treatment and various alternate healthcare packages.

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

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

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

FCL is committed to providing all its employees a safe and healthy workplace. The Company conducts regular meetings and audits to ensure compliance to environmental and sustainability management systems (ESMS) and identifying areas of

improvement. There are various processes in place for EHS that have helped the Company in identifying the material issues and improving upon them. The Emergency response framework has been implemented at various manufacturing units and corporate offices. The Company regularly conducts Hazard Identification and Risk assessments (HIRA) across its manufacturing units and complies with all the safety and environment parameters.

The Company has also taken initiatives to communicate and warn using signboards near and around any risk area. For example: fire, voltage, sharp objects etc. The employees are also given adequate pre-operative training and on spot training.

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

	FY 2022-23			FY 2021-22		
	(Current Financial Year)			(Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil					
Health and Safety						

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The Company internally has been assessing the Health and Safety practices and working conditions for its employees and workers.
Working Conditions	

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

There were no corrective actions undertaken by the organisation as there were no significant risks or concerns identified.

Principle 4

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

Essential Indicators

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

Future Consumer Limited uses the power interest matrix to identify stakeholders. The power interest matrix is a tool that aids categorizing and identifying stakeholders on a grid in relation to the power and interest they have in respect to the Company. The matrix enables to effectively manage and engage stakeholder relationships by understanding their varying levels of influence and involvement.

The Company has categorized the stakeholders according to matrix in the following manner:

High Power-High Interest: Stakeholders falling into this quadrant are considered key players and require close collaboration and engagement. These stakeholders have a significant impact on the Company and are highly interested in its activities. Strategies are developed to actively involve and communicate with them to ensure their needs are addressed. These include the Lenders and Investors etc.

High Power-Low Interest: Stakeholders in this quadrant possess considerable power but demonstrate limited interest in the Company. Although their direct involvement might be lower, it is essential to keep them informed about significant developments and maintain a positive relationship to mitigate any potential risks or concerns. The stakeholders in this category are the Government officials and customers.

Low Power-High Interest: Stakeholders in this quadrant display a keen interest in the Company's activities but possess limited power to influence decision-making. It is important to keep them informed and engaged, as their support and positive perception can contribute to the Company's reputation and overall success. They include the vendors and employees.

Low Power-Low Interest: Stakeholders in this quadrant have minimal power and interest in the Company's affairs. While they may not require extensive engagement, it is important to maintain a level of awareness and responsiveness to address any potential issues that may arise. For example, the families of the employees, general public around place of business.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable and Marginalized Group	Channels of communication	Frequency of engagement	Purpose and Scope of engagement
1	Customers	No	Store Communications, Advertisements, Electronic communication such as WhatsApp and Emails	Quarterly and need basis	Updates about various schemes, Complaint Resolution and Query clarification
2	Investors	No	Email /Website/newspaper	Quarterly and need basis	Financial and Operational Performance
3	Vendors	No	Email and Meetings	Need basis	Feedback from market, Operational Lapses, Adherence to processes, Accounts, Supply Planning
4	Government Officials	No	Direct engagement	As and when required	Following all the laws and regulations
5	Employees	No	Email and Meetings and Electronic Communications	Need basis	Operational, Health & Safety and other Department updates.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees/ worker s covered (B)	% (B / A)	Total (C)	No. of employees/ worker s covered (B)	% (D / C)
Employees						
Permanent	62	20	32.25	338	-	-
Other permanent	-	-	-	-	-	-
Total Employees	62	20	32.25	338	-	-
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	
Employees										
Permanent										
Male	49	-	-	49	100%	294	-	-	294	100%
Female	13	-	-	13	100%	44	-	-	44	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	7598684	-	-
Key Managerial Personnel	3	10686152	-	-
Employees other than BoD and KMP	45	562872	13	851967
Workers	-	-	-	-

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)

FCL has an Internal Complaints Committee (ICC) that is responsible for addressing issues and impacts concerning Human Rights.

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

Future Consumer Limited is dedicated towards protecting the human rights of all its stakeholders across its value chain including communities, consumers and vulnerable and marginalized groups. The Company also ensures that its Joint Ventures and Subsidiaries uphold their commitment to human rights.

Every person who is affected by the Company's operations has access to grievance mechanisms. This Policy is corroborated by respective functional heads of every department. Additionally, the adherence of the policy is reviewed by the senior management. The Board of Directors/and its Committee is informed on case to case basis of any such instances as and when required.

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

	FY 2022-23 Current Financial Year			FY 2021-22 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	Nil			Nil		
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human Rights related issues						

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

The Company is committed to creating a safe environment for all its stakeholders. To achieve this FCL has put in place an employee grievance mechanism and has an Internal Complaints Committee ("ICC") that works on receiving and redressing complaints. POSH policy has also been implemented that helps the employees report cases of Sexual harassment by mailing at posh@futureconsumer.in or contact the helpline desk 022-40552200.

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

Yes, all business agreements and contracts of FCL ensures Human Right requirements.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company internally in the regular course has policy to assess and ensure that the human rights are not violated.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

There were no significant risks/concerns arising from the human rights assessments.

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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	16507.98	14481.63
Total fuel consumption (B)	396.30	253.74
Energy consumption through other sources (C)	11970	9496.8
Total energy consumption (A+B+C)	28874.28	24232.17
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	-	-
Energy 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? (Y/N) If yes, name of the external agency.

No

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

Not Applicable

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

Since the operations of FCL are not water-intensive, the Company does not record its water-usage as it is restricted to domestic use.

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

No

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

No

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

Owing to the nature of operations, the Company currently does not record its air emissions.

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

Not Applicable

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	56.82	44.85
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover		-	-
Total Scope 1 and Scope 2 emission intensity (<i>optional</i>) – 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? (Y/N) If yes, name of the external agency.

No

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

Yes, FCL has previously undertaken various projects to reduce greenhouse gas emissions. It is actively involved in maintenance and preventive checks to ensure no energy wastage due to leaks, damages and heat loss. Alongside FCL believes in decreasing its dependency on Fossil fuels and using renewable energy. Currently, a subsidiary of the Company is actively sourcing its energy from solar power plants.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	
(i) Recycled	Not applicable
(ii) Re-used	
(iii) Other recovery operations	
Total	

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	
(i) Incineration	Not Applicable
(ii) Landfilling	
(iii) Other disposal operations	
Total	

Note: In the current year consequent to lean business activities, the organization is not monitoring and collecting waste management data, but the organization is looking forward to monitoring and recording the data in the coming years.

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.

Future Consumer Limited adheres to Plastic Waste Management Rule 2016 as mandated by Maharashtra Pollution Control Board (MPCB). The Company makes sure that the plastic used in the products is recyclable. FCL has also partnered with various local Producer Responsible Organization (PRO) throughout the Country to recycle plastic waste at the end of life.

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

None of our operations are situated in/around ecologically sensitive areas.

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

FCL has not undertaken projects requiring environmental impact assessment during the financial year.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not applicable, as FCL has not violated any provisions/rules mentioned in the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act for the year ended 31st March, 2023.

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.

Owing to the current business scenario of the Company, there are no such affiliations

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
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Owing to the current business scenario of the Company, there are no such affiliations

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

Name of Authority	Brief of the Case	Corrective Action Taken
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Not applicable, as no such adverse order is received from any authority for which corrective action must be taken by our Company for the year ended 31st March, 2023.

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

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

The Company has not undertaken any projects that require social impact assessment during the financial year under review.

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 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)
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None

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

Future Consumer Limited believes that their business can thrive by inclusive growth and support from the community. As a responsible organization, we are eager to create a sustainable business model to ensure and activate their future growth drivers. FCL redresses the grievances of the community by maintaining cordial relationships with concerned stakeholders.

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

	FY 2022-23	FY 2021-22
	<i>Amount in lakhs</i>	<i>Amount in lakhs</i>
Directly sourced from MSMEs/ small producers	838.48	23429.48
Sourced directly from within the district and neighbouring districts	-	-

Principle 9**Businesses should engage with and provide value to their consumers in a responsible manner****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has a mechanism in place for addressing consumer complaints and feedback. The Company has a dedicated email ID in place to receive the complaints which are then forwarded to the relevant stakeholders internal to the Company for effective resolution of the complaint in a timely manner.

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

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

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

There have been no complaints registered by the consumers in the year 2022-2023.

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

	Numbers	Reason
Voluntary Recall	None	None
Forced recall	None	None

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

The Company has a framework for monitoring and reviewing risks related to Cyber Security implemented by its Risk Management Committee and forms part of Risk Policy.

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

None