



Hawkins Cookers Limited

July 15, 2023

BSE Ltd.
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400 001

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for FY 2022-23.

In terms of the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23. The said Report also forms part of the Annual Report for the Financial Year 2022-23.

Thanking you,

Yours faithfully,
for Hawkins Cookers Limited

Brahmananda Pani
Company Secretary

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FOR FY 2022-23

Section A: GENERAL DISCLOSURES

I. Details of the Company

1. **Corporate Identity Number (CIN):**
L28997MH1959PLC011304
2. **Name of the Listed Entity:** Hawkins Cookers Limited
3. **Year of incorporation:** 1959
4. **Registered office address:** F101, Maker Tower, Cuffe Parade, Mumbai 400005
5. **Corporate address:** F101, Maker Tower, Cuffe Parade, Mumbai 400005
6. **E-mail:** ho@hawkinscookers.com
7. **Telephone:** +91-22-24440807
8. **Website:** www.hawkinscookers.com
9. **Financial year for which reporting is being done:** 2022-23
10. **Name of the Stock Exchange(s) where shares are listed:** Bombay Stock Exchange (BSE)
11. **Paid-up Capital:** Rs.5.29 crores
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**
Neil Vasudeva, Executive Director – Marketing,
+91 22 24440807, hbr@hawkinscookers.com
13. **Reporting boundary:** Standalone basis for Hawkins Cookers Limited.

II. Products/Services

14. Details of business activities

Sr. No	Description of Business Activity	% of Turnover of the entity
1.	Manufacture, trading and sale of kitchenware	98%

15. Product/Services sold by the entity:

Sr. No	Product/ Service	NIC Code	% of Total Turnover
1.	Manufacture of Pressure Cookers and Cookware	28997	83%
2.	Wholesale of Cookware	51392	17%

III. Operations

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

Location	Plants	Offices	Total
National	3	2	5
International	-	-	-

17. Markets served by the entity:

- a. **Number of locations:** All India and about 64 countries around the world.
- b. **What is the contribution of exports as a percentage of the total turnover of the entity?** 6.2%
- c. **A brief on types of customers:**
Homemakers, chefs, other individuals interested in cooking and food preparation, dealers and governmental and private institutions such as Canteen Stores Department, hotels, restaurants and corporates.

IV. Employees

18. Details as at the end of Financial Year 2022-23

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
			No.	%	No.	%
Employees						
1.	Permanent	274	246	90%	28	10%
2.	Other than Permanent	79	71	90%	8	10%
3.	Total employees	353	317	90%	36	10%
Workers						
4.	Permanent	308	308	100%	-	0%
5.	Other than Permanent	1,258	1,248	99%	10	1%
6.	Total Workers	1,566	1,556	99%	10	1%

b. Differently abled employees and workers: None

19. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
		No.	%
Board of Directors	10	2	20%
Key Management Personnel*	5	–	–

* The Four Executive Directors, who are Key Managerial Personnel are included in both the numbers – Board of Directors and Key Managerial Personnel.

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.8%	20.0%	16.3%	10.5%	39.5%	14.2%	8.9%	6.1%	8.5%
Permanent Workers	7.5%	–	7.5%	7.1%	–	7.1%	10.1%	–	10.1%

V. Holding, Subsidiary and Associate Companies (including joint ventures): None

VI. **CSR Details:** (i) Applicable as per section 135 of Companies Act, 2013. (ii) Turnover – Rs.1,005.79 crores. (iii) Net Worth – Rs.276.13 crores. See **Annual Report on CSR** (Appendix III of the **Directors' Report to Shareholders**) for details.

VII. Transparency and Disclosures Compliances

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

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 2022-23			FY 2021-22		
		Complaints filed during the year	Complaints pending resolution at close of the year	Remarks	Complaints filed during the year	Complaints pending resolution at close of the year	Remarks
Communities	Every Hawkins product has the contact details of your Company, also published on www.hawkinscookers.com . Periodic engagements with key stakeholders take place through meetings, conferences, appraisals, town halls. Your Company has a well-established Vigil Mechanism / Whistle Blower policy which may be viewed at: https://www.hawkinscookers.com/VigilMechanism.aspx Investors may also write to us, as published at: https://www.hawkinscookers.com/3.2.1.investor_info.aspx	–	–	–	–	–	–
Investors (other than shareholders)		–	–	–	–	–	–
Shareholders		10	0	–	15	0	–
Employees and workers		15	2	Since resolved	25	2	Since resolved
Customers		10	0	–	11	0	–
Value Chain Partners		4	–	–	5	0	–
Other (please specify)		1	0	Individual complaint, resolved	–	–	–

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

Sr. No.	Material issue identified	Indicate Whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Opportunity	The pressure cooker reduces consumption of natural resources like cooking fuel and trees.	–	Positive
2.	Plastics	Risk	Reducing use of plastics is desirable.	Fully EPR compliant. Plastic packaging is 100% recyclable.	Investments are made to develop the right solutions.
3.	Effluents	Risk	Proper management of effluents is required.	ETPs are operational at all plants. The treated water is recycled and used appropriately.	Investments are made to develop the right solutions.

Business Responsibility & Sustainability Report (Continued)

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 following NGRBC principles and core elements:

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9									
Policy and management processes																			
1.	a. Whether your entity's policies cover each principle and its core elements of the NGRBCs.	Y	Y	Y	Y	Y	Y	Y	Y	Y									
	b. Has the policy been approved by the Board?	Y	Y	Y	Y	Y	Y	Y	Y	Y									
	c. Web Link of the Policies, if available	https://www.hawkinscookers.com/3.1.aboutthecompany.html																	
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes. This is the year of transition for your Company to the Business Responsibility and Sustainability Report (BRSR).																	
3.	Do the enlisted policies extend to your value chain partners?	Appropriate policies extend to our value chain partners as applicable.																	
4.	Name of the national and international codes/certifications/labels/standards adopted by your entity and mapped to each principle.	BIS Standards as applicable, apart from compliance with all regulations and laws governing legal, financial, regulatory matters and environmental and pollution control.																	
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Many of the operational aspects and metrics of your Company's business reflect and cover these principles and shall be elaborated in the section dealing with Principles hereinunder in more detail.																	
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.																		
Governance, leadership and oversight																			
7.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies.	Subhadip Dutta Choudhury (DIN Number: 00141545) Chairman of the Board of Directors & Chief Executive Officer.																	
8.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? If yes, provide details.	Neil Vasudeva (DIN Number 09208715), Executive Director – Marketing, is the Business Responsibility and Sustainability Head.																	
9. Details of Review of NGRBCs by the Company:																			
	Subject for Review	Indicate whether review was undertaken									Frequency (Annually/ Half yearly/ Quarterly)								
		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	Yes									At least once annually or more often as required								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Your Company duly complies with all applicable statutory requirements.									At least once annually or more often as required.								
10	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? If yes, provide name of the agency.	Assessment of the working of its policies is carried out as part of the internal review of your Company. No external Agency.																	

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.

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 & awareness programs on any of the Principles during FY 2022-23:

Segment	Total programs	Topics/Principles covered under the training and its impact	%age covered
Board of Directors (BoD)	5	Regulatory developments in corporate governance, Companies Act, SEBI, environmental and safety issues in board meetings. Skills development, business environment, team building in other meetings.	100%
Key Management Personnel (KMP)	8	Regulatory developments in corporate governance, Companies Act, SEBI, environmental and safety issues in board meetings. Skills development, business environment, team building in other meetings.	100%
Employees other than BoD and KMP	78	Sessions were conducted covering topics such as: Code of Conduct, Skill Development, Safety and Health, Team building, Management of Self.	81%
Workers	11	Sessions were conducted covering topics such as: Code of Conduct, Skill Development, Safety and Health, Team building, Management of Self.	78%

2. **During the financial year 2022-23, there were NO instances of material fines, penalties, punishment, award, compounding fees or settlement amounts paid in proceedings (by the entity or by Directors/KMPs) levied by regulators, law enforcement agencies or judicial institutions.**
3. **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:** The Corporate Governance Code of Conduct and the Vigil Mechanism/Whistle Blower Policy encourage ethical dealings. The first Principle of the BRSR Policy supports Integrity, Ethics and Transparency. These policies are published on the Company's website at <https://www.hawkinscookers.com/3.1.aboutthecompany.html>.
4. **There were no instances of disciplinary action taken by any law enforcement agency for the charges of bribery/corruption against any Director, KMP, employee or worker.**
5. **There were no instances of complaints received in relation to conflict of interest of any Director or KMP.**
6. **Provide details of any corrective action taken or underway on issues related to fines, penalties, action taken by regulators, law enforcement agencies, judicial institutions, on cases of corruption and conflicts of interest:**
Not applicable.

Leadership Indicators

1. **Awareness programs conducted for value chain partners on any of the Principles during FY 2022-23:**

Total awareness programs held	Topics/Principles covered	% of value chain partners covered (by value of business done with such partners)
7	1. Industry trends, including environmental and social trends 2. Stakeholder needs and concerns, discussion and resolution	32%

2. **Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? If Yes, provide details of the same.** The Corporate Governance Code of Conduct that applies to all members of the Board deals with the proper processes for handling of conflict of interest and is available at https://www.hawkinscookers.com/3.4.the_code.html.

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.** Our main product, the pressure cooker, cooks 53% faster when compared to open pot cooking, reduces exposure to poisonous *chulha* smoke by around 75%, requires about 29% less water, saves trees and forest cover, and reduces the consumer's fuel bill. 100% of the R&D and capex investments support this principle.
2. **a) Does the entity have procedures in place for sustainable sourcing? Yes b) If yes, what percentage of inputs were sourced sustainably?** Aluminium is sourced from Hindalco, certified under ISO 14001/45001. Stainless Steel is sourced from ISO 14001 compliant suppliers. Your Company sources 68% of inputs 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.** Your Company follows Extended Producer Responsibility (EPR). E-waste and hazardous waste are disposed through authorised agencies. Aluminium scrap is recycled. Under the "Cashback" scheme, consumers can get a rebate on purchase of new Hawkins products on return of old pots and pans.
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.** Yes, EPR is applicable to your Company. The waste collection plan is in line with the guidelines prescribed by PCBs.

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:**

Percentage of Employees Covered											
	Total	Health		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care facilities	
		Number	%age	Number	%age	Number	%age	Number	%age	Number	%age
Permanent Employees											
Male	246	246	100%	–	–	NA	NA	–	–	66	27%
Female	28	28	100%	–	–	28	100%	NA	NA	24	86%
Total	274	274	100%	–	–	28	10%	–	–	90	33%
Other than Permanent Employees											
Male	71	71	100%	–	–	NA	NA	–	–	–	–
Female	8	8	100%	–	–	8	100%	NA	NA	–	–
Total	79	79	100%	–	–	8	10%	–	–	–	–

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

	Total	Health		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care facilities	
		Number	%age	Number	%age	Number	%age	Number	%age	Number	%age
Workers											
Male	308	96	31%	–	–	NA	NA	–	–	–	–
Other than Permanent Workers											
Male	1,248	–	–	–	–	NA	NA	–	–	–	–
Female	10	–	–	–	–	10	100%	NA	NA	10	100%
Total	1,258	–	–	–	–	10	1%	–	–	10	1%

Note: All the factory locations have well-staffed and well-equipped ambulance rooms or an ESI hospital close by.

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

Benefit	FY 2022-23			FY 2021-22		
	No of Employees covered as a % of total employees *	No of Workers covered as a % of total Workers	Deducted and deposited with authority	No of Employees covered as a % of total employees *	No of Workers covered as a % of total Workers	Deducted and deposited with authority
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	–	100%	Yes	–	100%	Yes

* Eligible as per statute

- Accessibility of workplaces:** Physical accessibility for differently abled employees is available at the premises of your Company, as per the requirements of the Rights of Persons with Disabilities Act, 2016.
- 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 Persons with Disabilities are employed at present.
- In FY 2022-23, the permanent employee who had taken parental leave returned to work, and remains in our employment as on date.**
- 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.**

Permanent Workers	Yes, including discussions through the normal chain of command, the Vigil Mechanism/Whistle Blower Policy, policy on Prevention of Sexual Harassment at the workplace, Town halls and regular meetings between management and union committee members.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total Employees / Workers in respective category	No. of Employees / Workers who are part of association(s) or Union	%	Total Employees / Workers in respective category	No. of Employees / Workers who are part of association(s) or Union	%
Total Permanent Employees	8	5	63%	9	6	67%
Male	8	5	63%	8	5	63%
Female	0	–	–	1	1	100%
Total Permanent Workers	308	308	100%	334	334	100%
Male	308	308	100%	334	334	100%
Female	–	–	–	–	–	–

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total	On Health and Safety measures		On Skill upgradation		Total	On Health and Safety measures		On Skill upgradation	
		No	%	No	%		No	%	No	%
Employees										
Male	246	89	36%	114	46%	232	15	6%	166	72%
Female	28	4	14%	14	50%	23	1	4%	23	100%
Workers										
Male	530	379	72%	257	48%	566	391	69%	300	53%
Female	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2022-23			FY 2021-22		
	Total	No. reviewed	%	Total	No. reviewed	%
Employees						
Male	246	246	100%	232	232	100%
Female	28	28	100%	23	23	100%
Workers						
Male	308	308	100%	334	334	100%
Female	-	-	-	-	-	-

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 system?** Yes, across all locations.

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?** Several processes are followed, including the following:

- Machines have safety guards, photo cells and necessary interlock wherever possible.
- New machines are procured with these safety features without exception.
- Safety Committees at each plant meet regularly to discuss actions and suggestions to further improve safety.
- Factory managers and shop managers take rounds of the factory floor daily to assess and mitigate work-related risks.
- Third party safety audits are performed at periodic intervals.

c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.** All workers are empowered to report work related hazards and potential risks to reporting management and senior management as they evaluate necessary, and, if necessary, to stop the work and remove themselves to a safer place away from such risks.

d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)** Yes, all the factory locations have well-staffed and well-equipped ambulance rooms or an ESI hospital close by for any medical assistance, occupational or non-occupational, and all employees/workers are covered by the Company's Medical Benefits or insurance policies as applicable.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	2.25
Total recordable work-related injuries (per one million-person hours worked)	Employees	-	-
	Workers	-	1.12
No. of fatalities	Employees	-	-
	Workers	-	-
No. of high consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	1.00

12. **Describe the measures taken by the entity to ensure a safe and healthy work place.** Safety Committees at all plants meet regularly to improve workplace safety. Plant managers or other senior personnel do inspections to assess safety and give suggestions for improvements. Workers undergo health check-ups annually or as per statutory guidance.

Business Responsibility & Sustainability Report (Continued)

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working condition	16	4	Since resolved	18	2	Since resolved
Health & safety	12	1	Since resolved	7	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety	Two factories assessed by third parties.
Working Conditions	Mumbai office inspected by the municipal corporation.

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. The Safety Committees review potential safety hazards or safety-related incidents and recommend action to be taken. Once the project is implemented, an action taken report is raised for assessment and review, and corrective actions are cascaded through the organisation. For example, through this process, prior to any adverse incident, interlocking safety doors were installed on two machines in a plant, where it was identified that the finger or hand of the operator may venture into the danger zone.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (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 returns filed by value chain partners are scrutinised along with statutory compliance supportings where applicable to ensure that the statutory dues have been deducted and deposited by them as required under law.
- 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:** There were no cases.
- 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.

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

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.** Key external and internal stakeholders are identified basis their importance and impact on the business, upstream and downstream.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Stakeholders Group	Whether identified as Vulnerable and Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	Yes	Various channels, including mass media (television, newspapers), digital and social media, leaflets, in-person and virtual meetings, telephone, emails and written communication, feedback surveys, website, intranet portal, and others.	As required.	One-on-one or group discussions, meetings or presentations, on a variety of key topics such as business, performance against plans, resolution of issues if any, new plans and ideas, market intelligence and learning, and building understanding, relationships and teams.
Dealers	Yes			
Employees	Yes			
Investors	Yes			
Suppliers	Yes			
Government/Regulators	No			
Communities	Yes			

Leadership Indicators

- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups:** The CSR program aims to educate marginalised and vulnerable sections of society by sensitising them to the benefits of better health through reduced exposure to indoor air pollution from the *chulha*, fuel-saving, money-saving and better nutrition through use of a pressure cooker. Your Company has established a Skill Development Program for unemployed

youth as Apprentices and under the Employment Promotion Program. Your Company has also made concerted efforts to reach out to small shareholders, prior to their shares being transferred to the IEPF as per statute, by sending these shareholders several rounds of letters, followed up by in-person visits. Your Company continues to make efforts to reach out to ex-employees who have not claimed their Provident Fund and has published notices in the offices and on the website. Dealers who have a credit balance lying with the Company are informed from time to time.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.** Yes, 1. Suggestions and advisories of the Government/Regulators are implemented, as applicable. 2. Regular reviews are done for the pollution control compliances of our vendors. 3. Regular townhalls are done with the employees. 4. Investors are invited to ask questions at the AGM which are duly responded to. 5. Customers are updated about our products and their benefits through advertisements, our product cartons messaging and instruction manual provided with each product. 6. Dealers are provided written benefits' circulars and web/app based status of qualifications for benefits.

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 policies of the entity:**

Category	FY 2022-23			FY 2021-22		
	Total	No. of employees/ workers covered	%	Total	No. of employees/ workers covered	%
Employees						
Permanent	274	192	70%	254	39	15%
Other than Permanent	79	0	0%	21	0	0%
Total Employees	353	192	54%	275	39	14%
Workers						
Permanent	308	0	0%	334	0	0%
Other than Permanent	1,258	991	79%	1,006	560	56%
Total Employees	1,566	991	63%	1,340	560	42%

2. **Details of minimum wages paid to employees and workers, in the following format: Your Company provides more than the statutory minimum wages to all employees and workers.**

Category	FY 2022-23					FY 2021-22				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
		No.	%	No.	%		No.	%	No.	%
Employees										
Permanent	274	–	–	274	100%	255	–	–	255	100%
Male	246	–	–	246	100%	232	–	–	232	100%
Female	28	–	–	28	100%	23	–	–	23	100%
Other	–	–	–	–	–	–	–	–	–	–
Other than Permanent	79	–	–	79	100%	51	–	–	51	100%
Male	71	–	–	71	100%	46	–	–	46	100%
Female	8	–	–	8	100%	5	–	–	5	100%
Other	–	–	–	–	–	–	–	–	–	–
Workers										
Permanent	308	–	–	308	100%	334	–	–	334	100%
Male	308	–	–	308	100%	334	–	–	334	100%
Female	–	–	–	–	–	–	–	–	–	–
Other	–	–	–	–	–	–	–	–	–	–
Other than Permanent	1,258	–	–	1,258	100%	977	–	–	977	100%
Male	1,248	–	–	1,248	100%	968	–	–	968	100%
Female	10	–	–	10	100%	9	–	–	9	100%
Other	–	–	–	–	–	–	–	–	–	–

Business Responsibility & Sustainability Report (Continued)

3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages In Rs. Lakh	Number	Median remuneration/ salary/ wages In Rs. Lakh
Board of Directors (BoD)	4	321.9	–	–
Key Managerial Persons (KMP)	1	98.6	–	–
Senior managers	30	46.8	2	71.9
Other managers	211	11.8	26	8.8
Permanent Workers	308	4.9	–	–

- Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No).** Yes, the Senior Vice President Personnel is responsible for addressing human rights impacts or issues.
- Describe the internal mechanisms in place to redress grievances related to human rights issues.** Mechanisms are in place such as town halls, the normal chain of command, escalation to higher levels under an open-door policy, the Vigil Mechanism/ Whistle Blower policy, and joint management and union committee members meetings.
- No such complaints were made by employees or workers on sexual harassment, discrimination at workplace, child labour, forced or involuntary labour, wages, or any other human rights related issues in FY 2021-22 and FY 2022-23.**
- Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.** The Vigil Mechanism/Whistle Blower policy protect complainants from adverse consequences. Any individuals who raises a genuine concern in good faith will not be at risk of losing their job or suffering any form of retribution, even if it is later discovered that they are mistaken.
- Do human rights requirements form part of your business agreements and contracts?** Business agreements and contracts entered into by your Company include clauses, where relevant, on compliance with applicable laws and/or regulatory requirements, which would also include human rights.
- Assessments for the year:** Your Company has assessed and confirms that in FY 2022-23 there have been no instances of child labour, forced or involuntary labour, nor were there any reports of sexual harassment or discrimination at the workplace, and that all wages were paid out in time.
- Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above:** Not applicable.

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

Essential Indicators

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

Parameter (Giga Joules/GJ)	FY 2022-23	FY 2021-22
Total electricity consumption	50,564	62,020
Total fuel consumption	450	480
Energy consumption through other sources	30	0
Total energy consumption	51,045	62,500
Energy intensity (GJ per Rupees Crore of turnover)	50.8 GJ/Rs. Cr	65.2 GJ/Rs. Cr

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). Deepak Electricals, an authorised Agency by Government of Maharashtra conducted an assessment of Thane plant in 2021-22.

- 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. Details of disclosures related to water:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	54,636	56,131
(iii) Third party water	8,650	9,648
(iv) Seawater / desalinated water	–	–
(v) Others	–	–
Total volume of water withdrawal (in kilolitres)	63,286	65,779
Total water consumption (in kilolitres)	63,286	65,779
Water intensity (kl water consumed/Rs. crore turnover)	62.9 kl/Rs. Cr	68.7 kl/Rs. Cr

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.** Zero Liquid Discharge (ZLD) has been implemented at our Thane Plant with the necessary systems, Reverse Osmosis (RO) system and Evaporator. The Company is considering roll-out of ZLD to the other plants. STPs are in already operational at all plants. The treated water is recycled and used in gardening. High-capacity ETPs are operational as well at all plants. The treated water is recycled in various processes, and in cooling towers.
5. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:** Air emissions other than GHG emissions are within the Pollution Control Board mandated limits.
6. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:** Negligible.
7. **Does the entity have any project related to reducing Green House Gas (GHG) emission? If Yes, then provide details.** An alternate buffing process for stainless steel components was developed that reduces pollution and saves electricity. Sophisticated systems were installed to improve the power factor and reduce harmonics, ensuring more efficient energy usage. A system of solar panels was installed to generate electricity.
8. **Provide details related to waste management by the entity:**

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste	8.7	13.4
E-waste	0.5	2.2
Bio-medical waste	–	–
Construction and demolition waste	–	–
Battery waste	–	–
Radioactive waste	–	–
Other Hazardous waste (process waste, residue, sludge etc.)	106.4	98.3
Other Non-hazardous waste generated	–	–
Total	115.6	113.9
Total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	–	–
(ii) Landfilling	–	–
(iii) Other disposal operations	115.6	113.9
Total	115.6	113.9

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

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.** Effluent from toilets and canteen are treated in STP using the Moving Bed Biofilm Reactor (MBBR) process. Treated water is re-used. Effluents from manufacturing processes are treated in ETP. Disposal of the sludge generated is through government-approved waste management firms. Plastic packaging is reduced wherever possible.
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:** Not Applicable.
11. **Details of Environmental Impact Assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year:** in FY 2022-23, two EIA were done, based on applicable laws.
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):** Yes, your Company is compliant with all applicable environmental law in India.

Business Responsibility & Sustainability Report (Continued)

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

Essential Indicators

- a. **Number of affiliations with trade and industry chambers/ associations:** 5
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/associations	Reach (State/ National)
1	Bombay Chamber of Commerce	National
2	Advertising Standards Council of India	National
3	Media Research Users Council	National
4	Indian Society of Advertisers	National
5	All India Pressure Cooker Industries Association	National

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.** No such adverse orders were received from regulatory authorities in FY 2022-23.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.** No SIA needed as per applicable laws.
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:** Not applicable.
3. **Describe the mechanisms to receive and redress grievances of the community.** The email id enquiry@hawkinscookers.com is used by the community to report grievances. They are redressed by the appropriate Company officials and suitably communicated.
4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	29%	25%
Sourced directly from within the State	40%	36%

Leadership Indicators

1. **Information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:** Your Company has spent the large majority of its CSR expenses in FY 2022-23 in public service and awareness campaigns about how housewives can save fuel, time and money, and improve health, by reducing exposure to the harmful effects of *chulha* smoke for their families and themselves, by cooking in pressure cookers on LPG cylinders. These campaigns were published in the leading national newspapers in the majority of states in India, and are very likely to have been seen by families from all socio-economic strata including those from the designated aspirational districts.
2. **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/No)** No.
3. **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:** None.
4. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:** No adverse orders in any such intellectual property disputes were passed against your Company in FY 2022-23.
5. **Details of beneficiaries of CSR projects:** Akhand Jyoti Eye Hospital, the largest eye hospital in East India, is one beneficiary. 80% of the surgeries done are free for the poor. As explained hereinabove, the public service and awareness campaigns run in the leading national newspapers in most states of India, are very likely to have been seen by families from all socio-economic strata including from the vulnerable and marginalised groups as well; however, it is not feasible to put an exact count or percentage of the numbers of such persons which is likely to run into lakhs or crores.

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

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.** Your Company has a wide network of 821 Company-trained and authorised service centres, whose service performance is periodically assessed by us. Feedback is systematically taken from consumers who receive service, to assess their satisfaction with the quality of service and the service provider.
- Turnover of products and services as a percentage of turnover from all products/ service that carry information about:**

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

Under the "Cashback" scheme, consumers can get a rebate on the purchase of new Hawkins products on return of old pots and pans.

- Number of consumer complaints in respect of data privacy, advertising, cyber-security, restrictive or unfair trade practices:** None in FY 2021-22 and FY 2022-23.
- Details of instances of product recalls on account of safety issues:** None in FY 2022-23.
- 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. https://www.hawkinscookers.com/8.0.privacy_policy.html
- 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.** No penalty or corrective actions were mandated by regulatory authorities or are underway in FY 2022-23 for advertising, cyber security, data privacy of customers, or product recalls. Your Company regularly assesses and strengthens its cyber security based on internal and on expert assessment taking into accounts the latest developments in the field.

Leadership Indicators

- Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).** Such information may be accessed on the Company's website www.hawkinscookers.com and on leading e-commerce channels such as Amazon, Flipkart and Bigbasket.
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.** Each product has a manual with complete instructions on how to use the product safely and responsibly. Such instructions and manuals are also available on the Company's website and through videos.
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.** Not applicable.
- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable). If yes, provide details in brief.** Yes. The product label, carton and cookbook have all relevant information. The website has additional information. Your Company has also created www.savewithpressurecookers.com, a microsite with some information on how pressure cookers can help you save more.

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.

- Information relating to data breaches**
 - Number of instances of data breaches along-with impact:** None in FY 2022-23.
 - Percentage of data breaches involving personally identifiable information of customers:** Nil.