
Business Responsibility & Sustainability Report

Globus Spirits Limited (Formerly Known as Globus Agronics Limited) was incorporated in 1993. Today, with a blend of experience-led wisdom and youthful exuberance, Globus Spirits operates with high standards of quality in the spirits business, driven to create value for all our stakeholders. Our presence in multiple segments and price points of the value chain is clearly visible, with well-integrated operations aiding in ensuring quality and cost control.

In accordance with clause (f) of sub-regulation (2) of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (Listing Regulations). Your Company's Business Performance and Impacts are disclosed based on the 9 Principles of the 'National Guidelines on Responsible Business Conduct' (NGRBC).

SECTION A: GENERAL DISCLOSURES

Details of the listed entity

S.No.	Details of Listed Entity	
1	Corporate Identity Number (CIN)	L74899DL1993PLC052177
2	Name of the Listed Entity	GLOBUS SPIRITS LIMITED
3	Year of Incorporation	1993
4	Registered Office Address	F-0, Ground Floor, The Mira Corporate Suites, Plot No. 1 & 2, Ishwar Nagar, Mathura Road, New Delhi 110065
5	Corporate Address	F-0, Ground Floor, The Mira Corporate Suites, Plot No. 1 & 2, Ishwar Nagar, Mathura Road, New Delhi 110065
6	E-Mail	corporateoffice@globusgroup.in
7	Telephone	+91-11-66424600
8	Website	www.globusspirits.com
9	Financial Year for which reporting is being done	1 st April 2022-31 st March 2023
10	Name of Stock Exchanges where shares are listed	BSE 533104 and NSE-GLOBUSSPR
11	Paid-up Capital	Rs.288,027,490
12	Name and Contact details of person who has to be contacted for any BRSR Report related Queries	Mr. Santosh Kumar Pattanayak : Company Secretary - santoshp@globusgroup.in Phone Number- +91-11-66424600
13	Reporting Boundary (Standalone/Consolidated Basis)	Standalone

Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of Bulk industrial alcohol and Potable Alcohol (RS/ENA/ETHANOL/IMIL/IMFL/ Others)	Bulk Alcohol, IMFL Bottling, By-Products; Value Spirits and Premium Spirits	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	ENA	2208	15.04%
2	Ethanol	2208	23.10%
3	IMIL	2208	48.13%
4	IMFL	2208	3.59%
5	Others	2208	10.14%

Abbreviations: ENA (External Neutral Alcohol), IMIL (Indian Mfg. Indian Liquor), IMFL (Indian Mfg. Foreign Liquor).

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	6	1	7
International	0	0	0

17. Markets served by the entity:

A. Number of location

Locations	Number
National(No. of States)	States-11
International(No. of Countries)	8 Approx(Countries of Africa and Japan)

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

- Contribution of exports as a percentage of the total turnover of the entity is 1.84%.

C. A brief on types of customers:

- GSL caters to the individual /retail customers as well as the industrial customers.

GSL business is divided into the following areas-

a) The manufacturing business involves sale of ethanol, ENA and sale of by-products. Ethanol is sold to **OMC (HPCL, IOCL, and BPCL)**, **ENA is sold to MNC's like USL, Pernod, Beam, Bacardi and big domestic liquor companies like ABD, Radico and other country liquor bottlers.** By products predominantly **Animal Feed Supplement (AFS)** is sold to **local customers** who lift the same.

b) Consumer division involves sale of **Country Liquor** (Value segment), liquor in the value plus segment and IMFL (Indian Made Foreign Liquor). These are sold to the **distributors, retailers** etc. depending on the terms of trade and route to market.

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)	417	413	99.04%	4	0.96%
2.	Other than Permanent(E)	4	3	75%	1	25%
3.	Total employees (D+E)	421	416	99%	5	1.18%
WORKERS						
4.	Permanent(F)	475	475	100%	0	0%
5.	Other than Permanent(G)	170	170	100%	0	0%
6.	Total workers (F+G)	645	645	100%	0	0%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	NIL	NIL	NIL	NIL	NIL
2.	Other than Permanent(E)	NIL	NIL	NIL	NIL	NIL

3.	Total differently abled employees (D+E)	NIL	NIL	NIL	NIL	NIL
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	NIL	NIL	NIL	NIL	NIL
5.	Other than permanent(G)	NIL	NIL	NIL	NIL	NIL
6.	Total differently abled workers (F+G)	NIL	NIL	NIL	NIL	NIL

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	9	1	11.11
Key Management Personnel	2	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	27.8%	0%	27.8%	12.97%	33.3%	46.27%	8%	33.3%	41.33%
Permanent Workers	42.1%	0%	42.1%	44.68%	0%	44.68%	56.66%	0%	56.66%

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures(A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	%of shares held by listed entity	Does the entity indicated at column A; participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	-	-	-	-

VI. CSR Details

14. (i) Whether CSR is applicable as per section135 of Companies Act,2013: **(Yes/No)- Yes**
(ii) Turnover (in Rs.): 2822.47Cr
(iii) Net worth (in Rs.): 886.63Cr

VII. Transparency and Disclosures Compliances

23. Complaints/Grievancesonanyoftheprinciples(Principles1to9)undertheNationalGuidelineson 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		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes (HR Policy manual; http://www.globusspirits.com/documents/Code_of_Ethics.pdf)	0	0	Internal grievance redressal mechanism in place.	0	0	Internal grievance redressal mechanism in place.
Investors (other than shareholders)	Yes (HR Policy Manual; http://www.globusspirits.com/documents/Code_of_Ethics.pdf)	0	0	Internal grievance redressal mechanism in place.	0	0	Internal grievance redressal mechanism in place.
Shareholders	Yes (HR Policy Manual; http://www.globusspirits.com/docu	0	0	Internal grievance redressal mechanism in place.	0	0	Internal grievance redressal mechanism in place.

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

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

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

			<p>areas prone to natural disasters like:</p> <ol style="list-style-type: none"> 1. Flooding 2. Earthquake <p>(Being in seismic zone IV. & V)</p> <p>In case of any natural disaster, there may be an impact resulting in:</p> <p>Disruption in business activities</p> <p>Damage of infrastructure</p> <p>Employee safety becomes at risk</p>	<p>place.</p> <ol style="list-style-type: none"> 2. Simulation of the various disaster scenarios is periodically Undertaken 3. Regular monitoring of critical controls to reflect readiness of the infrastructure and processes 4. Periodic training Programs are undertaken to keep the ERT team always prepared 5. Plans for engage outsourcing part of activities in case of emergencies is under discussion partners and 	ons
3	Board independence	Opportunity	<p>Strict compliance with the Anti-corruption and Anti-Bribery policies</p> <p>Business conduct focusing on Integrity, Compliance and Ethics</p> <p>Diversity & Inclusivity is encouraged</p>	<p>No discrimination and encouragement of diversity in board through Nomination and Remuneration committee</p>	Positive Implications
4	Transparency in Business conduct	Opportunity	<p>Ethical business conduct</p> <p>Respecting interests of all stakeholders</p>	<p>Following “code of conduct for directors” to ensure ethical, transparent business conduct</p>	Positive implications

5	Efficient waste management and disposal	Opportunity	<p>Efficient waste management helps manage and reduce risk of released process waste released which can be liquid, gaseous, solid type and may include both hazardous and non-hazardous classification</p> <p>Safe handling and disposal of waste reduces risk to the community and environment.</p>	<p>Organization is presently segregating the waste produced at the source itself and has authorized vendors to further safely handle different types of wastes. The entity is also deploying controls to ensure compliance with the environmental consents obtained.</p> <p>Further, new ways are being devised to recycle, reuse and deploy the effluent and process waste for safe application and disposal.</p> <p>Further, alternate ways to use spent raw material to ensure better waste management are being explored.</p> <p>Waste management strategies involving color coding of bins, waste segregation, giving e-waste to authorized vendors for recycling and safe disposal & safely handling of hazardous waste are also followed</p>	Positive implications
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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
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://www.globusspirits.com/documents/key-policies/Risk-Mgmt-Policy.pdf , https://www.globusspirits.com/documents/key-policies/Policy-on-Material-Subsidiary.pdf https://www.globusspirits.com/documents/key-policies/RPT-Policy.pdf , http://www.globusspirits.com/privacy_policy.php								
2. Whether the entity has translated the policy into procedures. (Yes /No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	No Evidence to Support the requirement could be provided							
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustee) standards (e.g.SA8000, OHSAS, ISO, BIS) adopted by	<p>ISO 22000: 2018</p> <p>The Company has obtained ISO 22000: 2018 certifications for the plant of the Company situated at Panagarh, West Bangal.</p> <p>ISO 14001 :2004</p> <p>The Company had obtained ISO 14001 :2004 certification for the plants of the Company situated at Samalkha in the state of Haryana and the other one situated at Behror in the state of Rajasthan . The Company is in the process of further reimplementation and renewal of the said certifications.</p>								

your Entity and mapped to each principle.	OHSAS 18001 :2007: The Company had obtained ISO 14001:2004 certifications for the plants of the Company situated at Samalkha in the state of Haryana and the other one situated at Behror in the state of Rajasthan. The Company is in the process of further reimplementation and renewal of the said certifications.
5. Specific commitments, Goals and targets Set by the entity with defined time lines, if any.	The company is committed to better performance in terms of product excellence, marketing excellence, organizational excellence and manufacturing excellence.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Product excellence has been enhanced by producing and using highest quality of “ENA” or Extra Neutral Alcohol. The Extra Neutral Alcohol that is fractioned in our multi-pressure columns assures higher purity than conventional re-distillation techniques thereby providing safer and better tasting beverages, in addition, stringent controls over the natural fermentation process ensures that every batch of ENA is of high purity and quality.</p> <p>Marketing excellence strategy has been in pioneering branding at the bottom of the pyramid ‘IMIL’ market as well as creating innovative ‘IMFL’ brands. Organizational excellence achieved through the entity’s unique 360° business model, allowing for high capacity utilization and operation of high standards of Corporate Governance creating value for all of its stakeholders.</p> <p>Manufacturing excellence was achieved by establishing world-class, fully integrated, earth-friendly distilleries that produce reliable products at better efficiencies. The entity’s Financial Year 2023 show IMIL business has grown from 42% in Financial Year 2022. Similarly the growth in IMFL business has grown from 0.3% in Financial Year 2022 to 3.59% in Financial Year 2023. In addition realization Consumer business improved to Rs.517/case in Financial Year 2023 from Rs.464/case in Financial Year 2022.</p>
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related	Globus Spirit is committed to ensure preservation of the environment, positively contributing to the sustainable development of the society, while ensuring continued compliance with the applicable governance requirements. The commitment is evident in all the activities undertaken at strategic and

<p>challenges, targets and achievements</p> <p>(listed entity has flexibility regarding the placement of this disclosure)</p>	<p>operational level across all locations of the group. Compliance is the core to all activities at Globus Spirit.</p> <p>Board of Directors of the company has specifically communicated their commitment to comply with all applicable legal and regulatory requirements. Involvement of the leadership team and the office staff in multiple environmental and social welfare initiatives undertaken as part of the various CSR activities are also an evidence of the company's strong resolve to positively contribute towards environmental and social wellbeing.</p> <p>The company's sincere commitment to compliance is evident from the strict deployment of the Code of Conduct and Ethics, which is followed by all within the organization from the Directors, Senior Management personnel to the employee at the last pedestal within the organization. Vendors engaged by the organization are also evaluated and are expected to conform to the applicable legal & regulatory requirements. Globus Spirit makes all efforts to ensure transparency and integrity in the company's business conduct. Our vigil mechanism and prevention of insider trading policy prevents misuse of data and ensures transparency and ethical business conduct.</p> <p>Globus Spirits ensure conformance with the available environmental consents obtained for each of the facility. Further, efforts are made towards adopting new technological controls to ensure continual improvement in the various sustainability goals as per the defined global guidelines and standards. Innovation is one the core values here at Globus Spirits limited and we reflect the same in our constant endeavors like ensuring conversions to alcohol at higher efficiencies through installation of newer and more advanced technologies, improving distillation techniques and exploring alternate disposals of spent grain to improve our waste disposal strategies.</p> <p>We, at Globus spirits, take pride in our strong risk and opportunities-based process framework which helps our organization to proactively identify the risks and effectively mitigate the same to acceptable levels, while ensuring adequate leverage from the inherent opportunities to consistently drive our organization on the path of continual improvements.</p>
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8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Board of Directors			
S.No.	Name of Director	DIN	Designation
1	Mr. Ajay Kumar Swarup	00035194	Managing Director
2	Mr. Shekhar Swarup	00445241	Executive Director
3	Dr. Bhaskar Roy	02805627	Executive Director

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? (Yes / No). If yes, provide details.

S.No.	Members of Committee	Designation
2	Mr. Ajay Bhaskar Baliga	Non-Executive - Non Independent Director
3	Mr. Kunal Agarwal	Non-Executive - Independent Director
4	Mr. Bhaskar Roy	Executive Director
5	Mr. Shekhar Swarup	Executive Director

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)									
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9

<p>Performance Above policies and follow up action</p>	<p>As a practice, BR policies of the company are reviewed periodically or on a need basis by department heads and Risk Management committee. During this assessment, the efficacy of the policies is reviewed and any changes needed are discussed and implemented.</p>								
<p>Compliance</p>	<p>The organization is in compliance with all regulations as applicable. No evidence of any deviation from the applicable compliance could be seen during the sampling assessment. Further, a confirmation was provided by the compliance head on 100% compliance with applicable requirements.</p>								
<p>11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No).If yes, provide name of the agency.</p>	<p>P 1</p>	<p>P 2</p>	<p>P 3</p>	<p>P 4</p>	<p>P 5</p>	<p>P 6</p>	<p>P 7</p>	<p>P 8</p>	<p>P 9</p>
<p>Yes, policies are reviewed by external ISO auditors as a part of Environment Health and Safety Management System assessment and certification process.</p>									

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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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 and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	2	POSH Training, Ethics training on business practices	100%
Key Managerial Personnel	2	POSH Training, Ethics training on business practices, Human rights issues	100%
Employees other than BoD and KMPs	83	Skill Development, Ethics, Team Building, Health and safety	27.34%
Workers	78	Skill Development, Ethics, Team Building, Health and safety	32.74%

2. Details offense / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

- For FY23, there were no cases pending pertaining to unfair trade practices, irresponsible advertising and/or anti-competitive behavior. Additionally, there were no cases of corruption, with reference to the employees or the business partners.

Monetary Compensation

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

Non- Monetary Compensation

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

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

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

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

- No Directors/KMPs/employees/workers were involved in bribery/corruption both in FY 2022-23 and FY2021-22. On above grounds, no action was taken by any law enforcement agency.

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

-No complaints were received with regard to conflict of interest against Directors/KMPs in FY23 and FY 22.

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	N NIL	None, not applicable	NIL	None, not applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	None, not applicable	NIL	None, not applicable

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

- Not applicable

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

PRINCIPLE 2 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	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	5.50 crore	4 crore	Unit has the facility to maintain the ZLD with MEE followed by decanter and dryers. Unit has invested approx. 5.50 cr on the facility in the current financial year to improve. Units also have the ESP to maintain the air emission norms to reduce the carbon foot print.

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

No formal “sustainable sourcing process presently in place” Formulations of sustainable sourcing framework in accordance with ISO 20400 is currently being reviewed and resulting progress will be reported in the next year.

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

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

S. No.	Category	Process in Place
A	Plastics (including packaging)	Resale to manufacturers
B	E-Waste	Disposing to PCBs authorized vendor for recycling and safe disposal
C	Hazardous Waste	Send oil to authorized vendor recycling/reusing.
D	Other Waste	NA

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.

S.No.	Information required	Information
a	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.	Presently there are no such requirements applicable to GSL and no process framework or plan is available. Review of the applicability and the process of establishing the EPR is presently under progress.
b	Whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	Yes, waste segregation and appropriate process for the collection and safe dispatch to the PCB authorized vendors is followed at all the locations.
	If not, provide steps taken to address the same.	N.A

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Num ber (B)	% (B / A)	Num ber (C)	% (C / A)	Num ber (D)	% (D / A)	Nu mber (E)	% (E / A)	Nu mber (F)	% (F / A)
Permanent employees											
Male	413	413	100%	413	100%	413	100%	413	100%	413	100%
Female	4	4	100%	4	100%	4	100%	4	100%	4	100%
Total	417	417	100%	417	100%	417	100%	417	100%	417	100%
Other than Permanent employees											
Male	3	3	100%	3	100%	3	100%	3	100%	3	100%
Female	1	1	100%	1	100%	1	100%	1	100%	1	100%
Total	4	4	100%	4	100%	4	100%	4	100%	4	100%

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Num ber (C)	% (C / A)	Nu mb er (D)	% / (D A)	Nu mb er (E)	% / (E A)	Nu mb er (F)	% (F / A)
Permanent workers											
Male	475	475	475	475	475	475	475	475	475	475	475
Female	0	0	0	0	0	0	0	0	0	0	0
Total	475	475	475	475	475	475	475	475	475	475	475
Other than Permanent workers											
Male	170	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female		Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	170	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total Workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	77.45%	95.15%	Y	71.40%	92.45%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0%	33%	Y	0%	57.142%	Y
Others	0%	0%	N.A	0%	0%	N.A

3. Accessibility of workplaces

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

- Yes, the premises/offices are accessible to differently abled employees and workers as per the requirements of the rights of persons with disabilities act, 2016.

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

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

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

Gender	Permanent employees		Permanent workers	
	Return to work Rate	Retention rate	Return to work Rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, company has a complaint and grievance reporting process in place. All employees are free to reach and report any of their grievance directly to the HR SPOCs at their respective locations
Other than Permanent Workers	Yes, company has a complaint and grievance reporting process in place. All Temporary employees are free to reach their Function Lead or the HR SPOC of the respective locations to report any grievance directly or through their unions at their respective locations
Permanent Employees	Yes, company has a complaint and grievance reporting process in place. All employees are free to reach and report any of their grievance directly to the HR SPOCs at their respective locations
Other than Permanent Employees	Yes, company has a complaint and grievance reporting process in place. All Temporary employees are free to reach their Function Lead or the HR SPOC of the respective locations to report any grievance directly or through their representative unions at their respective locations

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	417	24	5.75%	395	22	5.56%
- Male	413	24	5.8%	395	22	5.56%
- Female	4	-	-	2	-	-
Total Permanent Workers	475	0	0	0	0	0
- Male	475	0	0	0	0	0
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Healt h and safet y meas ures		On Skill up gradatio n		Total (D)	On Healt h and safet y meas ures		On Skill up gradati on	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	413	54	6.36 %	27	4.07 %	393	25	6.36%	16	4.07 %
Female	4	2	66.67 %	1	66.67 %	3	2	66.67 %	2	66.6 7%
Total	417	56	6.8%	28	4.5%	396	27	6.8%	18	4.5 %
Workers										
Male	645 (475+ 170)	146	22.63 %	63	9.76 %	473 (329+1 44)	128	27.06 %	50	10.5 7%
Female	0	0	0	0	0	0	0	0	0	0
Total	645 (475+ 170)	146	22.63 %	63	9.76 %	473 (329+1 44)	128	27.06 %	50	10.5 7%

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	413	352	85.02%	393	205	52.16%
Female	4	3	100%	3	2	66.6%
Total	417	355	85.13%	395	207	52.27%
Workers						
Male	475	89	18.73%	473	473	100%
Female	-	-	-	-	-	-
Total	475	89	18.73%	473	473	100%

10. Health and safety management system:

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

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

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

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

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

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

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

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

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

Yes

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

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	Nil	Nil
Total recordable work-related injuries	Employees	1	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

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

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

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

- Globus Spirits has not received any complaint on "Health & Safety" and "Working Conditions" in FY2022-23 and FY 2021-22. However, the Company encourages its employees and contractor workers to proactively submit safety observations and report unsafe acts and conditions at workplace as a preventive action.

	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
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
SMETA Audits (Ethical trade audit-Health and safety, hygiene)	100%
Internal Audits (Occupational health and safety)	Approx. 75% of the plants were assessed
Internal audits (Environmental Management System)	Approx. 75% of the plants were assessed

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

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

PRINCIPLE 4: 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.

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

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	NO	Website, E-Mail, newspaper advertisement	Periodically as per the Companies law. Shareholders and investor communities are being informed regarding performance of the company every quarterly and also event based all the key material events are being informed to the shareholders and investor community under regulation 30 of SEBI (LODR) on happening of each material event. And also outcome of the Board and committee meetings as well as shareholders	Reporting to the share-holders of the business performance, annual reports and notices for general and extra-ordinary meetings, as applicable

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

			are also informed to the shareholders on timely basis.	
BoDs	No	Website, E-Mail	The Board of Directors and KMPs meet every quarterly and accordingly they discuss and evaluate the performances of the company each quarterly	Business performance
KMPs	No	Website, E-Mail	The Board of Directors and KMPs meet every quarterly and accordingly they discuss and evaluate the performances of the company each quarterly.	Generally the information shared is relating to the strategic and operations business requirements
Permanent Employees	No	Website, E-Mail, notice board in the local language for ease of their understanding	Periodically, The periodicity may vary depending on the nature of information shared	Generally the information shared is relating to their personal wellbeing and operational business requirements
Employees (Other than Permanent)	No	Website, E-Mail, notice board in the local language for ease of their understanding	Periodically, The periodicity may vary depending on the nature of information shared	Generally the information shared is relating to their personal wellbeing and operational business requirements

Workers (Other than Permanent)	No	Website, E-Mail, notice board in the local language for ease of their understanding. Also, verbal communications are also held periodically through their concerned location team and supervisors as applicable.	Periodically, the periodicity may vary depending on the nature of information shared.	Generally, the information shared is relating to their personal wellbeing and operational business requirements
Farmers	No	Personal Meetings	Periodically at the time of Procurement of the raw material or else relating to their welfare	Meetings are held with the farmers relating to the company's welfare policies and also relating to the produce purchase
Transporters	No	Meetings and instruction circulars	Periodically as based on the Business Requirements	The Business Transactions to be shared and also their welfare at periodic intervals
Community	No	Community meetings	As and when required. For simulation of emergency preparedness drills, it is periodically as per the plan	Generally, for the welfare of the community and to inform them on the specific activities relating to the emergency preparedness simulation drills at the organization

Consumer	No	Website, complaint and feedback cell	Ongoing on products and related aspects.	Information relating to the products and their related specifications, features and other relevant aspects are communication either on specific communications with the Industrial customers or through the website for the retail consumers.
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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 / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	417	65	15.58%	395	60	15.185
Other than permanent	4	4	100%	1	0	0
Total	421	69	16.3%	396	60	15.15%

Employees						
Workers						
Permanent	475	103	21.68%	240	60	25%
Other than permanent	170	0	100%	134	15	11.19%
Total Employees	645	103	15.96%	374	75	20.05%

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)	% (F / D)
Employees										
Permanent	417	0	0	417	100%	396	396	100%	396	100%
Male	413	0	0	413	100%	393	393	100%	393	100%
Female	4	0	0	4	100%	3	3	100%	3	100%
Other than Permanent	4	0	0	4	100%	4	4	100%	4	100%
Male	3	0	0	3	100%	3	3	100%	3	100%
Female	1	0	0	1	100%	1	1	100%	1	100%
Workers										
Permanent	475	0	0	475	100%	473	473	100%	473	100%
Male	475	0	0	475	100%	473	473	100%	473	100%
Female	0	0	0	0		0	0	Nil	0	
Other than Permanent	170	0	0	170	100%	170	170	100%	170	100%
Male	170	0	0	170	100%	170	170	100%	170	100%
Female	0	0	0	0		0	0	Nil	0	Nil

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	4,69,32,500	0	NA
Key Managerial Personnel	2	56,48,724	0	NA
Employees other than BoD and KMP	408	6,00,000	4	6,76,098
Workers	475	3,00,000	0	NA

Net Median remuneration: Rs 313,190/-

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

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

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

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

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

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

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

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

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

	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	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

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

8. Do human rights requirements form part of your business agreements and contracts?

- Yes

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	All our offices and plants are compliant with all the laws and regulations applicable and periodic evaluation and the reporting is deemed to be reported unless an objection has been raised otherwise.
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.

- NA

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)	131953608	86232384
Total fuel consumption (B)	299270585	251544587
Energy consumption through other sources (C)	1568025	916802
Total energy consumption (A+B+C)	133521633	87149186
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.0063 (joules/Rs.)	0.0055 (joules/Rs.)
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?

- NA

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

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

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	970821	680811
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	970821	680811
Total volume of water consumption (in kilolitres)	970821	680811
Water intensity per rupee of turnover (Water consumed / turnover)	460.31 (Kl/Crs)	431.12 (Kl/Crs)
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance have been carried out by an external agency?

- NO

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

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

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

Parameter	Please specify Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	Mg/Nm ³	106	72.45
SOx	Mg/Nm ³	81.8	48.15
Particulate matter (PM)	Mg/Nm ³	147.97	95.45
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic	-	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance have been carried out by an external agency?

- NO

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

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)	Metric Tonnes of CO ₂ Eq.	Not being presently done	Not being presently done
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ Eq.	Not being presently done	Not being presently done
Total Scope 1 and Scope 2 emissions per rupee of		Not being presently done	Not being presently done

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

Note: Indicate if any independent assessment/ evaluation/ assurance have been carried out by an external agency?

- NO

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

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

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	649416	589429
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	664	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	423 litre
Other Non-hazardous	0	0

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)	650080	589429
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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Land filling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

- NO

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

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

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of Environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA	NA	NA	NA

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Project: Grain based distillery (120 KLPD) along with co-generation power plant (5MW) MY M/S Globus Spirits Limited at Village Olda, district Singhbhum,	EIA Notification dated 14th September 2006	<ul style="list-style-type: none"> • Approval for extension granted till 21st September 2024 • EC Granted: 22nd September 2014 	Yes	Public Consultation took place during the EIA on 10th Feb, 2014	-

Jharkhand (Regarding Extension of validity of Environmental clearance to 3 years for implementation of project.)					
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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 there under (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
The entity is compliant with all applicable environmental laws, regulations, guidelines and provisions of India such as Water (Prevention and Control of Pollution) Act, 1974, Air (Prevention and control of pollution) Act, 1981, the Environment Protection Act, 1986, Hazardous Wastes (Management and Handling Rules, 2003/2008/2016, public liability Insurance act, 1991 along with their amendments and rules.				

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

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations(State/National)
1	PHD Chamber of Commerce	National
2	All India Distillery Association	National

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant link	Web link
-	- SMETA	-	-	-	-	-

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

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA	NA	NA	NA	NA	NA	NA

3. Describe the mechanisms to receive and redress grievances of the community. Community complaints are recorded and resolved through complaint forum, community is made aware of policies and procedures through our website www.globusspirits.com.

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

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	3.98%	3.53%
Sourced directly from within the district and neighboring districts	Not available	Not available

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

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
 - Consumer complaint cells are available and in place to receive and respond to consumer complaints and feedback.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable. However, all our products contain general information, appropriate warnings with respect to environmental and social parameters relevant to the products; safe and responsible usage and safe disposal of the product container. General Information: <ul style="list-style-type: none"> • Branding • MRP • Manufacturing unit address • Reg. office address
Safe and responsible usage	
Recycling and/or safe disposal	

	<ul style="list-style-type: none"> • FSSAI License number • Customer care phone number and Mail ID • Ingredients • Quantity and strength declarations • Batch number and date of manufacturing • Bar code • Excise mandates as per state excise regulation • Country of Origin <p>Warnings:</p> <ul style="list-style-type: none"> • “Be safe: Do not drink and drive” • “Consumption of liquor is injurious to health” • Appropriate warnings for the manufacturing segment are also duly present.
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3. Number of consumer complaints in respect of the following:

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	NA	All consumer complaints are received at complaint forum. Process of segregation of complaints	Nil	NA	All consumer complaints are received at complaint forum. Process of segregation of complaints on basis of certain
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade						

Practices			on basis of			categories
Unfair			certain			mentioned in
Trade			categories			SEBI BRSR
Practices			mentioned in			Format is in
Other			SEBI BRSR			process of
			Format is in			being
			process of			planned and
			being			implemented
			planned and			
			implemented			

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

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

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

- Nil