



04 August 2023

To,

BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai- 400 001  
Scrip Code: 543260

National Stock Exchange of India Ltd.  
Exchange Plaza, Plot no. C/1, G Block,  
Bandra-Kurla Complex  
Bandra (E), Mumbai - 400 051  
NSE Symbol: STOVEKRAFT

Dear Sir/Madam,

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

With reference to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find the attached softcopy of the Business Responsibility and Sustainability Report forming part of Annual Report of the Company for FY 2022-23.

Kindly take the same on record.

Thanking you,

Yours faithfully,  
For Stove Kraft Limited

Shrinivas P Harapanahalli  
Company Secretary & Compliance Officer

**Stove Kraft Limited**

#81/1 Medamaranahalli Village, Harohalli Hobli, Harohalli Industrial Area,  
Kanakapura Taluk, Ramanagara District, Bengaluru, India - 562 112

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# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

The present report has been compiled in accordance with the guidelines set forth by the Securities and Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to demonstrate enhanced transparency regarding the ways in which enterprises generate value by actively contributing to a sustainable economy. The report highlights our unwavering dedication to creating long-term value for our stakeholders while simultaneously promoting sustainable development.

## SECTION A: GENERAL DISCLOSURES

### I) DETAILS OF THE ENTITY

S. No.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L29301KA1999PLC025387
2.	Name of the Entity	STOVE KRAFT LIMITED
3.	Year of incorporation	1999
4.	Registered office address	81/1, Medamarana Halli Village Harohalli Hobli, Kanakapura Taluk Ramanagara Dist Karnataka 562112 India.
5.	Corporate address	81/1, Medamarana Halli Village Harohalli Hobli, Kanakapura Taluk Ramanagara Dist Karnataka 562112 India.
6.	E-mail	cs@stovekraft.com
7.	Telephone	08028016222
8.	Website	<a href="https://www.stovekraft.com/">https://www.stovekraft.com/</a>
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital as on 31 March 2023	INR 33,0268,950/- (Divided into 3,30,26,895 equity shares of ₹ 10/- each)
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. Shrinivas P Harapanahalli Company Secretary & Compliance Officer. Mob. No. - 8800660647. Email: cs@stovekraft.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).	The disclosure under this report is made on standalone basis for Stove Kraft Limited.

### 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.	Manufacturing	Other manufacturing including jewellery, musical instruments, medical instruments, sports goods, etc. activities	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
	Manufacture of domestic home appliances,	2740, 2750, 27501	100%
	Manufacture of metal household articles	27502, 25994, 28253, 25931	

### III) OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	2	1	3
International	-	-	-

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

Locations	Number
National (No. of States)	27 States & 5 Union Territories
International (No. of Countries)	14

The Company has a strong presence throughout India, but some areas like Northeast region where there is huge potential, do not contribute as much to the company's sales volume as other areas like Kerala, Karnataka, and Tamil Nadu.

To address this issue, the company is planning to put more focus on the potential areas where sales could be improved. This involves increasing the distribution & sales teams in these areas to promote the company's products and improve overall sales. By doing so, the company hopes to strengthen its market presence in these regions.

**b) Contribution of exports:**

<b>What is the contribution of exports as a percentage of the total turnover of the entity?</b>	<b>11%</b>
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**c) Type of Customers**

A brief on types of customer'

The company specializes in manufacturing a wide range of kitchen and home solutions and operates on a Business-to-Business (B2B) as well as Business-to-Consumer (B2C) model where it sells its products to distributors and consumers. The company has expanded its distribution reach to over 82,767 retail outlets, which is facilitated by its distribution network consisting of 9 C&F (Clearing and Forwarding) agents and over 600 distributors.

In addition, the company's export operations are supported by a dedicated network of 12 distributors, which enables it to expand its reach beyond domestic markets and tap into new opportunities in international markets.

**IV) EMPLOYEES**
**18. Details at the end of the year 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)
<b>Employees</b>						
1.	Permanent (D)	1466	1173	80%	293	20%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1466	1173	80%	293	20%
<b>Workers</b>						
1.	Permanent (F)	3850	1391	35%	2459	65%
2.	Other than Permanent (G)	-	-	-	-	-
3.	Total workers (F + G)	3850	1391	36%	2459	64%

**b) Differently abled Employees and workers:**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	-	-	-	-	-
<b>Differently Abled Workers</b>						
1.	Permanent (F)	7	4	57	3	43
2.	Other than Permanent (G)	-	-	-	-	-
3.	Total workers (F + G)	7	4	57	3	43

### 19. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	3	50%
Key Management Personnel	4	1	25%

### 20. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27	45	31%	45	71	50%	17	74	27%
Permanent Workers	47	24	33%	35	66	46%	71	44	54%

## V) HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

### 21. 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)
Not Applicable, as for the Financial Year ended March 31, 2023, the Company does not have any Holding/Subsidiary/ Associate Companies/Joint Venture				

## VI) CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

S. No.	Requirement	Response	
		FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes	Yes
2.	Turnover (in ₹)	12,83,84,70,000	11,36,35,90,000
3.	Net worth (in ₹)	4,03,36,80,000	3,64,01,00,000

## 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:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) *	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	30	-	All the complaints have been redressed as on March 31, 2023	33	-	All the complaints have been redressed as on March 31, 2022
Employees and workers	Yes	-	-	-	-	-	-

Stakeholder group from whom complaint then provide web-link for grievance redress policy) *	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) *	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes	458,725	3453	Most of the complaints have been redressed as on March 31, 2023	407,641	2356	Most of the complaints have been redressed as on March 31, 2022
Value Chain Partners	Yes	-	-	-	-	-	-

\* Stakeholder Management Policy deals with the mechanism for redressing grievances and can be accessed at link <https://stovekraft.com/wp-content/uploads/2023/05/Stakeholder-Management-Policy.pdf>

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Opportunity	Stove Kraft has implemented - energy saving technologies and thereby optimizing production processes and reducing greenhouse gas emissions.	-	<b>Positive</b> -This will help the Company to reduce energy expenses.
2.	Water and Wastewater management	Risk	Insufficient management of water and waste can cause disruptions in the operations of a manufacturing facility. Improper handling of waste can lead to increased expenses such as meeting regulatory compliance requirements.	To mitigate the risk Stove Kraft has adopted sustainable water management practices such as rainwater harvesting, water re-use, and green infrastructure, which has effectively reduced the impact of water scarcity. Moreover, the company conducts regular water risk assessments to identify potential water-related risks and develop strategies to mitigate them.	<b>Negative</b> -It can lead to increased waste management fees and disposal charges, as well as potential fines and penalties.
3.	Human Rights	Risk	Neglecting to respect and uphold human rights within a manufacturing company's operations or supply chain can give rise to labour exploitation and potentially causing harm to the company's reputation, will also provide training and eliciting negative responses from consumers. These practices can trigger legal consequences, challenges in attracting and retaining a diverse and skilled workforce.	Stove Kraft has established a human rights policy that outlines its dedication to uphold and prevent human rights violations. The Company to the company's reputation, will also provide training and eliciting negative responses from consumers. These practices can trigger legal consequences, challenges in attracting and retaining a diverse and skilled workforce.	<b>Negative</b> -It can lead to legal actions, resulting in costly legal battles and compensatory payments.

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Customer Education and Awareness	Opportunity	Stove Kraft provides safety-related norms and requirements to its distributors and retailers, who in turn inform customers, and buyers about appropriate guidance and instruction and safety standards.		<b>Positive</b> - This will help Company to get repeated business orders and positive word-of-mouth recommendations.
5.	Data Security Risk		The company in manufacturing Stove Kraft has sector possess valuable intellectual property, including product designs, processes, and trade secrets. Inadequate data security measures can make them vulnerable to cyber attacks, hacking, or insider threats, resulting in the theft or unauthorized access to proprietary information.	implemented measures to secure data, including access control, intrusion detection, data backups, authentication, and review, with data classification guidelines to protect data integrity and secure information systems.	<b>Negative</b> - It can damage the company's reputation, leading to customer churn.
6.	Product Quality & Safety	Opportunity	Stove Kraft has made robust quality control processes and has stringent testing and inspection procedures. The company actively engages in seeking customer feedback, conducts market research, and stays updated with the latest industry standards and regulations.		<b>Positive</b> - Good customer reviews of products and services and loyal customer relationships contribute to the success.
7.	Health & Safety	Risk & Opportunity	<b>Risk:</b> Neglecting safety protocols, training, maintenance, and protective measures exposes employees to hazardous conditions with severe physical and mental health consequences. <b>Opportunity:</b> This is an opportunity for the company as it has effective internal controls and oversight mechanisms in place. This has led to increased workers/employee protection and general health and well-being.	Stove Kraft places a high priority on workplace health and safety to minimize risk. Adequate measures have been implemented, and employees are provided with clear instructions and protective equipment to ensure their safety.	<b>Negative</b> - It can result in increased costs, lost productivity, damage to reputation and legal consequence. <b>Positive</b> - It leads to Improved productivity and increased efficiency.
8.	Product Design & Life cycle management	Opportunity	Stove Kraft offers innovative cookers with appealing designs that meet evolving customer needs. Their features include precise temperature control, faster cooking times, even heat distribution, and versatile cooking options, providing superior cooking experiences. They also implement life cycle management with longer product lifespans and offer compatible accessories.		<b>Positive</b> - It drive sales growth, enhance profit margins, improve customer satisfaction, and provides a competitive edge.

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)
9.	Supply Chain Management	Risk & Opportunity	<p><b>Risks:</b> Any disruptions in the supply chain can result in production delays and potential revenue loss. Additionally, maintaining consistent quality across the entire supply chain can be a challenging task.</p> <p><b>Opportunities:</b> The company has prioritized the use of high-quality raw materials, components, and parts in their manufacturing process. They have also fostered collaborations with suppliers, distributors, and other partners, resulting in the development of new products and continuous improvement in manufacturing processes.</p>	<p>To mitigate the risk, the company has implemented a strong supply chain mechanism that includes rigorous quality control checks. The Company also has diversified supplier base and created contingency plans for potential disruptions.</p>	<p><b>Negative</b> - It may lead to production delays, revenue loss and increased costs.</p> <p><b>Positive</b> - It can lead to increased market share, improved pricing power, higher profitability, and the development of new products that generate additional revenue streams and attract new customers.</p>
10.	Material Sourcing and Efficiency	Opportunity	<p>Stove Kraft maintains better relationship with suppliers for sourcing raw materials to product specifications, ensuring quality, consistency and control over the sourcing process.</p>		<p>Positive - It can achieve quality, consistency and cost efficiency.</p>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section aims to demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
<b>Policy and management processes</b>											
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	
	Particulars of the Policies	Anti-corruption or anti-bribery policy, Ethical Policy	Supplier Code of conduct	Health and Safety Policy	Stakeholder Management Policy	Human Rights Policy	Environmental Policy	Policy on Responsible Advocacy	Corporate Social Responsibility Policy	Cyber security and data privacy	
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	c) Web Link of the Policies, if available	<a href="https://stovekraft.com/investors/">https://stovekraft.com/investors/</a>									
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)	The Company has various polices as per Law and as per operational requirements and the same are posted on the Company's Website. The Value Chain Partners are expected to follow the applicable policies.									
4..	Name of the national and international codes /certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	Bureau of Indian Standards (BIS)	-	-	-	-	-	-	ISO 9001:2015 - Quality Management Systems.	
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<b>Specific commitments, goals and targets set by entity for FY2023-24</b>								<b>Mapped NGRBC Principles</b>	
		<b>Social:</b> <ul style="list-style-type: none"> <li>To prioritize the development and well-being of its employees P3</li> <li>To take up community engagement programmes by making a positive impact on society and environment P4</li> </ul>									
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 set the specific commitments, goals, for the financial year 2023-24. The performance of the aforementioned target shall be measured in the subsequent financial year and will be reported accordingly.									



**Governance, leadership, and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements **Mr. Rajendra Gandhi, Managing Director.**

“As a manufacturing company, which is among India’s leading manufacturers of a wide range of kitchen solutions and an emerging home solutions brand, we recognize the importance of environmental, social, and governance factors in driving long-term success and creating value for all stakeholders. We are committed to integrating ESG considerations into our business strategy, operations, and decision-making processes.

Since the beginning, we have concentrated on bringing customers high-quality goods at competitive price. Because of this, we have been able to create a positive feedback loop that fosters brand loyalty, product portfolio growth, and product category diversification.

We are actively working to reduce our environmental impact by implementing sustainable practices throughout our supply chain, minimizing waste and emissions, and conserving natural resources. We also recognize the importance of maintaining a safe and healthy workplace for our employees and ensuring that our operations support the communities where we operate.

In addition, we strive to maintain high standards of corporate governance and transparency, and we engage with our stakeholders to understand their expectations and concerns. By focusing on ESG, we believe we can create a more resilient and sustainable business that is better positioned for long-term success.”

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). The Risk Management Committee is the highest authority responsible for implementation and oversight of the Business Responsibility policies.
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 Yes, Risk Management Committee of the Company is responsible for reviewing the sustainability related issues and the CSR Committee reviews and oversees the company’s initiatives and activities related to CSR on regular basis.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
Performance against above Risk Management Committee policies and follow up action		Quarterly / half-yearly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company has complied with all the statutory requirements during the financial period 2022-23 and there is no non-compliance found by the Board.	Quarterly

**11. Independent assessment/ evaluation of the working of its policies by an external agency:**

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The Company has consulted J. Sundharesan & Associates, (Compliance, Governance and Sustainability Advisors) for independent assessment and evaluation of the working of its policies and has provided a ‘limited assurance’.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE**

**A) ESSENTIAL INDICATORS:**

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

The Company's commitment to ethical and lawful business conduct is a fundamental shared value of the Board of Directors, the Senior Management, and all other employees of the Company. Stove Kraft helps customers realize results by focusing on strong, long-lasting relationships and delivering value through agility and innovative industry and services. The Company takes personal accountability to make the right commitment to our clients, build sustainable relationships with them and make every effort to deliver on our promises. The Board of Directors has formulated “Code of Conduct for Directors and Senior Management” as per SEBI's Listing Regulation, in order to be consistent with the Company's values and beliefs. In all of its operations, the Company upholds and ensures adherence to the aforementioned Code of Conduct and Ethics.

Further, the Company also believes in the conduct of affairs in fair and transparent manner by adopting highest standard of professionalism, honesty, integrity, and ethical behavior. The Company has a Whistle Blower Policy, which is Committed to developing a culture where it is safe for all employees to report significant deviations from key management policies, and report any non-compliance and wrong practices, e.g., unethical behavior, fraud, violations of law, inappropriate behavior/conduct etc., The policy also provide for direct access to the Chairman/Managing Director/Chairman of the Audit Committee in exceptional cases.

The Company has in place, the “Code of Conduct for Insider Trading and Fair Disclosure of Unpublished Price Sensitive Information”, to maintain highest ethical standards while dealing in Securities of the Company by the Insiders. The purpose of the Code is also to put in place a framework for prohibition of insider trading in securities, and to strengthen the legal framework thereof.

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	1	The entire Board was trained on all the principles.	100%
Key Managerial Personnel	1	KMPs were trained on all the principles.	100%
Employees other than BOD and KMPs	-	-	-
Workers	4	<ul style="list-style-type: none"> <li>• Safety</li> <li>• POSH</li> <li>• Fire Mock Drill</li> <li>• Threat Awareness</li> </ul>	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:

During the financial year 2022-23, the Company had faced no fines/penalties/punishment/award/ compounding fees/ settlement amount paid in proceedings (by the Entity or by Directors/KMP's) with regulators/ law enforcement agencies/ judicial institutions.

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
Nil	Nil

4. Anti-corruption or Anti-bribery policy:

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.	<p>Yes.</p> <p>Our Company has a policy to prevent bribery and corruption in all business activities and promote ethical behaviour. The policy covers all areas of the company's operations and applies to all directors, employees, agents, consultants, contractors, and any other individuals who engage in business activities on behalf of the company. The company prohibits all forms of bribery and corruption, and it requires individuals to report any suspected or actual breaches.</p> <p>We maintain accurate records of all business transactions and violations of the policy may result in disciplinary action, including termination of employment or contract, and legal action may be taken. The company expects all individuals to comply with the policy and help maintain a culture of ethical behaviour. The weblink to access the policy is <a href="https://stovekraft.com/wp-content/uploads/2021/11/CSR-Policy.pdf">https://stovekraft.com/wp-content/uploads/2021/11/CSR-Policy.pdf</a></p>
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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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No such complaints	0	No such complaints
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	No such complaints	0	No such complaints

7. Corrective Actions:

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	There have been no fines, penalties or actions taken by regulators, law enforcement agencies, or judicial institutions related to cases of corruption and conflicts of interest, hence this section is not applicable to the Company.
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## PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

### A) ESSENTIAL INDICATORS:

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively:

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	20.8%*	This is contributing towards clean and green energy and reduction in use of grid power.

\* Investment in solar panels/wind mill.

### 2. Sustainable sourcing:

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

The company has a practice of procuring raw materials or components in an ethical, eco-friendly, and socially responsible manner, with the aim of minimizing negative impacts on the environment and ensuring long-term viability of the supply chain. The procedures as follows:

1. Establishing sustainability goals and objectives which are aligned with overall strategy.
2. Evaluating the suppliers based on the criteria being fulfilled.
3. Monitoring supplier performance against sustainability criteria and taking corrective actions, if necessary.
4. Regularly review and update the procedure to ensure to remain relevant and effective in achieving the goals.

If yes, what percentage of inputs were sourced sustainably? 100%

### 3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

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.

The processes are in place to safely reclaim products for reusing, recycling, and disposing of at the end of life.

- a) Plastic - The Company collects used plastic products and packaging, sorts them based on type and characteristics, and either reuses or recycles them. Plastics that cannot be reused or recycled are safely disposed to licensed facilities.
- b) E-waste - Electronic products are collected and tested for refurbishing or recycling and thereafter transported to licensed facilities for safe treatment and disposal.
- c) Hazardous waste - The Company identifies hazardous waste based on its properties, handles it carefully and transports it to licensed facilities for safe treatment and disposal.
- d) Other waste - Proper collection system has been established to collect, sort, and clean waste by removing contaminants, and reprocess them for recycling or reusing with other products or in packaging.

### 4. Extended Producer Responsibility (EPR) plan:

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.

The Company is committed to circularity in waste management. The Company received registration certificate for Brand Owner from Central Pollution Control Board on dated 10-01-2023, Regn. No. BO-02-000-02-AADCS9958B-23. The waste collection plan submitted to Pollution Control Boards for disposal of Multi Layered Plastic (MLP) & other plastic waste generated due to the products as per the EPR Action Plan is given below:

Collection targets set for FY 22-23 is as follows:

Sl. No	Financial Year	2022-23 (MT)			
		Cat-I	Cat-II	Cat-III	Cat-IV
	State/UT				
1	CPCB	0.0	46.2889	0.0	0.00
	<b>Total</b>	<b>0.0</b>	<b>46.2889</b>	<b>0.0</b>	<b>0.0</b>
	<b>Grand Total</b>	<b>0.0</b>	<b>46.2889</b>	<b>0.0</b>	<b>0.0</b>

### PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

#### A) ESSENTIAL INDICATORS:

Our ability to create goods and fulfil client requests depends on our workers. So, the wellbeing of our workers is our top priority. Employee well-being includes their physical, emotional, and mental health as well as their employment security, equitable pay, and other perks that foster a productive workplace.

First and foremost, we make sure that the workers are in a secure and wholesome atmosphere. This entails supplying suitable safety gear, carrying out regular safety inspections, and taking care of any potential dangers that might emerge. In addition to being crucial for workers' health, creating a secure workplace can help avoid mishaps and lower the likelihood that the business will face legal action.

Secondly, we offer our workers fair wages, perks, and room for advancement. For workers to feel valued and encouraged to give their best work, fair compensation is crucial. Consequently, by prioritizing the well-being of all workers and employees is a key to the success of the company.

#### 1. A) Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		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)
<b>Permanent employees</b>											
Male	1173	1146	98%	-	-	-	-	-	-	-	-
Female	293	286	98%	-	-	286	98%	-	-	286	98%
<b>Total</b>	<b>1466</b>	<b>1432</b>	<b>98%</b>	<b>-</b>	<b>-</b>	<b>286</b>	<b>98%</b>	<b>-</b>	<b>-</b>	<b>286</b>	<b>98%</b>
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

#### B) Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		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)
<b>Permanent workers</b>											
Male	1391	1320	93%	-	-	-	-	-	-	-	-
Female	2459	2427	99%	-	-	2427	99%	-	-	2427	99%
<b>Total</b>	<b>3850</b>	<b>3747</b>	<b>97%</b>	<b>-</b>	<b>-</b>	<b>2427</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>2427</b>	<b>100%</b>
<b>Other than Permanent workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	42	99	Yes	37	99	Yes
Others	—	—	—	—	—	—

## 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.

The workplace of the Company is not fully equipped with the required framework and infrastructure to ensure access and inclusion for personnel with disabilities. The Company already has lifts but lacks on other amenities like ramps for wheelchair movement, and accessible bathrooms to make sure all employees can move about our workplace with ease and comfort.

## 4. Equal Opportunity Policy:

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

Yes.  
The Company is dedicated to ensure equal opportunities for all employees, regardless of protected characteristics such as race, gender, or disability. The company will not discriminate in any aspect of employment, including recruitment, promotion, and termination. Harassment or discrimination of any kind is prohibited, and the company will provide reasonable accommodations for individuals with disabilities. The Human Resource Department will review the policy periodically to ensure effectiveness, and employees have the right to report instances of discrimination or harassment without fear of retaliation. The Company aims to create a diverse and inclusive workplace to enhance employee productivity and success. The weblink to access the policy is <https://stovekraft.com/wp-content/uploads/2023/05/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	-	-	-	-
<b>Total</b>	-	-	-	-

Note: During FY23, 8 employees took maternity leave and are yet to return to work.

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

	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes*
Other than permanent workers	None
Permanent Employees	Yes*
Other than permanent employees	None

\* Our company has established a number of internal systems to ensure that our employees have various channels through which they can voice their concerns or grievances. For instance, we have a Whistle Blower Policy and POSH (Prevention of Sexual Harassment) Committee, among others. In addition, our company operates with a walk-in system, where workers can reach out to their line manager in the plant and plant head or the highest authority, to promote transparency, open communication, feedback, and discussion. This creates an environment where resolutions can be achieved quickly and proactively. Consequently, the system also allows individuals to raise any concerns they may

have regarding human rights, with the assurance that their identity will be protected. Complaints are then investigated by the focal point (Mrs. Saraswathi Assistant Manager, HR & Welfare), along with Chief Human Resources Officer, if required, and necessary remedial action is taken to address the issue.

Our Whistle Blower Policy is designed to develop a culture where it is safe for all employees to report any significant deviations from key management policies, or any non-compliance and wrong practices such as unethical behaviour, fraud, violations of law, or inappropriate conduct. The policy provides for direct access to the Chairman MD, Chairman of the Audit Committee in exceptional cases.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	1466	-	-	1167	-	-
Male	1173	-	-	961	-	-
Female	293	-	-	206	-	-
<b>Total Permanent Workers</b>	3850	-	-	3059	-	-
Male	1391	-	-	2009	-	-
Female	2459	-	-	1050	-	-

#### 8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On 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)
<b>Employees</b>										
Male	1173	-	-	-	-	961	-	-	-	-
Female	293	-	-	-	-	206	-	-	-	-
Total	1466	-	-	-	-	1167	-	-	-	-
<b>Workers</b>										
Male	1391	1391	100	1391	100	2009	2009	100	2009	100
Female	2459	2459	100	2459	100	1050	1050	100	1050	100
Total	3850	3850	100	3850	100	3059	3059	100	3059	100

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1173	861	73%	961	763	80%
Female	293	164	56%	206	133	65%
<b>Total</b>	1466	1025	70%	1167	896	77%
<b>Workers</b>						
Male	1391	1295	93%	2009	1836	91%
Female	2459	2406	98%	1050	997	95%
<b>Total</b>	3850	3701	96%	3059	2833	93%

Note: Performance reviews of all the eligible employees and workers (joining before September 30 of previous year) were carried out in May of current year.



## 10. Health and safety management system:

S.no	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	We recognize the importance of ensuring the safety and well-being of our employees and workers given the nature of its industry. To that end, it has established a clear Health and Safety Policy and supporting processes. Additionally, the company conducts regular workshops and training programs for workers focussing on safety, prevention of sexual harassment (POSH), and disaster preparedness. These efforts help to raise awareness and promote a culture of safety and well-being within the workplace.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	As part of our safety protocols, all work-related hazards associated with routine activities are diligently identified and assessed by routine rounds by Plant Head, Safety Head and by periodical maintenance of machines by maintenance team. This systematic approach allows us to proactively identify potential hazards and evaluate the associated risks. Based on the findings, appropriate control measures are implemented to mitigate or eliminate the identified hazards.
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes, we at Stove Kraft, have well-defined procedures in place for reporting any hazards related to work to supervisors or designated Quality and as well as Safety Head. These procedures encompass both formal reporting mechanisms, such as incident reporting, as well as informal reporting mechanisms, such as verbal reporting. We understand the importance of providing multiple channels for workers to report hazards, as it ensures that all incidents, whether big or small, are promptly communicated and addressed.
		Furthermore, we prioritize worker training to identify and report hazards in their workplace. Training sessions are being conducted by internal safety staff. Through this we ensure that our workers are well-informed about the processes for identifying and reporting hazards.
		Our commitment to safety extend beyond mere implementation of reporting processes. In the event of any incident, both the Quality and Safety Head take swift action by immediately addressing the situation and promptly informing all the other workers of the Company about the incident, including its cause, reasons, and the remedial measures taken. This ensures that all workers are duly informed about the incident and can take necessary precautions to prevent similar occurrences in the future.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	We recognize the importance of employee health and well-being, As part of our commitment to safety and wellness, we provide on-site access to medical consultation services for both occupational and non-occupational medical issues. In addition, we conduct annual health check-ups for all our employees and workers to proactively address any potential occupational or non-occupational health concerns. We have also taken third party insurance and General insurance

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	1.65	1.70
Total recordable work-related injuries	Employees	-	-
	Workers	58	41
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-



**12. Measures to ensure a safe and healthy workplace:**

Describe the measures taken by the entity to ensure a safe and healthy workplace.	<p>Stove Kraft has implemented various measures to ensure a safe and healthy workplace, employing a proactive approach to mitigate potential hazards. These measures include:</p> <ol style="list-style-type: none"> <li>1) Conducting regular safety rounds by Plant Head, Safety Head and periodical maintenance of machines by maintenance team enable the Company to identify risks and address potential hazards. This involves thorough inspections of the workplace to identify any potential risks, followed by appropriate measures to mitigate or eliminate them. Risk assessments are conducted to evaluate the severity and likelihood of hazards, enabling the development of effective control measures.</li> <li>2) Providing comprehensive safety training to workers and equipping them with appropriate personal protective equipment (PPE). This includes training on hazard identification, safe work practices, emergency response procedures, and proper use of PPE. Workers are provided with the necessary PPE, such as Ear plug, Cotton hand gloves, hand sleeve cotton, nose mask, cutter resistant &amp; gloves, rubber hand gloves, helmets and googles, to protect them from workplace hazards.</li> <li>3) We have established clear protocols for reporting and addressing work-related hazards, as well as mechanisms for workers to provide feedback and suggest improvements.</li> <li>4) The Company has on-site access to medical consultation services for both occupational and non-occupational health issues. Additionally, annual health check-ups are being conducted for all our employees and workers as a proactive approach for identifying and addressing any potential health concerns. Further, the Company has a collaboration with a local hospital namely, Dayanand Sagar Hospital, Harohalli, which is just 2 Kms from our Office. In case of advance treatment employees are referred to Bhagwan Mahaveer Jain Hospitals, Bangalore. These facilities ensures treatment to workers/employees during emergency situations.</li> </ol>
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**13. Number of Complaints on the following made by employees and workers:**

	FY (2022-23) Current Financial Year			FY (2021-22) Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	No such complaints	-	-	No such complaints
Health & Safety	-	-	No such complaints	-	-	No such complaints

**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	-
Working Conditions	-

**15. Corrective Actions:**

Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	The Company adhered to safety protocols to comply with state/ local regulations and maintain hygiene, standards, resulting in no safety incidents during the year, except for minor injuries.
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## PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

### A) ESSENTIAL INDICATORS:

#### 1. Identification of stakeholders group:

Describe the processes for identifying key stakeholder groups of the entity

We at Stove Kraft have a systematic process of identifying individuals or groups that have a vested interest in the company's products and activities. There's a step-by-step process for identifying stakeholders of the company:

Determine the impact: Determine the impact that the product has on different groups of people, including customers, employees, suppliers, and shareholders considering both the positive and negative impacts of the product.

Identify internal stakeholders: Identify internal stakeholders, such as employees, managers, and shareholders, who have a direct interest in the success of the product. This may include individuals who are involved in the design, development, production, marketing, and sale of the products.

Identify external stakeholders: Identify external stakeholders, such as customers, suppliers, regulators, and the local community, who have an indirect interest in the product. These stakeholders may be affected by the product in various ways, such as through employment opportunities, environmental impact, or regulatory compliance.

Prioritize stakeholders: Prioritize the stakeholders based on their level of interest and influence. Prioritizing stakeholders will help the company to focus its efforts on those stakeholders who are most critical to the success of the product.

Engage with stakeholders: Once stakeholders have been identified and prioritized, the company should engage with them to understand their needs, concerns, and expectations. This may involve conducting surveys, hosting focus groups, or meeting with stakeholders individually.

Monitor stakeholder feedback: Once the company has engaged with stakeholders, it should monitor their feedback to ensure that it is meeting their needs and expectations. This feedback can be used to inform future product development and marketing efforts.

#### 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
Distributors	No	1) Emails. 2) Periodical meets 3) Personal Visits 4) Interviews 5) Surveys	Periodically and as and when required	Product quality and availability, responsiveness to needs, after sale service, responsible guidelines / manufacturing, Safety awareness.
E-Com Aggregators	No	1) Online Portals 2) Emails 3) Social Media platforms 4) Phone calls	Periodically	To maximise the online presence and reach wider audience
Waste Collection Agents	No	1) One - to - one interaction 2) Phone calls	Periodically	To ensure that waste is handled and disposed of safely

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/ Workers	No	1) Emails 2) Team Engagement 3) Website 4) Engagement through Health Programs 5) Notice Board.	Periodically	1) To achieve business targets 2) Motivate talent and ensure higher productivity 3) Career management and growth prospects. 4) Work culture, health, and safety matters.
Shareholders and Investors	No	1) Annual General Meeting, 2) Email, 3) Stock Exchange (SE) intimations, 4) Investor/analysts meet/ conference calls, 5) Annual report, quarterly results, media releases and Company's website	Quarterly, Half yearly and annually	To share financials and other information / developments about the Company.
Vendors/ Suppliers	No	Email, Advertisement, Vendor meets, website. etc.	Regular	1) Procurement 2) Business/Project related 3) Vendor Assessment Report
Local Communities	Yes	Newspaper advertisements/ Physical Meetings / Reviews/ Assessments	Event basis	Identifying the issues that they are concerned about and help them achieve better quality of living through CSR programmes and initiatives.
Government/ Regulators	No	Emails, Submission forms / returns / intimations/ letters etc.	Annually/Half yearly/ Quarterly/ Event basis	In relation to Compliances with applicable laws, rules, and regulations.
Consumers	No	Focused Group Discussion, Digital Platforms, Market Research (TV commercials, newspaper ads and pamphlets)	Continuous (Frequent and need based)	To know consumer needs, delivering quality products and expanding consumer base, are key to our success and growth. Staying in touch with the customers and to receive their feedback on various products that the Company manufactures.

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### A) ESSENTIAL INDICATORS:

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1466	1466	100%	1167	1167	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	1466	1466	100%	1167	1167	100%
<b>Workers</b>						
Permanent	3850	3850	100%	3059	3059	100%
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	3850	3850	100%	3059	3059	100%

Note: The Board of Directors at the meeting held on 29 March 2023 approved the Human Rights Policy.

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent										
Male	1173	159	13%	1014	87%	961	193	20%	741	80%
Female	293	164	56%	129	44%	206	66	32%	140	68%
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	1391	817	56%	574	44%	2009	1775	90%	234	11%
Female	2459	2271	92%	188	8%	1050	1022	98%	28	2%
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BOD)	3	26,00,000	3	29,88,762
Key Managerial Personnel	3	69,33,594	1	29,88,762
Employees other than BOD and KMP	1171	383,094	292	128100
Workers	1391	146928	2459	146928

## 4. Focal point for addressing human rights:

**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, Chief Human Resources Officer, is responsible for addressing human rights impacts or issues caused or contributed to by the business.

## 5. Internal mechanisms in place to redress grievances related to human rights issues:

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

To address grievances related to human rights issues, we have established several internal mechanisms. Firstly, there is a confidential and easily accessible complaint system in place. This system allows individuals to raise any concerns they may have regarding human rights, with the assurance that their identity will be protected. Complaints are then investigated by the focal point, along with the HR manager, and any necessary remedial action is taken to address the issue.

Secondly, the company has formulated and adopted a Vigil Mechanism/Whistle Blower Policy for its employees and workers and vendors. The policy aims to encourage the reporting of significant deviations from key management policies, as well as any non-compliance and wrong practices such as unethical behaviour, fraud, violations of law, or inappropriate conduct. The policy also provides for direct access to the Chairman/Managing Director/Chairman of the Audit Committee in exceptional cases. This policy aims to promote a culture of transparency, accountability, and ethical conduct within the organization, and to ensure that any instances of wrongdoing are promptly addressed and resolved.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	No such complaints	-	-	No such complaints
Discrimination at workplace	-	-	No such complaints	-	-	No such complaints
Child Labour	-	-	No such complaints	-	-	No such complaints
Forced Labour/ Involuntary Labour	-	-	No such complaints	-	-	No such complaints
Wages	-	-	No such complaints	-	-	No such complaints
Other human rights related issues	-	-	No such complaints	-	-	No such complaints

**7. Prevention of discrimination and harassment cases:**
**Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases**

Our Company has implemented an Equal Opportunity Policy in employment, which aims to create a work environment that is free from discrimination. The policy ensures that all employees are treated with fairness, respect, and dignity, and are given equal opportunities for personal and professional growth. This policy is in accordance with the company's commitment to providing a positive and inclusive work culture.

Furthermore, the company has a Policy on Prevention of Sexual Harassment of Women at Workplace, which is in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This policy is designed to prevent sexual harassment of employees and create a safe and secure work environment for women.

To address any employee concerns, the company has put in place a robust Grievance Redressal process. This process ensures that any grievances raised by employees are investigated thoroughly and resolved in a timely and effective manner.

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

The company do not have human rights requirements forming part of any business agreements and contracts.

**9. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	-
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	-
Others - please specify	-

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

There were no significant risk/concern that arose on its self-assessment and from the diligence of customers

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### A) ESSENTIAL INDICATORS:

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	93,73,953	54,02,252
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	1,57,15,530	1,09,74,459
Total energy consumption (A+B+C)	2,50,89,483*	1,63,76,711
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00195	0.00144

\* Increase in power consumption was due to backward integration and inhouse production of spares.

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. Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Our company is not subject to the Performance, Achieve, and Trade (PAT) scheme as we have not identified any sites or facilities as Designated Consumers (DCs).

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

Parameter	FY 2022-2023	FY 2021-2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	13188	7384
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13188	7384
Total volume of water consumption (in kilolitres)	13188	7384
Water intensity per rupee of turnover (Water consumed / turnover)	0.00102	0.00065
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

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

#### 4. Mechanism for Zero Liquid Discharge:

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

Yes, we have successfully implemented Zero Liquid Discharge (ZLD) systems at our manufacturing locations in Bengaluru, Karnataka, and Baddi, Himachal Pradesh, as part of our unwavering commitment to environmental sustainability and responsible manufacturing practices. We have made substantial investments in state-of-the-art effluent treatment plants to achieve and maintain zero liquid discharge status across all our facilities.

At our manufacturing locations, all liquid waste generated from our production processes undergoes thorough treatment in effluent treatment plants, which employ cutting-edge technologies to ensure that the discharged liquid is free from contaminants and pollutants. The treated water is then utilized for various purposes such as gardening, flushing toilets, etc.,

In addition, our ZLD systems are designed and operated in strict compliance with the norms and guidelines set forth by the respective State Pollution Control Boards (SPCBs).

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

Parameter	Please specify unit	FY 2022-2023	FY 2021-2022
NOx	PPM	3540	4262
SOx	PPM	1650	1805
Particulate matter (PM)	Mg/NM3	4384	3609
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others - please specify	Nil	Nil	Nil

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.

Independent assessment has been carried out by an external agency named Sneha Test Hitech Solutions.

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
*Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

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

\*The company is currently in the process of registering for green gas emissions.

**7. Project related to reducing Green House Gas emission:**

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

The company has incorporated energy-efficient practices in its production process by utilizing renewable energy sources and optimizing robotic and automated machinery. It has also implemented sustainable procurement practices to minimize environmental impact. In addition, the company has adopted low-carbon or carbon-neutral materials in its manufacturing processes and thereby reducing Green House Gas emission.

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

Parameter	FY 2022-2023	FY 2021-2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	26.188 mt	20.1 mt
E-waste (B)	0.7 mt	1.1 mt
Bio-medical waste (C)	0.0255 mt	0.0264 mt
Construction and demolition waste (D)	400 mt (Approx)	110 mt (Approx)
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Hazardous - 57 mt General - 0.21 mt	Hazardous - 42 mt General - 0.215 mt
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
<b>Total (A+ B + C + D + E + F + G + H)</b>	<b>484.1235 mt</b>	<b>173.4414 mt</b>

Category of waste:	FY 2022-2023	FY 2021-2022
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
(i) Recycled	26.88 mt	21.2 mt
(ii) Re-used	-	
(iii) Other recovery operations	-	
<b>Total</b>	<b>26.88 mt</b>	<b>21.2 mt</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration		
(ii) Landfilling	400 mt	110 mt
(iii) Other disposal operations	57.2355 mt	42.2414 mt
<b>Total</b>	<b>457.2355 mt</b>	<b>152.2414 mt</b>

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.

Independent assessment has been carried out by an external agency named Gomati Incinco & Advance Eco.

We have taken adequate steps to ensure that the approximate values are accurate enough for the purposes of this report. We have also used rounding off wherever necessary to ensure that the errors are kept to a minimum.

#### 9. Waste management practices adopted in the establishment:

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.

As part of our Integrated Management System, the Company has established comprehensive waste management procedures to handle and dispose of various types of waste, including Plastic Waste, E-Waste, hazardous waste, Biomedical waste, Construction demolition waste, and General Waste. Clear roles, responsibilities, and accountabilities are defined for waste management within our organization. We have identified different categories of waste generated in our various processes and have laid down specific procedures for their proper handling as part of our waste management system. Our waste monitoring and management objectives are reviewed annually to ensure continuous improvement.

The waste generated by our organization is categorized into hazardous and non-hazardous waste. Non-hazardous waste is sold to authorized recyclers for further processing, following environmentally responsible practices. Disposal of hazardous waste is strictly in compliance with the statutory norms and regulations set forth by relevant authorities. We prioritize the safe and responsible management of hazardous waste, ensuring that it is handled, transported, and disposed of in accordance with all applicable laws and regulations to protect human health and the environment.

#### 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.
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The company does not have any operations/offices in/around ecologically sensitive areas.

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

Not Applicable, as the Company's units are not located in Eco-logically sensitive areas.



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:

Yes, the Company is compliant with the applicable laws pertaining to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.

## PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

### A) ESSENTIAL INDICATORS:

1. A) Affiliations with trade and industry chambers/ associations:

#### Number of affiliations with trade and industry chambers/ associations.

Stove Kraft Limited has affiliations with 1 industry chambers/ associations

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Harohalli Industrial Association	State

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
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The Company has not engaged in any anti-competitive conduct and has not received any adverse orders from regulatory authorities.

## PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### A) 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
This section is not applicable to the Company.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

3. Community redressal mechanism:

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

The Company has established an internal mechanism to address grievances raised by stakeholders. This mechanism is designed to ensure that complaints are handled in a fair and efficient manner. The Company has recently approved Stakeholders' Management Policy and in line with that Policy, Stakeholder Relationship Committee, will review the status of these grievances, if any.

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

Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	12%	4%
Sourced directly from within the district and neighbouring districts	29%	34%

## PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

### A) ESSENTIAL INDICATORS:

#### 1. Consumer Complaints and feedback:

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

By utilizing a centralized consumer relationship management (CRM) system and call centres, SMS, WhatsApp, email, we are able to offer faster and more effective services to our customers. Additionally, we have a dedicated service team and mobile application for certain brands to handle service calls. Our excellent consumer support not only enhances the overall brand experience, but also promotes brand loyalty.

The distributors and retailers, as well as end consumers, can make use of the system to report their queries and needs. Alternatively, end consumers can also contact the distributors or retailers from whom they made the purchase. These distributors or retailers will then convey the issue to the company, and the company's service provider in that particular location will address and resolve the matter.

All the products of the company, comes with clear description, specification, and contact information such as a helpline number, email address, WhatsApp channel, and mobile application to assist consumers with any queries they may have. The company's dedicated call centre team will keep track of all the queries received, consumer name, age, their issue, location, etc.,. The Service head of the Company will have the access to the entire log sheet of all the consumers queries, whether resolved or not, consumer satisfaction and all the details. Furthermore, the Service department team of the company frequently follows up with consumers whose queries have been resolved to inquire about their satisfaction with the response they received. The company is committed to resolving consumer complaints in a timely and effective manner, and their customer service processes are designed to be flexible and responsive to consumers' needs.

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

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

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	None	Nil	Nil	None
Advertising	Nil	Nil	None	Nil	Nil	None
Cyber-security	Nil	Nil	None	Nil	Nil	None
Delivery of essential services	Nil	Nil	None	Nil	Nil	None
Restrictive Trade Practices	Nil	Nil	None	Nil	Nil	None
Unfair Trade Practices	Nil	Nil	None	Nil	Nil	None
Other	458,725	3453	None	407,641	2356	None

#### 4. Instances of product recalls on account of safety issues:

Particulars	Number	Reasons for recall
Voluntary recalls		There not been any instances of products recall due to safety issues.
Forced recalls		

#### 5. Cyber security policy:

##### 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, we have a framework in place to address cyber security and data privacy risks. The policy outlines various methods, including access control, virus prevention, intrusion detection, data backups, authentication, monitoring, and review, to ensure data security within the organization. The policy also includes guidelines to protect data integrity based on data classification and secure the organization's information systems.

## 6. Corrective Actions:

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**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**

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There were no instances of problems related to advertising, delivery of essential services, cyber security, and data privacy of customers, as well as no re-occurrence of product recalls, and no penalties or actions taken by regulatory authorities regarding the safety of the company's products or services.

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