

Agro Tech Foods Limited

21st September, 2023

The Manager,
BSE Limited,
Floor 25, Pheroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001.
Ph. No. 022- 22721233 / 22721234
Fax No. 022-22723121 / 22721072

The Manager
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra-Kurla Complex,
Bandra (E), Mumbai - 400 051.
Ph.No. 022- 26598100 / 26598101
Fax No. 022-26598237 / 26598238

Codes: BSE Scrip code 500215
NSE Symbol ATFL

Dear Sirs,

Sub- Business Responsibility and Sustainability Reporting (BRSR) Report for the Financial Year 2022-2023

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, we attach herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2022-23 in pdf form. We submitted this report with exchange in XBRL mode on 19th June 2023.

The said BRSR Report is a part of the Annual Report of the Company for FY 2022-23 which was filed by the Company with BSE on 19th June 2023. The BRSR Report is also uploaded on the website of the Company www.atfoods.com.

You are requested to take the same on record.

Thanking you,

Yours faithfully
For Agro Tech Foods Limited

Jyoti Chawla
Company Secretary & Compliance Officer

Encl. a/a.

ATFL an affiliate of



Corp. Office: 15th Floor, Tower 'C', Bldg # 10, Phase II, DLF Cyber City, Gurgaon-122002. Tel: 91-124-4593700, Fax: 91-124-4593799
Regd. Office: 31, Sarojini Devi Road, Secunderabad – 500 003, India. Tel: 91-40-66650240, Fax: 91-40-27800947 Web: www.atfoods.com

CIN: L15142TG1986PLC006957

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) - FY 2022-23

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- Corporate Identity Number (CIN) of the Listed Entity** - L15142TG1986PLC006957
- Name of the Listed Entity** - Agro Tech Foods Limited ("ATFL")
- Year of Incorporation** - November 21, 1986
- Registered office address** - 31, Sarojini Devi Road, Secunderabad-500003, Telangana
- Corporate address** - 15th Floor, Tower 'C', Building # 10, Phase II, DLF Cyber City, Gurgaon-122002
- E-mail** - InvestorRedressal@atfoods.com
- Telephone** - 91-40-66650240
- Website** - www.atfoods.com
- Financial year for which reporting is being done** - April 1, 2022 to March 31, 2023
- Name of the Stock Exchange(s) where shares are listed** - BSE Limited and NSE Limited
- Paid-up Capital** - ₹ 243,692,640/-
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report** -
Ms. Jyoti Chawla-Company Secretary
Telephone: 91-124-4593700,
E-mail: InvestorRedressal@atfoods.com
- 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)? ATFL doesn't have any material subsidiary company/companies hence disclosures under this report are made on the standalone basis.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	FMCG (Fast Moving Consumer Goods)	Agro Tech Foods Limited ("ATFL") is engaged in the foods business which includes (i) manufacturing and sales of processed foods like Ready to Cook Snacks, Ready to Eat Snacks, Spreads & Dips, Breakfast Cereals and Chocolates Confectionery and (ii) manufacturing and sales of staples which includes Edible Oils and Plain Oats etc.	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	Edible Oils (Staples)	104	48
2	Other-Processed food products	107	52

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	4	10
International	1	1	2

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 (Pan-India)
International (No. of Countries)	4 (Bangladesh, Bhutan, Sri Lanka, Nepal)

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

The contribution of exports is 0.43% of total turnover of the entity.

c. A brief on types of customers: ATFL operates in 6 key consumer product categories like Ready to Cook, Ready to Eat, Spreads & Dips, Breakfast Cereals, Chocolate Confectionery and Edible Oils. ATFL has a large distribution network and supplies to a wide range of customers including c1100 Distributors who supply c 450 M retailers, Modern Trade Customers, E Commerce Customers, Canteen Stores Department and Canteens which service Para Military Personnel.

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)	401	375	93.52%	26	6.48%
2.	Other than Permanent (E)	628	620	98.73%	8	1.27%
3.	Total employees (D + E)	1029	995	96.70%	34	3.30%
WORKERS						
4.	Permanent (F)	164	163	99.39%	1	0.61%
5.	Other than Permanent (G)	484	415	85.74%	69	14.26%
6.	Total workers (F + G)	648	578	89.20%	70	10.80%

Note : Definition of employee clustering is as under :

● Permanent Employees include Management, Non-Management employees ● Other than Permanent Employees include Service Provider Personnel (SPP), Fixed Term Contract (FTC), (Management/Non-management) ● Permanent Workers include only Workers ● Other than Permanent Workers include SPP, FTC (Worker) ● Trainees and Apprentices not included in the Workforce

b. Differently abled employees

S. No.	Particulars	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 differently abled employees (D+E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F+G)	0	0	0%	0	0%

19. Participation/inclusion/representation of women

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.11%
Key Management Personnel*	3	1	33.33%

* Comprising Managing Director & CEO, Chief Financial Officer and Company Secretary.

20. Turnover rate for permanent employees

	FY 23			FY 22			FY 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.75%	0.75%	23.5%	20.83%	1.55%	22.38%	8.42%	0.51%	8.93%
Permanent Workers	7.80%	0%	7.80%	1.80%	0%	1.80%	4.00%	0%	4.00%

V. Holding, subsidiary and associate companies (including joint venture)

21.

Name of the holding / subsidiary / associate companies / joint ventures (A) –

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.	CAG Tech (Mauritius) Limited	Holding	0%	No
2.	Sundrop Foods India Private Limited	Wholly owned Subsidiary	100%	No
3.	Agro Tech Foods (Bangladesh) Pvt. Ltd	Foreign Subsidiary	100%	No
4.	Sundrop Foods Lanka (Private) Limited	Wholly owned Foreign Subsidiary	100%	No

VI. Corporate Social Responsibility (CSR) details :

22.

- i. **Whether CSR is applicable as per Section 135 of Companies Act, 2013:**
Yes, CSR is applicable as per Section 135 of Companies Act, 2013.
- ii. **Turnover :** ₹ 8,467.42 million
- iii. **Net worth :** ₹ 4,857.52 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	(If Yes, then provide web- link for grievance redress policy)	FY 23			FY 22		
			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	https://www.atfoods.com/contact-us.aspx	0	0	None	0	0	None
Investors (Other than shareholders)	Yes	https://www.atfoods.com/grievance-redressal.aspx	0	0	None	0	0	None
Shareholders	Yes	https://www.atfoods.com/grievance-redressal.aspx	470	0	None	367	0	None
Employees and Workers	Yes	https://www.atfoods.com/pdf/code-of-conduct/codeofconductsep-16a.pdf	0	0	None	0	0	None
Customers	Yes	https://www.atfoods.com/contact-us.aspx	0	0	None	0	0	None
Value Chain Partners	Yes	https://www.atfoods.com/contact-us.aspx	0	0	None	0	0	None

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

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

	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	Approach to adapt or mitigate	Positive/ Negative Implications
1.	GHG Emissions	Risk	Reducing greenhouse gas (GHG) emissions is a vital component of a larger sustainability plan to mitigate the impact of climate change. Steadily increasing revenues of the Foods business driven by Volume Growth means that manufacturing capacities will be continually expanded with resultant impact on GHG emissions.	We have started the process of measuring GHG emissions and identification of ways to enable reduction. We will evaluate new ways and technologies available to address the GHG emissions.	Negative – · To set up improved and efficient systems and processes to reduce the GHG Emissions. · Increased Operational costs in short term. · Regulatory Implications.
2.	Waste Management	Opportunity	Waste management infrastructure has an important role in delivering sustainable development. ATFL has a robust collection and recycling process already in place with an intent to reduce plastic consumption. We also practice collection and disposal of waste edible oils and food products in safe manner.	Plastic waste is being disposed of through PCB (Pollution Control Board) approved recycling vendor. We monitor all wastes in our manufacturing units and the wastes are within permissible limits as laid down by the regulators.	Positive – · The plastic waste generated is collected back and recycled safely. · ATFL's efforts are Directed towards low waste generation in the operations.
3.	Water Management	Risk	Being a Foods Company, ATFL uses agricultural products as raw material in most of its finished products. The production of corn, peanuts, sunflower seeds etc. is a water-intensive process. Water being a finite resource this poses a risk to the operations of our business.	We are supporting various initiatives towards water management & harvesting. Rainwater harvesting is being practiced at all manufacturing locations. We are also practicing reduction in raw water usage in manufacturing.	Negative – · No financial implication is foreseen in the near future. · We are taking efforts to ensure efficient water management to avoid it becoming an unsolvable issue.
4.	Energy Management	Opportunity	Energy management reduces costs while reducing the risk of energy scarcity. Effective energy management reduces the GHGs emissions and protects the environment.	We measure the facility's current energy consumption and identify opportunities to decrease energy consumption. Processes and Systems are in place to ensure maximum energy efficiency and this will be continuously improved. ATFL's Energy efficiency initiatives include implementation of energy efficient lighting fixtures, retrofitting high efficiency motors and installation of variable frequency drives at all manufacturing units.	Positive – · Any cost put for improving the energy management system will fetch positive outcomes and reduced cost in the long run. · It will bring down the GHG emissions.

	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	Approach to adapt or mitigate	Positive/ Negative Implications
5.	Employees Health & Safety	Risk	Health and safety impact company's practice as a responsible organization. Effective H&S performance also assists in attracting and retaining quality talent. This can also lead to decreased Productivity.	We have effective health and safety practices deployed in accordance with our policies on health and safety. Several efforts and initiatives have been put in place to ensure employee health and safety.	Negative – Any cost put towards employee health and safety will yield positive results in the long term.
6.	Human Rights	Risk	Changing regulations around human rights pose as a challenge.	We have all the relevant policies to mitigate the challenges of human rights and track any issues related to child labour, forced labour, involuntary labour &, sexual harassment. We also maintain harmonious working environment with the workers at our factories and address their concerns through interactions and discussions.	Negative – Any violation can lead to severe reputational risk and financial risk for the organization due to any punitive actions by regulators/legal authority.
7.	Labour Practices	Risk	Changing regulations around labour practices pose as a challenge.	We have put in substantial effort to ensure that we comply with all requirements of labour law and do beyond it as well.	Negative – Workplace incidents related to employee's health and safety can result in litigation and plant shutdown, impact reputation and attract fines from the regulator.
8.	Climate Change	Risk	Disposable plastic in packaging of FMCG products is a major reason for greenhouse gas emissions and this component needs monitoring, control, and reduction. Climate Change can have adverse impact on our business in long run.	We have initiated well documented process and executed agreement with the certified Vendor to ensure compliance with the Extended Producer Responsibility (EPR) defined under the Plastic Waste Management Rules to ensure collection and disposal of post-consumer Multi-layer and Non-Multilayer plastic packaging waste.	Negative – Increased Cost under taken to mitigate the impact of climate change.

	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	Approach to adapt or mitigate	Positive/ Negative Implications
9.	Supply Chain Management	Opportunity	Setting up robust supply chain has helped us in business continuity and growth. Our supply chain has also ensured that we have competitive pricing and pass on its benefit to our consumers without any business disruptions.	Our business continuity plan and risk management plan has covered all foreseeable risks in our supply chain with measures already underway to address those.	Positive – Building resilience in our supply chain has helped us fetch long term results and growth.
10.	Consumer Welfare	Opportunity	To distinguish ourselves as market leaders and most preferred consumer brand by providing our consumers with products that are healthy and tasty.	We have put in tremendous effort in launching new products which fulfil unmet consumer needs. This has been done through a process of continued innovation and resultant high quality products. ATFL has supplemented the process of innovation with the building of a powerful distribution network across the country.	Positive – · Brand reputation and consumers' loyalty. · Goodwill amongst consumers help achieve increased product sales.
11.	Regulatory Compliance	Risk	Increases the cost of running a business.	We have defined the roles and responsibilities in all the functions and departments of the Company and they conform to meet all the regulatory compliances under applicable regulations. There are also audit procedures to assess compliance preparedness.	Negative- Increased operational costs with increased cost of compliance.
12.	Raw Material Sourcing	Risk	The raw materials used in the manufacturing of our products are critical and are specific to certain geographies. The environmental risk due to changing climatic conditions, dynamic pricing of commodities, regulatory restrictions for sourcing particular raw material, not finding the responsible suppliers may pose a risk to our raw materials and their availability.	We have put processes in place for alternative sourcing location, alternate suppliers for substitutes of raw materials to deal with instances of unavailability for any reason.	Negative/Positive The implications of this could be either way depending on the mitigation approach we take in future.
13.	Innovation	Opportunity	Continued development of new products which address unmet consumer needs.	We have developed a strong R&D team and in house capabilities to develop new and innovative products.	Positive- Fulfill the unmet consumer needs by providing superior products to the consumer
14.	Business ethics	Risk	Ensure healthy products and govern business with ethics. Regulatory and legal challenges associated with the nature of the business we are in is seen as a risk.	We have ensured strong ethical business culture, undertaken measures to have effective risk management such as responsible marketing and distribution of products.	Negative- · Increased operational costs in audit and various checks. · Punitive actions by regulators/legal authority

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive towards all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect, protect and make efforts to restore the environment.
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

	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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The policies are noted by the Board of Directors of the Company. Implementation of policy decision is carried out by the management.								
c. Web link of the policies, if available	Policies which are internal to the Company are available on the intranet portal of the Company. Other policies are available on the website of the Company. www.atfoods.com								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name 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.	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
5. Specific commitments, goals, and targets set by the entity	ATFL has created short-to medium plans to address priority areas like climate change, plastic waste and circular economy, sustainable sourcing and sustainable livelihoods. This includes key areas such as specific energy consumption items, specific green house gas emissions, and specific waste generation.								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	To ensure progress against plan, ATFL management has included the same in individual KRAs (Key Result Areas). Together with robust processes this will ensure regular monitoring of environmental KPIs (Key Performance Indicator), development of an environmental management plan, and review of progress on a regular basis to ensure that Businesses are on track with respect to the agreed road map.								

GOVERNANCE, LEADERSHIP AND OVERSIGHT

1. 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)

We bring herewith our first BRSR in compliance with SEBI’s guidelines adhering to NGRBC principles. We are committed towards becoming a socially and environmentally responsible organization and have always maintained a very high standard of ethics. It has been our belief that sustainability and growth go hand in hand and an organization’s long-term success is determined by how proactively it responds to its environmental, social, and governance dimensions. Our corporate governance framework signifies our commitment to integrity and responsibility throughout our value chain.

We are committed to adhering to the highest standards of integrity and ethics. In order to maintain these standards, the Company has adopted the ‘Code of Conduct’, which lays down the principles and standards in its dealing with all its stakeholders, including employees, customers, suppliers, government and the community. The Company is committed to develop and produce wholesome and safe food products to deliver against its vision of being amongst “India’s Best Performing Most Respected Food Companies”. The Environment Management practices of the Company focus on conservation of natural resources and waste management. The Company’s environmental commitment is demonstrated through its Guidelines for management of health, safety and environment, extended to all our manufacturing units and business associates.

The Company considers human resources as the most valuable asset of the Company and essential for consistent growth of the business. This is reflected as well in the Company’s approach towards health and safety of employees, the “Grow our own Timber” approach and the encouragement of diversity and inclusivity in our workplaces.

2. Details of the highest authority responsible for oversight of the Business Responsibility policy(ies).

At the highest level, the Board of Directors of the Company has the primary role of oversight of the Business Responsibility policy(ies). The CSR Committee of the Board reviews and oversees implementation of the Sustainability Policies of the Company on an annual basis.

The Heads of the various Departments and Corporate Functions are responsible for ensuring implementation of the Sustainability Policies of the Company within their respective Department / Corporate Function and communication of these Policies to the employees.

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

Yes, the Board level Corporate Social Responsibility Committee is responsible for decision-making on CSR activities and overseeing Business Responsibility policy(ies).

4. 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								
	P 1	P 2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	Committee of the Board								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board								

5. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.

P 1	P 2	P3	P4	P5	P6	P7	P8	P9
No, We periodically conduct a comprehensive internal audit of our policies and evaluate and monitor any gaps found in the implementation of these policies.								

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 (Mandatory)

1. Percentage coverage by training and awareness programs 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	% of persons in respective category covered by the awareness programmes
Board of Directors	2	The following topics are covered under the training Program(s): 1. Brand Strategy- Consumer needs and Perception. 2. ESG importance-Green House Gas Emission, its sources and measurement.	80%
Key Managerial Personnel (KMP)	3	The following topics are covered under the training Program(s): 1. POSH 2. Awareness/update session on Policy on Gifts, Donations, Imprest & Whistle Blower 3. Regulatory changes comprising NGRBC principles.	100%
Employees other than Board of Directors or KMPs	2	The following topics are covered under the training Program(s): 1. POSH 2. Awareness/update session on Policy on Gifts, Donations, Imprest & Whistle Blower.	100%
Workers	2	The following topics are covered under the training Program(s): 1. POSH 2. Awareness/update session on Policy on Gifts, Donations, Imprest & Whistle Blower.	100%

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

Monetary					
	Name of the regulatory/enforcement agencies/judicial institutions	NGRB Principle	Amount (₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NIL				
Settlement					
Compounding Fee					

Non-Monetary				
	Name of the regulatory/ enforcement agencies/judicial institutions	NGRB Principle	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment	Not Applicable			

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

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

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

ATFL does not have a dedicated anti-corruption or anti-bribery policy, its operations are governed as per the Code of Conduct (Coc). The document is applicable to all the employees who must abide by the values of the company. The code compels the employees to be ethical, accountable, and transparent in their day-to-day office work and addresses issues beyond corruption and bribery. The CoC is adopted to set forth the basic standards of ethical behavior, detection & prevention of any wrongdoing. It also lays down additional provisions for the board members as well as Key Management Personnel (KMP) for compliance with the code.

Link- <https://www.atfoods.com/pdf/code-of-conduct/codeofconductsep-16a.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:

	FY 23	FY 22
Directors	0	0
KMPs	0	0
Employees	0	0

6. Details of complaints with regard to conflict of interest

	FY 23		FY 22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of directors	0	Nil	0	Nil
Number of complaints received in relation to issues of conflict of interest of KMPs	0	Nil	0	Nil

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

There have been no fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

LEADERSHIP INDICATORS (Voluntary)

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year.
We engage with our value chain partners from time to time. We collaborate with our suppliers for sourcing quality and sustainable raw material. We educate retailers and wholesalers on the various regulatory restrictions on food packaging and labeling, advertising, and promotion.
2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the board? (Yes/No) If yes, provide details of the same.

Yes. A Policy on Related Party Transactions (RPTs) and determination of Material RPTs, has been formulated and approved by the Board. Details of such policies for dealing with RPT are disseminated on our website at https://www.atfoods.com/pdf/code-of-conduct/policy_dealing_related_party_transactions.pdf. There were

no materially significant related party transactions between ATFL and the Directors, Promoters, Key Managerial Personnel, and other designated persons which may have a potential conflict with the interest of the company at large. We have obtained Prior approvals for all the related party transactions from the Audit Committee.

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

ESSENTIAL INDICATORS (Mandatory)

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.**

	FY 23	FY 22	Details of improvements in environmental and social impacts
R&D	0%	0%	Not Applicable
Capex	0%	0%	Not Applicable

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
No, The Company has a supply chain process in place which provides guidance on sustainable sourcing. At an all-India level, preference is always given to sourcing from local suppliers.
- a. **If yes, what percentage of inputs were sourced sustainably?**
Not Applicable
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.**

ATFL engages with certified e-waste handlers for disposal of e-waste. The Company receives disposable and recycling certificates from the respective e-waste vendors.

Plastic waste is recycled through EPR and gets disposed of through certified vendors. In case of other waste which includes food waste, ATFL engages with authorized vendors to collect and convert the food waste to animal feed and/or some other industrial usage.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, Extended Producer Responsibility (EPR) is applicable to us. ATFL is in compliance with the requirements of Plastic Waste Management Rules, 2016 and subsequent amendments. During the reporting period, we have collected 1208.95 MT of post-consumer plastic waste across India. The waste collection plan is in line with the EPR plan.

LEADERSHIP INDICATORS (Voluntary)

1. **Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**
No. We have not conducted Life Cycle Perspective/Assessments (LCA) for any of our products.
2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.**

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 23	FY 22
None	0%	0%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed :

We ensure that our packaging materials plastic waste including Multi-Layer Plastic have a safe disposal at the end of life. During the financial year ended March 31, 2023, we have collected 1209 MT of post-consumer plastic waste across India.

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

ESSENTIAL INDICATORS (Mandatory)

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	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent employees											
Male	375	375	100%	375	100%	0	0%	375	100%	0	0%
Female	26	26	100%	26	100%	26	100%	0	0%	0	0%
Total	401	401	100%	401	100%	26	6.48%	375	93.52%	0	0%
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%

Other than Permanent employees are contracted via a 3rd party and the responsibility related to the information shared above lies with the contractor. Agro Tech ensures that the contractors meet the statutory requirements.

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	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent employees											
Male	163	163	100%	163	100%	0	0%	163	100%	0	0%
Female	1	1	100%	1	100%	1	100%	0	0%	0	0%
Total	164	164	100%	164	100%	1	0.61%	163	99.39%	0	0%
Other than Permanent workers											
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%

Non-Permanent workers in Agro Tech's Plants are contracted via a 3rd party and the responsibility related to the information shared above lies with the contractor. Agro Tech ensures that the contractors meet the statutory requirements.

2. Details of retirement benefits for the current and previous financial year

Benefits	FY 23			FY 22		
	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	100%	100%	Yes	100%	100%	Yes
Others-Super Annuation (fund)	100%	100%	Yes	100%	100%	Yes

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

Yes, the offices of ATFL are accessible to all its employees including persons with disabilities.

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

The Code of Conduct provides guidance to be fair and act against discrimination. Discrimination on the basis of race, sex, caste, religion, age, disability, national origin, or veteran status or other protected status covered by local, state or central law is an explicit violation of this code. All employees are treated with respect and dignity and opportunities for development and career progression are based on performance, ability and potential consistent with business requirements.

<https://www.atfoods.com/pdf/code-of-conduct/codeofconductsep-16a.pdf>

5. **Return to work and retention rates of permanent employees that took parental leave.**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	61	61	100	100
Female	39	39	0	0
Total	100	100	100	100

6. **Is there a mechanism available to receive and redress grievances for the Permanent and Non-permanent employees' categories of employees? If yes, give details of the mechanism in brief.**

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Works Committee is formed to address permanent workers' grievances and it meets monthly once.
Other than Permanent Workers	Not Applicable. Non-permanent workers in ATFL Plants are contracted via a 3 rd party and their grievance redressal mechanism rests with the contractors. ATFL ensures that all norms and regulations while working in plants are met.
Permanent Employees	The Company has a whistle blower policy and policy on workplace harassment in place which provides guidance to raise a complaint in case of any concerns. There are specified people to address the complaints.
Other than Permanent Employees	Not Applicable. Non-permanent employees in ATFL offices are contracted via a 3 rd party and their grievance redressal mechanism rests with the contractors. ATFL ensures that all norms and regulations while working in offices are met.

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

Category	FY 23			FY 22		
	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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
Total Permanent Employees	401	0	0%	386	0	0%
Male	375	0	0%	361	0	0%
Female	26	0	0%	25	0	0%
Total Permanent Workers	164	0	0%	165	0	0%
Male	163	0	0%	164	0	0%
Female	1	0	0%	1	0	0%

8. Details of training given to employees and workers :

Category	FY 23					FY 22				
	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	375	249	66.40%	222	59.20%	362	257	70.99%	226	62.43%
Female	26	12	46.15%	7	26.92%	24	13	54.17%	5	20.83%
Total	401	261	65.09%	229	57.11%	386	270	69.95%	231	59.84%
Workers										
Male	163	163	100%	163	100%	164	164	100%	149	90.85%
Female	1	1	100%	1	100%	1	1	100%	1	100%
Total	164	164	100%	164	100%	165	165	100%	150	90.91%

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

Category	FY 23			FY 22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	375	375	100%	362	338	93.37%
Female	26	26	100%	24	23	95.83%
Total	401	401	100%	386	361	93.52%
Workers						
Male	163	163	100%	164	149	90.85%
Female	1	1	100%	1	1	100%
Total	164	164	100%	165	150	90.91%

10. Health and safety management system:

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

Yes, ATFL has implemented an occupational health and safety management system. The Company believes that a safe and healthy work environment is a pre-requisite for employee well-being, and the adoption of best practices in occupational health and safety have a direct impact on its overall performance.

ATFL Aims to remove or reduce the risks to the health, safety and welfare of all workers, contractors and visitors, and anyone else who may be affected by our business operations. ATFL aims to ensure all work activities are done safely. Awareness sessions are conducted on safety related aspects for the employees like Trainings and Safety week celebration.

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

ATFL has identified the EHS Risk Management framework as one of the integral steps towards building a robust safety management system. This framework entails a set of processes for continual risk identification, assessment and mitigation, with active participation of the workforce in each of its facilities.

Periodic safety audits are being conducted to assess the work-related Hazards. Safety week celebration and 'spot a hazard' exercises are carried out to encourage workers to identify hazards. HIRA (Hazard Identification and Risk Assessment) is conducted across the factories to identify and eliminate the hazard by the Employees as well as workers. Work Permits, Near Miss reporting system are some other routine processes to identify and report work related hazard.

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

Yes, we do have processes for workers to report work-related hazards and to remove themselves from such risk. "spot a hazard" exercise is carried out to encourage workers to identify hazards. Training is being provided to the workers to report the hazard and what to do and not to do to be safe from such risks. We duly undertake subsequent implementation of corrective and preventive actions.

- d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?
Yes, the employees, permanent workers and their family members have access to non-occupational medical and healthcare services.

11. Details of safety-related incidents

Safety Incident/Number	Category	FY 23	FY 22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	7	17
No. of fatalities (safety incident)	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

In line with the Company's work health and safety policy, ATFL is committed towards the health and safety of the employees and workers. We implement safety guidelines to mitigate safety risks at all times. We ensure employees participating in regular mock drills on fire safety and emergency evacuation. Internal audits are conducted on a periodic basis and detailed reports is submitted for evaluation. Basis on the reports and findings further corrective action is planned and implemented.

ATFL ensures that all work activities are done safely. Regular training on safety is given to all the employees and workers. We induce a safety culture by motivating and encouraging employees to provide suggestions to improve safety performance. Safety week celebration is also a part of our culture which encourages all employees and workers to work in a safe and healthy environment.

13. Number of complaints on the following made by employees:

	FY 23			FY 22		
	Filed during the year	Pending resolution at the end	Remarks	Filed during the year	Pending resolution at the end	Remarks
Working conditions	0	0	NA	0	0	NA
Health and safety	0	0	NA	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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 and safety practices and working conditions.

The Company has been following standard operating procedures to comply with state/ local level regulations and ensure safety and hygiene protocols and necessary social distancing is being followed by employees and contractors in the offices and manufacturing plants.

During the reporting period, the company reported no fatalities of any employee whilst on duty.

LEADERSHIP INDICATORS (Voluntary)

1. Does the entity extend any life insurance or any compensatory package in the event of death of ?

	(Y/N)
Permanent Employees	Yes*
Permanent Workers	Yes*

* Subject to the terms and conditions of the respective insurance policy(ies).

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

ATFL puts best efforts to engage with Vendors who are 100% compliant based on the track record.

3. Provide the number of employees having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment :

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2022-23)	FY (2021-22)	FY (2022-23)	FY (2021-22)
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

No

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working conditions	100%

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

ESSENTIAL INDICATOR (Mandatory)

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

ATFL believes in a robust relationship with the stakeholders. Any individual or group of individuals or institution that adds value to the business of the Company is identified as a core stakeholder. We recognized both, internal stakeholders which includes employees and leadership team and external stakeholders which includes external channels such as regulators, suppliers, investors, and community. The company reaches out to various groups of identified stakeholders through calls, questionnaire forms and meetings to gauge their views.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee	No	Email, Notice Board and Intranet.	Annually, Need Basis and Ongoing.	<ul style="list-style-type: none"> Learning and development Well-being Grievance redressal Growth opportunities
Suppliers	No	Email, Website and Vendor Meetings.	Need-basis.	<ul style="list-style-type: none"> Quality Local procurement
Investors & Shareholders	No	Emails, Newspaper, Advertisement, Website and Notice Board.	Quarterly, Annually and Need Basis.	<ul style="list-style-type: none"> Business performance Regulatory procedures & compliance General updates

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	Yes	Community Meetings, Focused Group Discussion and Grievance Redressal.	Regularly and on need basis.	<ul style="list-style-type: none"> Grievances Feedback Development Program Capacity building
Government and Regulators	No	Policy Intervention, Advocacy.	Need basis.	<ul style="list-style-type: none"> Taxation Promotions Best practices

LEADERSHIP INDICATORS (Voluntary)

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

We maintain a constant and proactive engagement with our key stakeholders that enables us to communicate our strategy and performance. We practice continuous communication and engagement to align expectations. The board is regularly aligned on various developments and their feedback is sought regularly.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. During the exercise of identifying material issues that are the most relevant and applicable for ATFL, we consulted both internal and external stakeholders to identify issues with significant social or environmental impact for us. We ensure that we take inputs from stakeholders and integrate them into our processes and policies.

PRINCIPE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATOR (Mandatory)

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

Category	FY 23			FY 22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	401	401	100%	386	386	100%
Other than Permanent	0	0	0%	0	0	0%
Total Employees	401	401	100%	386	386	100%
Workers						
Permanent	164	164	100%	165	165	100%
Other than Permanent	0	0	0%	0	0	0%
Total Workers	164	164	100%	165	165	100%

Note : Currently, we have a Code of Conduct and Policy on Sexual Harassment in place which covers the aspects of human right. The employees are mandated to abide by these policies. Additionally, extracts of the Factory Act prohibiting child/bonded Labour and minimum wages are displayed in factory premises for perusal of all direct/indirect employees.

2. Details of minimum wages paid to employees:

Category	FY 23					FY 22				
	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	401	0	0%	401	100%	386	0	0%	386	100%
Male	375	0	0%	375	100%	361	0	0%	361	100%
Female	26	0	0%	26	100%	25	0	0%	25	100%
Other than Permanent	628	0	0%	628	100%	572	0	0%	572	100%
Male	620	0	0%	620	100%	565	0	0%	565	100%
Female	8	0	0%	8	100%	7	0	0%	7	100%
Workers										
Permanent	164	0	0%	164	100%	165	0	0%	165	100%
Male	163	0	0%	163	100%	164	0	0%	164	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Other than Permanent	484	484	100%	0	0%	442	442	100%	0	0%
Male	415	415	100%	0	0%	382	382	100%	0	0%
Female	69	69	100%	0	0%	60	60	100%	0	0%

3. Details of remuneration/salary

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category in ₹	Number	Median remuneration/ salary/wages of respective category in ₹
Board of Directors (BoD)*	4	12,75,400	1	13,75,400
Key Managerial Personnel (KMP) (other than BoD)#	2	1,16,81,585	1	34,79,662
Employees other than BoD and KMP	373	6,34,947	25	8,70,178
Workers	163	2,50,344	1	3,43,428

* Board of Directors include Independent Directors and Non-Executive Directors and exclude Managing Director.

KMP includes Managing Director, Chief Financial Officer and Company Secretary. The remuneration as given above does not include long-term compensated absences benefit accrued and gratuity benefit accrued since the same are computed based on actuarial valuation for all the employees and the amounts attributable to the managerial personnel cannot be ascertained separately.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impact or issues caused or contributed to by the business?

Yes, the Company has a whistle blower policy, and the chairman of Audit Committee is responsible for review of employee concerns reported through the Whistle Blower Mechanism. We also have a policy on workplace harassment which provides guidance to raise a complaint in case of any concerns. The respective department head along with Head of HR are responsible to address the complaints. We empower employees to place their concerns pertaining to human rights violations including but not limited to harassment, victimization, bullying and discrimination of any form for a formal investigation and satisfactory resolution of the grievance.

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

At ATFL, guidance on human rights issues is covered as a part of its Code of Conduct. We have Whistle Blower Mechanism as part of the Code of Conduct which empowers the complainant to bring to the attention of the management, any concerns related to human right violation without fear of punishment

or unfair treatment by reporting at designated e-mail or contact details. The mechanism also provides employees and Directors direct access to the Chairperson of the Audit Committee in exceptional cases. Any concerns reported are addressed by the direct touch team.

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

	FY 23			FY 22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child labour	0	0	None	0	0	None
Forced labour /Involuntary labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

Our Whistle Blower Mechanism empowers the complainant to bring to the attention of his/her immediate supervisor, the Head - Human Resources and the Complaints Committee any concerns related to discrimination and harassment without fear of reprisal or unfair treatment by reporting at designated e-mail or contact details.

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

Yes, human rights requirements form a part of the Company's agreements and contracts for hiring contractual employees and workers. We ensure the service provider to comply with regulatory requirements and prevent any form of discrimination including child labour, forced labour, payment of minimum wages, as well as adherence to safe working conditions.

9. Assessments for the year

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

Not Applicable

LEADERSHIP INDICATORS (Voluntary)

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

There have been no significant changes in business processes during the reporting period.

2. Details of the scope and coverage of any human rights due diligence conducted.

Nil

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the offices of ATFL are accessible to persons with disabilities.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	No such assessment has been done
Discrimination at workplace	
Child labour	
Forced labour/Involuntary labour	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Nil

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

ESSENTIAL INDICATORS (Mandatory)

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

Parameter	FY 23	FY 22
Total electricity consumption (A)	43,742,111	35,055,162
Total fuel consumption (B)	79,309,740	81,776,522
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	123,051,851	116,831,684
Energy intensity per rupee of turnover (Total energy consumption/ (per rupee of turnover)	0.0145	0.0127

No independent assurance has been done for data verification.

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

Not Applicable

3. Provide details of the following disclosures related to water.

Parameter	FY 23	FY 22
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	16,227	14,439
(iii) Third party water	29,515	33,774
(iv) Seawater/ desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	45,742	48,213
Total volume of water consumption (in kilolitres)	45,742	48,213
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000539	0.00000526

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

Yes, one of the manufacturing units of the company at Chittoor has implemented mechanism for Zero Liquid Discharge. The treated waste water from the effluent treatment plant is utilized for landscaping purposes.

5. Please provide details of air emissions (other than GHG emissions) by the entity.

Parameter	Please specify unit	FY 23	FY 22
NOx	The Company has not done any assessment of this data		
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 23	FY 22
Total Scope 1 emissions -Metric tonnes of CO2 equivalent (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MT	3,597	3,353
Total Scope 2 emissions -Metric tonnes of CO2 equivalent (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MT	10,328	8,277
Total Scope 1 and Scope 2 emissions (per rupee of turnover) tCO2e		0.000001642	0.000001269

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

The Company has undertaken initiatives on clean technology, energy efficiency, and renewable energy. Some of the initiatives are highlighted below:

- i. Reduction on dependency on diesel, furnace oil with a focus to shift to clean fuel.
- ii. Energy efficiency initiatives include- implementing energy efficient lighting fixtures, retrofitting high efficiency motors and installation of variable frequency drives at all manufacturing units.
- iii. Opportunities in the field of renewable energy source are being implemented such as rooftop solar etc.
- iv. Continuous improvement in energy efficiency

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

Parameter	FY 23 (In MT)	FY 22 (In MT)
Plastic waste (A)	2,067	1,870
E-waste (B)	2	-
Bio-medical waste (C)	0	0
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)	0	0
Other Non-hazardous waste generated (H). Please specify, if any.	0	0
Total (A+B + C + D + E + F + G + H)	2,069	1,870

Parameter	FY 23 (In MT)	FY 22 (In MT)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste – Plastic Waste		
(i) Recycle	1,209	1,692
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	1,209	1,692
Category of waste–E-waste		
(i) Recycle	2	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	2	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations.	0	0
Total	0	0

No independent assurance has been done for data verification.

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.

We strongly emphasize the conservation of natural resources and efficient waste management processes. Our plastic waste management processes are in line with Plastic Waste Management (PWM) EPR (Extended Producer Responsibility) guidelines under PWM Rule 2016. Every year, the Company collects, processes, and recycles the post-consumer multi-layer and non-multilayer plastic packaging waste as per CPCB guidelines. Our operations do not generate any hazardous waste. The other waste generated by the company is within the permissible limits given by CPCB/SPCB.

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:

ATFL does not have any offices or operational sites in the vicinity of any ecologically sensitive area.

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.
Not Applicable			

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
ATFL has not done any environmental impact assessment in FY 2022-23					

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, and Environment Protection Act and Rules thereunder (Y/N). If not, provide details of all such non-compliances.

The company is in compliance with all the environmental regulations of the country. There have been no incidents of non-compliance related to the environment in FY 2022-23.

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
Not Applicable				

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

ESSENTIAL INDICATOR (Mandatory)

1. a. Number of affiliations with trade and industry chambers/associations.

Seven (7)

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1.	Federation of Indian Chamber of Commerce and Industry	National
2.	The Federation of Telangana Chambers of Commerce and Industry	State
3.	Confederation of Indian Industry	National
4.	Bombay Chamber of Commerce and Industry	State
5.	The Indian Society of Advertisers	National
6.	Indian Vanaspati Producers Association	National
7.	Kumaun Garhwal Chamber of Commerce & Industry	State

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

There have been no instances or cases of anti-competitive conduct on ATFL in FY 2022-23.

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

LEADERSHIP INDICATORS (Voluntary)

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

ATFL does not engage in direct public advocacy.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS (Mandatory)

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					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

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)
The Company does not have any ongoing projects as such.						

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

We regularly engage with the communities in which our business operates and prepare processes to address their concerns. We prioritize the requirements and finalises our community initiatives after a thorough understanding of the specific needs of each community through stakeholder engagement and need assessment.

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

	FY 23	FY 22
Directly sourced from MSMEs/ small producers	22.68%	19.50%
Sourced directly from within the district and neighboring districts	45.40%	45.50%

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

ESSENTIAL INDICATORS (Mandatory)

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has a well-defined mechanism for handling consumer grievances. The Company gives a toll-free number along with an email address on its products label as well as on the ATFL website through which consumers can raise their complaints or query or feedback. The first response to all consumer grievances is given immediately on receiving the call by having a detailed conversation with the consumer to address his/her concern and timely closure of complaint. For other specific or technical query or information or product issues, estimated turnaround time is given to the consumer and complaints are forwarded to local area representatives for speedy response/closure and replacement to be provided to consumers, if required.

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	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	100%

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

	FY 23			FY 22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
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, the Company has a policy in this regard. Link-<https://www.atfoods.com/pdf/code-of-conduct/codeofconductsep-16a.pdf>

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.

No cases were raised during the reporting year and hence no corrective actions were taken.

LEADERSHIP INDICATORS (Voluntary)

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The Company's products' packaging is in accordance with Food Safety and Standards Act, 2006 and Rules made thereunder and Legal Metrology Act, 2009 and Rules made thereunder. Our labelling on the products carries information on the product's characteristics including Nutritional information, trade name, list of Ingredients, product usage and handling conditions, batch no, manufacturing or packing date, use by date, MRP, and consumer grievance procedures.

Additionally, we display the information about our products on the Company's website <https://www.atfoods.com/home.aspx>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Our product labelling carry information on the product's characteristics including Nutritional information, handling and storage conditions of the product etc. for safe usage.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

We do not have any such mechanism.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole ? (Yes/No)

Yes, we do display additional product information also wherever required over and above the information required under the applicable laws like products benefits, product characters and recommendation for healthy lifestyle etc. The Company generally does not conduct any survey to assess consumer satisfaction trends but does conduct rigorous consumer testing before launching new products and keeps in mind consumer's feedback and perception.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact - NIL

b. Percentage of data breaches involving personally identifiable information of customers - NIL

There were no instances of data breach observed during the year ended March 31, 2023.