



Tasty Bite Eatables Limited

TBEL/SE/2023-24
19 July 2023

BSE Limited

Corporate Relationship Department
1st Floor, New Trading Ring,
Rotunda bldg., P.J. Towers,
Dalal Street, Mumbai- 400001
Scrip Code: 519091

National Stock Exchange of India

Corporate Service
Exchange Plaza,
Bandra Kurla Complex,
Bandra (East), Mumbai -400051
NSE Symbol: TASTYBITE

Sub: Intimation under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/Madam,

Pursuant to Section 34(2)(f) of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2022-23, which also forms part of the Annual Report for the Financial Year 2022-23.

The intimation will also be updated on the Company's website at: <https://www.tastybite.co.in/>

You are requested to kindly take the above on record.

Thanking You,
For Tasty Bite Eatables Limited

Rajendra Jadhav
Whole Time Director & GM Works

Encl: A/a

Business Responsibility and Sustainability Report

Section A: General Disclosure

I Details of Company

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the listed entity	L15419PN1985PLC037347
2	Name of the listed entity	Tasty Bite Eatables Limited
3	Year of incorporation	1985
4	Registered office address	201-202, Mayfair Towers, Wakdewadi, Shivajinagar, Pune 411005 Maharashtra, India
5	Corporate address	201-202, Mayfair Towers, Wakdewadi, Shivajinagar, Pune 411005 Maharashtra, India
6	E-mail	secretarial@tastybite.com
7	Telephone	020 3021 6000
8	Website	www.tastybite.co.in
9	Financial year for which reporting is being done	1 April 2022 to 31 March 2023
10	Name of the Stock Exchange(s) where shares are listed	a. BSE Ltd; and b. National Stock Exchanges of India (NSE)
11	Paid-up Capital	INR 25.66 million
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Rajendra Jadhav Tel: 020 3021 6000 e-mail: secretarial@tastybite.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

II Products / services

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

S. No.	FY 2022-2023			% of Turnover of the entity
	Main activity group code and Business Activity code	Description of Main Activity Group	Description of Business Activity	
1	C/ C1	Manufacturing	Food, beverages	100

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

S. No.	FY 2022-2023		% of total Turnover contribute
	Product/Service	NIC Code	
1	Ready-to-eat	107	68.0%
2	Formed Frozen products	107	28.3%

Business Responsibility and Sustainability Report (Contd..)

III Operations

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

Location	FY 2022-2023		
	Number of plants	Number of offices	Total
National	1	1	2
International	0	0	0

17 Markets served by the entity:

a. Number of locations

Locations	FY 2022-2023	
	Number	
National (No. of States)	13	
International (No. of Countries)	20	

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

70% of total turnover

c. A brief on types of customers

The Company acts as manufacturing arm. Ready-to-eat food products are sold to marketing arm i.e. Preferred Brands International Inc in US and other Mars affiliates for further sale to the consumers. For Tasty Bite Food Service business, we are a partner of choice to major QSR's and HoReCa segment.

IV Employees

18 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Employees and workers for FY 2021-2022				
		Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	137	125	91%	12	9%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	137	125	91%	12	9%
Workers						
4	Permanent (F)	113	101	89%	12	11%
5	Other than Permanent (G)	870	340	39%	530	61%
6	Total workers (F + G)	983	441	45%	542	55%

Business Responsibility and Sustainability Report (Contd..)

b. Differently abled employees and workers:

S. No.	Particulars	Employees and workers for FY 2021-2022				
		Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	0	0	0	0	0
Differently Abled Worker						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total workers (F + G)	0	0	0	0	0

a. Employees and workers (including differently abled):

S. No.	Particulars	Employees and workers for FY 2022-2023				
		Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	132	117	89%	15	11%
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	132	117	89	15	11%
WORKERS						
4	Permanent (F)	115	102	89%	13	11%
5	Other than Permanent (G)	950	390	41%	560	59%
6	Total workers (F + G)	1065	492	46%	573	54%

b. Differently abled employees and workers:

S. No.	Particulars	Employees and workers for FY 2022-2023				
		Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKER						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total workers (F + G)	0	0	0	0	0

Business Responsibility and Sustainability Report (Contd..)

19 Participation/ Inclusion / Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	29%
Key Management Personnel	3	1	33%

20 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years) (Provide absolute numbers)

	FY 2020-2021 (Turnover rate in the year prior to the previous FY)			FY 2021-2022 (Turnover rate in previous FY)			FY 2022-2023 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7	7	14	17	4	21	24	3	27
Permanent Workers	1	0	1	1	1	2	3	1	4

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)
1	Preferred Brands Foods (India) Private Limited (PBFIPPL)	Holding	PBFIPPL holds 74.22% shares of TBEL	PBFIPPL is a Core Investment Company and has no other business.
2	Effem Holdings Limited (EHL)	Holding	EHL holds 0.01% shares of TBEL	EHL follows Mars Five Principles which are aligned with business responsibility initiatives of the Company

VI CSR Details

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

	FY 2021-2022	FY 2022-2023
(ii) Turnover (INR in million)	3,855.60	4,894.29
(iii) Net worth (INR in million)	2171.78	2,434.92

Business Responsibility and Sustainability Report (Contd..)

VII Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-2022		FY 2022-2023		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes. The Company has Open Door Policy in place wherein any 3rd party can raise the concern directly to the top management of the Company. The Company also has Ombudsman appointed by Mars for any person to raise the concern. Whistleblower & Vigilance Mechanism Policy exist. Details of management of the Company are placed on the website for any person to raise the concern.	Nil	Nil	Nil	Nil	Not applicable
Investors and shareholders	Yes. Investors and shareholders can directly raise their concerns to the Company Secretary and Registrar & Transfer Agent (RTA) Kfin Technologies Ltd details of whom are available on website of the Company.	36	36	59	59	Not applicable
Employees and workers	Yes. The Company has various policies and Committees in place. 1. Grievance Redressal Policy and Grievance Committee for workers. 2. There also exists Works Committee for workers to resolve grievances. 3. The Company has formed Sudhar Groups of workers wherein innovative ideas w.r.t. GMP, safety, etc are presented and implemented. The same is overviewed by the Plant Head. 4. There exist an Open Door Policy in place wherein any associate can directly reach to top most authority in organisation to share the grievances or suggestions. 5. There is Town Hall meeting every quarter in organisation which is a direct platform for all the associates to share ideas, thoughts, grievances, etc. 6. Apart from this there exists Ombudsman details appointed by Mars for grievance registration and resolution on anonymous basis. 7. There is also Whistle blower and Vigilance Mechanism Policy. 8. There is 'Great Place to Work' survey in which the Company participates each year and associates provide feedback in anonymous way. The Company has in place Prevention of Sexual Harassment of Women at Workplace Policy and Internal Complaints Committee formed. Policy and Committee members details (direct contact nos) are available at various places in factory and Head Office. Trainings are imparted on the topic for increasing awareness.	Nil	Nil	3 (sexual harassment complaints)	3 (investigation completed and report submitted to employer for further action. As on date of this report Internal relief granted)	Not applicable

Business Responsibility and Sustainability Report (Contd..)

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 2021-2022		FY 2022-2023		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Customers	Yes. The Company has a system wherein all the customer complaints are reverted within 72 hours. The Key Account Manager and the Quality team reverts to the complaints of the Customers after conducting root cause analysis (RCA) and also provides the corrective & preventive action plan after discussions with the customer.	246	246	260	260	Not applicable
Value Chain Partners	Suppliers: Regular meetings (virtual/ in person) with the suppliers by the Supply Chain team. The suppliers are also trained in case specified products are required. For organic raw materials, the farmers are trained for the same. With respect to any grievance resolution of the Suppliers Vendors, the vendors may directly speak to executive director of the Company, Supply Chain Head of the Company or may also write to the Company/ Chairman of Audit Committee. The details of the same are available on Purchase Order of the Company and also on website of the Company www.tastybite.co.in .	Nil	Nil	Nil	Nil	Not applicable
Bankers	The Company deals with The Mizuho Bank Ltd and BTMU Bank Ltd. The Company has meetings (virtuals and in person) with representatives of these banks. The Company provides information as required by the bankers and addresses their queries, as necessary. Bankers have direct access to the Chief Financial Officer of the Company for registration of any grievance and resolution thereof.	Nil	Nil	Nil	Nil	Not applicable

Business Responsibility and Sustainability Report (Contd.)

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

Company has identified the business conduct, sustainability issues pertaining to environment and social matters that present risk or opportunities for the Company.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water consumption	Risk	TBEL uses water for production and various other processes. TBEL draws water from multiple sources and water consumption is regulated by various regulatory requirements. TBEL needs to reduce water consumption.	<ol style="list-style-type: none"> The Company uses 4R framework- reduce, reuse, recycle and recover for water usage. TBEL minimise water withdrawal by reusing / recycling the effluent treated water by setting up world class Effluent Treatment Plants (ETP). We are also aiming at Zero Liquid Discharge from work premises. New technologies used for production to reduce usage of water. Appropriate maintenance of the ETP to ensure effluent treatment of water. There are no hazardous chemicals or processes involved in water after processing by TBEL and hence environment impact is minimum. 	Financial implication: Negative
2	Energy efficiency	Opportunity	TBEL uses electricity for production and various other processes. There are various initiatives taken by the Company to manage energy efficiency in form of using alternate sources of energy, optimising energy consumption, etc	<ol style="list-style-type: none"> 100% steam generated using biomass fuel. Biogas plant active in TBEL. All food waste generated is used in biogas plant to generate electricity. Solar energy used to generate electricity and thus reduce burden on usage of electricity provided by MSEDCL. Various initiatives taken in factory w.r.t. optimising electricity usage like usage of Variable Frequency Drivers (VFD) 	Financial implication: Positive

Business Responsibility and Sustainability Report (Contd..)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Sustainable packaging material	Risk	TBEL uses plastic packaging material suitable for product application.	<ol style="list-style-type: none"> 1. TBEL is working on sustainable packaging solution as per product requirement. 2. TBEL on its own has reduced plastic use by reducing laminate thickness from 127 micron to 107 microns pouches. 3. Also, we changed cartons from 5 ply to 3 ply to reduce usage of paper consumption. 4. The Company has in place "Extended Producer Responsibility"(EPR) agreement with Plastic Waste Recycling agency. 	Financial impact: Negative
4	Community support	Opportunity	<p>Factory of TBEL is in Bhandgaon which is close to community. Deep engagement with community fosters goodwill amongst the society. It brings long term benefits in terms of community support, loyalty, source of future employees, goodwill which in turn helps raise awareness of the Company.</p>	<ol style="list-style-type: none"> 1. TBEL firmly believes in welfare of the people and society in which it operates. Maximum workers belong to local region wherein the factory operates. 2. Our CSR initiatives focus on farmer development, skill development of women in local area, natural resource management in local area, etc. 3. TBEL engages in open and transparent dialogues with members of the community to understand their concerns and tries to address them through various initiatives. 4. Details of the above are available in CSR annual report- Annexure E to Boards' report in this annual report. 	Financial impact: Positive

Business Responsibility and Sustainability Report (Contd..)

Section B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines for Responsible Business Conduct (NGRBC) Principles and Core Elements.

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1 a. Whether your entity's policy/ policies cover each principle and its core elements. (Yes/No)	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes. The Executive director or the Board (any one of the authority) approves the policies based on the regulatory framework requirements. Accordingly the policies in TBEL are approved by any one of the stated authorities.								
c. Web Link of the Policies, if available	The Policies are available on website of the Company www.tastybite.co.in . Code of Conduct and other internal policies are available on the intranet of the Company.								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	All the anti corruption policies, whistle blower and vigilance mechanism policy, Ombudsman, Human Rights policies etc are applicable to value chain partners.								
4 Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ol style="list-style-type: none"> 1. Policies pertaining to health, safety and environment are audited externally by DNV (a leading global independent risk and assurance certification organisation). The Company is ISO 14001 certified and ISO 45001 certified. 2. The Company is also FSSC 22000 certified by Lloyd'S Register Quality Assurance. 3. The Department of Science & Industrial Research (DSIR) of the Union Ministry of Science & Technology accreditation to R&D department (TBRC) is valid till March 2025. 4. Company has valid licenses w.r.t. food manufacturing by Food Safety and Standards Authority of India (FSSAI) 								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	Increased usage of recycled water thereby reducing withdrawal of drawn water.								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has already started recycling more water. In FY 2022 the company recycled ~92 million litre water. In FY 2023, the Company recycled ~95 million litre water.								
Governance, leadership and oversight									
7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Not applicable								
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Rajendra Jadhav Designation: Whole Time Director and GM Works DIN: 09678322 Tel: 020 3021 600 e-mail: secretarial@tastybite.com								
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	Mr. Rajendra Jadhav								

Business Responsibility and Sustainability Report (Contd..)

10 Details of Review of responsible business conduct by the Company:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	The Senior Management of the Company regularly reviews the performance against various Policies. The Company also undergoes various audits by independent auditors, customers, etc under various Policies. Frequency: Regularly								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Yes. Policies pertaining to health, safety and environment are audited externally by DNV (a leading global independent risk and assurance certification organisation.) The Company is ISO 14001 certified and ISO 45000 certified.								

12 Compliance with statutory requirements of relevance to the principles, and rectification of any non compliance

The Company is in compliance with existing regulations as applicable and statutory compliance certificate on applicable laws are provided by the CFO and Executive Director to the Board on quarterly basis.

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

Business Responsibility and Sustainability Report (Contd..)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

- 1 Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Code of Conduct, Directors Responsibility	100%
Key Managerial Personnel	2	Code of Conduct	100%
Employees other than BoD and KMPs	42	Code of Conduct, Safety Training	80%
Workers	6	Code of Conduct, Safety Training	77%

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

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

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

Business Responsibility and Sustainability Report (Contd..)

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

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

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

Yes, anti corruption policies is a part of Code of Conduct for employees, senior management and all directors. The same are available on intranet of the Company.

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

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

- 6 Details of complaints with regard to conflict of interest

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

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

Not applicable

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

Essential Indicators

- 1 % of R&D and capital expenditure (capex) investment in specific technologies to improve environmental & social impact of products and processes to total R&D and capex investments made by the entity

INR in Million

Name of firm	FY 2021-2022	FY 2022-2023	Details of improvements in environmental and social impacts
R&D	0.0%	0.0%	Not applicable
Capex	0.0%	17.7%	Effluent Treatment Plant

Business Responsibility and Sustainability Report (Contd..)

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

Yes. The Company sources all fresh vegetables from local farmers and farmer groups only. Plus, the Company has a Code of Conduct which is applicable to its Suppliers mentioning fair business practices, human rights and health and safety.

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

100% of fresh vegetables are sourced from local farmers and farmer groups.

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)

We have an agreement with Plastic re-use agency for the purpose of Extended Producer Responsibility. Plastic used by TBEL across India is collected by the agency and recycled.

(b) E-waste

E-waste generated within the Company are in form of computers, batteries etc. These are sold to authorised MPCB vendors for further recycling

(c) Hazardous waste

Hazardous waste generated is minimal in form of used machine oil. This is sent to MPCB authorised vendor for disposal.

(d) Other waste

100% food waste generated is processed in in-house biogas plant.

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 Agency? If not, provide steps taken to address the same.

Yes. EPR is applicable to the Company. The agency is authorised to collect the waste plastic generated on PAN India basis. The Company has Central Pollution Control Board (CPCB) registration.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	117	117	100%	117	100%	Not Applicable		117	100%	117	100%
Female	15	15	100%	15	100%	15	100%	Not Applicable		15	100%
Total	132	132	100%	132	100%	15	100%	117	100%	132	100%

Business Responsibility and Sustainability Report (Contd..)

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent worker											
Male	102	102	100%	102	100%	Not Applicable		102	100%	102	100%
Female	13	13	100%	13	100%	13	100%	Not Applicable		13	100%
Total	115	115	100%	115	100%	13	100%	102	100%	115	100%
Other than Permanent workers											
Male	390	390	100%	390	100%	Not Applicable		Not Applicable		390	100%
Female	560	560	100%	560	100%	560	100%	Not Applicable		560	100%
Total	950	950	100%	950	100%	560	100%	0	0	950	100%

2 Details of retirement benefits.

Benefits	FY 2021-2022			FY 2022-2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0%	7%	Yes	0%	9%	Yes

3 Accessibility of workplaces

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

New Tasty Bite Research Center building is built in accordance with accessibility by differently abled employees. However, the Company has no employees/ worker who is differently abled.

4 Does the entity have an equal opportunity policy? If so, provide a web-link to the policy.

The Company has equal opportunity policy as part of Code of Conduct which is available on intranet of the Company.

Business Responsibility and Sustainability Report (Contd..)

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

Gender	FY 2021-2022				FY 2022-2023			
	Permanent employees		Permanent workers		Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100	100	100	100	100
Female	100	100	100	100	100	100	100	100
Total	100%	100%	100%	100%	100%	100%	100%	100%

- 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

Permanent Workers	Yes (Grievances is represented by self or union representative to HR or HOD and grievance committee hears the grievances and solves it)
Other than Permanent Worker	Yes, they can represent through their supervisor
Permanent Employees	Yes, they can represent themselves to HR or HOD or Plant Head
Other than Permanent Employees	Not Applicable

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

Category	FY 2021-2022			FY 2022-2023		
	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	137	0	0	132	0	0%
Male	125	0	0	117	0	0%
Female	12	0	0	15	0	0%
Total Permanent Workers	113	113	100%	115	109	95%
Male	101	101	100%	102	96	94%
Female	12	12	100%	13	13	100%

- 8 Details of training given to employees and workers on :

Category	FY 2021-2022					FY 2022-2023				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	125	125	100%	84	67%	117	117	100%	82	70%
Female	12	12	100%	8	67%	15	15	100%	12	80%
Total	137	137	100%	92	67%	132	132	100%	94	71%
Worker										
Male	423	423	100%	160	38%	479	479	100%	220	46%
Female	560	560	100%	310	55%	586	586	100%	340	58%
Total	983	983	100%	470	48%	1065	1065	100%	560	53%

Business Responsibility and Sustainability Report (Contd..)

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

Category	FY 2021-2022			FY 2022-2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	125	125	100%	117	117	100%
Female	12	12	100%	15	15	100%
Total	137	137	100%	132	132	100%
Worker						
Male	101	101	100%	102	102	100%
Female	12	12	100%	13	13	100%
Total	113	113	100%	115	115	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?

Yes, 100% employees & contractual workers covered.

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

Risk assessments in place along with authority to work and permit to work system.

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

Yes

- d. Do the employees 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 2021-2022	FY 2022-2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hoursworked)	Employees	0	0
	Workers	0	1.68
Total recordable work-related injuries	Employees	0	0
	Workers	0	4
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	4

Business Responsibility and Sustainability Report (Contd..)

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

Policies and procedures in place along with dedicated health and safety professionals on each site.

1. Focus on critical standard like LOTO, Work At Height, Work Place Transportation, Machine Guarding.
2. Identification of hazard and risk through risk assessment & action taken for mitigation.
3. KIOSK system installed for training.
4. Mock drill & mock training conducted.
5. ERT developed to handle emergency situation.
6. Reward & recognition program conducted.
7. Risk reduction activity carried out.
8. Leadership team knowledge , competency, capability development on Safety.
9. Focused on HSE governance and driving system.
10. Felt leadership culture developed.
11. Safety communication developed to connect heart & mind.
12. Safety awareness event conducted.
13. ISO 45001 & ISO 14001 audit conducted by third party and organization successfully certified with mentioned certificate.

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

Benefits	FY 2021-2022			FY 2022-2023		
	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	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14 Assessments for the year:

Health and safety practices

1. Regular Safety Audit & Mitigation of Unsafe Condition & Act.
2. Safety Training.
3. Focus on Critical Standard LOTO, Work At Height, Work Place Transportation, Machine Guarding.
4. Develop associate's Leadership skill towards Safety.

Working Conditions

1. Safe Working Condition.
2. Safety is the only condition for working with organization
3. We believe every associate should go back to home as he join to the organization.

Business Responsibility and Sustainability Report (Contd..)

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.

1. Condensate line provided for preventing steam exposure from steam drain line.
2. Machine guarding & interlock provided for preventing accident from exposure by rotating parts of machine.
3. LOTO system implemented to avoid any kind of energy related exposure.
4. Self-door closer system installed at height platform for preventing fall from height.
5. KIOSK system installed for training program.
6. Risk reduction activity carried out.

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

Essential Indicators

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

The Company has mapped its stakeholders- external as well as internal. Stakeholders are identified by the Stakeholders Committee basis interaction with the senior management and analysing the impact of activities of the Company on them. Key stakeholders identified are Employees, Shareholders, Suppliers, Bankers.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mails, noticeboards, intranet, various communications from HR desk, town halls, etc	Town hall is held every quarter, rest communications are ongoing/ as and when required.	Continuous learning, work life balance, compensation & benefits, health & safety
Shareholders	No	Shareholders meetings, investor calls, stock exchange communications, website, plant visit, etc	Stock exchange communications, website updations as and when required. Annual General Meeting - once a year, investor calls held once a year"	Corporate governance, financial performance
Suppliers	Yes (only small farmers, etc)	Meetings, e-mails, website & stock exchanges communications, etc	Ongoing activity. Meetings are done as and when required	Ease of doing business, Social practices
Bankers	No	Meetings, e-mails, website & stock exchanges communications, etc	Ongoing activity. Meetings are done as and when required	Ease of doing business

Business Responsibility and Sustainability Report (Contd..)

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 2021-2022			FY 2022-2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	137	9	7%	132	22	17%
Other than permanent	0	0	0%	0	0	0%
Total Employees	137	9	7%	132	22	17%
Worker						
Permanent	113	0	0%	115	6	5%
Other than permanent	870	557	64%	950	657	69%
Total Workers	983	557	57%	1065	663	62%

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

Category	FY 2021-2022					FY 2022-2023				
	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										
Male	125	0	0%	125	100%	117	0	0	117	100%
Female	12	0	0%	12	100%	15	0	0	15	100%
Other than Permanent										
Male	0	0	0%	0	0%	0	0	0	0	0%
Female	0	0	0%	0	0%	0	0	0	0	0%
Worker										
Permanent										
Male	101	0	0%	101	100%	102	0	0	102	100%
Female	12	0	0%	12	100%	13	0	0	13	100%
Other than Permanent										
Male	340	249	73%	91	27%	390	375	96%	15	4%
Female	530	402	76%	128	24%	560	279	50%	281	50%

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

	Male		Female	
	Number	Salary (INR in million)	Number	Salary (INR in million)
Board of Directors (BoD)	5	16.00	2	0.80
Key Managerial Personnel	1	3.71	1	2.50
Employees other than BoD and KMP	117	160.64	14	21.82
Workers	105	64.27	13	6.38

Business Responsibility and Sustainability Report (Contd..)

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

Yes, the Company has 'Open Door Policy' and 'Grievance Redressal Policy' in place to address the human rights impacts/ issues caused or contributed by the business. The employees may also connect with 'Ombudsman' for their grievance

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

We have a Grievance Redressal Policy, Whistleblowing policy, Code of Conduct, Prohibition of Sexual Harassment of Women at Workplace Policy, Equality Policy

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

Benefits	FY 2021-2022			FY 2022-2023		
	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	0	0	NA	3	3	Investigation under process as on 31 March 2023
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

We have various policies in place from Grievance, Prevention of Sexual Harassment, Code of Conduct, Whistleblowing Policy to ensure all forms of harassment can be raised. Same policies ensure adverse consequences to the complainant.

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

Yes

- 9 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company is complied with the regulations. The Company underwent Customer Audits for the same
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

Business Responsibility and Sustainability Report (Contd..)

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	Please specify unit	FY 2021-2022	FY 2022-2023
Total electricity consumption (A)	MJ	2,80,79,539	3,10,42,717
Total fuel consumption (B)	MJ	7,97,27,320	10,53,61,609
Energy consumption through other sources (C)	MJ	22,81,720	18,46,206
Total energy consumption (A+B+C)	MJ	11,00,88,579	13,82,50,532
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		0.028 Rupee per unit	0.028 Rupee per unit

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

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

No

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

Parameter	FY 2021-2022	FY 2022-2023
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	191,470	189,533
(iii) Third party water (Municipal)	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	191,470	189,533
Total volume of water consumption (in kilolitres)	177,070	176,711
Water intensity per rupee of turnover (Water consumed / turnover)	0.00 Rupee per unit	0.00 Rupee per unit

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.

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

Yes. Water from ETP is recycled and reused for farming and utilities.

Business Responsibility and Sustainability Report (Contd..)

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

Parameter	Please specify unit	FY 2021-2022	FY 2022-2023
NOx	µg/M3	22.40	28.70
SOx	µg/M3	16.50	21.90
Particulate matter (PM)	µg/M3	43.20	56.30
Persistent organic pollutants (POP)	µg/M3	NA	NA
Volatile organic compounds (VOC)	µg/M3	NA	NA
Hazardous air pollutants (HAP)	µg/M3	NA	NA
Others – please specify	µg/M3	NA	NA

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

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

The Company has not calculated this aspect.

Parameter	Unit	FY 2021-2022	FY 2022-2023
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 equivalent		
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 equivalent		
Total Scope 1 and Scope 2 emissions per rupee of turnover			

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

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

No, as our emission are very low as compared to the legal requirements.

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

Parameter	FY 2021-2022	FY 2022-2023
Total Waste generated		
Plastic waste (A)	36,000 kg	36,000 kg
E-waste (B)	103kg	105kg
Bio-medical waste (C)	25kg	28kg
Construction and demolition waste(D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G) - used oil	2,000 kg	685 kg
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B+C+D+E+F+G+H)	38,128 kg	36,818 kg

Business Responsibility and Sustainability Report (Contd..)

Parameter	FY 2021-2022	FY 2022-2023
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations		
Category of waste		
i. Recycled	36,000 kg	36,000 kg
ii. Re-used	0	0
iii. Other recovery operations	0	0
Total	36,000 kg	36,000 kg
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. Landfilling	0	0
iii. Other disposal operations	0	0
Total	0	0

- 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.

Ours is a food manufacturing industry and has no hazardous process. There are no hazardous raw material used in our process. The only hazardous waste generated is used oil from machineries. The same is sent to MPCB approved recycler.

- 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
1			
2			
3			
4			Not Applicable
5			
6			
7			

- 11 Details of environmental impact assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year

Name and brief details of project	environmental impact assessments (EIA) Notification No.	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1				
2				
3				
4				

Business Responsibility and Sustainability Report (Contd..)

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is complied with regulations				

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.
- 4
- 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	Mahratta Chamber of Commerce, Industries and Agriculture(MCCIA)	National
2	Confederation of Indian Industry(CII)	National
3	Association of Indian Organic Industry(AIOI)	National
4	Institute of Directors(IOD)	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 Web link
Not applicable					

Business Responsibility and Sustainability Report (Contd..)

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

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)
Not applicable					

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

No formal mechanism for communication with the community. Communication is delivered on an "as required" basis. However, there exists "Open Door" policy. Any concerned community member may contact topmost authority in Company (details of whom are available on website of the Company) and Policies and share their grievances.

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

	FY 2021-22	FY 2022-23
Directly sourced from MSMEs/small producers	7.63%	6.61%
Sourced directly from within the district and neighbouring districts	29.91%	34.03%

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

All complaints should be sent to our customer services team / relevant account manager. All details are mentioned on the artwork of the packaging for launching complaints. Once a complaint is raised, a notification is sent to the relevant account manager / quality team to initiate investigation. Initial response on all complaints are shared within 72 hours. Root Cause Analysis of complaints also done.

- 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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

Business Responsibility and Sustainability Report (Contd..)

3 Number of consumer complaints in respect of the following:

	FY 2021-2022			FY 2022-2023		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other (Specifications)	246	0	NA	260	0	NA

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

	Number	Reasons for recall
Voluntary recalls	- 0 Recalls - One Market Withdrawal	888 pouches of one product withdrawn from warehouse owing to Products processed with a different thermal cycle.
Forced recalls	0	Not Applicable

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. IT Policy for cyber security is available on intranet of the Company

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.

N/A