

06th September 2023

Bombay Stock Exchange Ltd.,
1st Floor New Trading Ring
Rotimda Building
P.J.Towers, Dalal Street, Fort,
MUMBAI – 400 001

National Stock exchange of India Ltd.
Exchange Plaza, 5th Floor,
Plot No.C/1, G Block,
Bandra Kurla Complex, Bandra (E)
MUMBAI – 400 051

Scrip Code: KSCL

Scrip Code: 532899

Dear Sir,

Sub:- Business Responsibility & Sustainability Report for the FY 2022-23 - Reg.,

Pursuant to Regulations 34 (2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility & Sustainability Report of the Company for the Financial Year 2022-23.

This is for your information and record.

Yours faithfully,

For KAVERI SEED COMPANY LIMITED


G. PAWAN

WHOLE TIME DIRECTOR



Encl: As above

Business Responsibility & Sustainability Report

For The Financial Year Ended 31st March 2023

As per Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

SECTION A: GENERAL DISCLOSURE

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L01120TG1986PLC006728
2.	Name of the Company	Kaveri Seed Company Limited
3.	Year of incorporation	27th August 1986
4.	Registered office address	#513-B, 5th Floor, Minerva Complex, S.D. Road, Secunderabad - 500003, Telangana, India
5.	Corporate address	#513-B, 5th Floor, Minerva Complex, S.D. Road, Secunderabad - 500003, Telangana, India
6.	E-mail id	cs@kaveriseeds.in
7.	Telephone	040 – 27721457
8.	Website	www.kaveriseeds.in
9.	Financial year reported	1st April 2022 to 31st March 2023
10.	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited BSE Limited
11.	Paid-up Capital	₹ 11,18,43,658/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name : Mr. G.V.Bhaskar Rao Designation: Managing Director DIN Number : 00892232 Tel.No. 040-49192344/27842405 Email ID: cs@kaveriseeds.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
	Produce the Cotton, Maize, Paddy and Vegetable seeds.	Production, Distribution, Sales & Marketing of Seeds including Vegetable seeds	100

15. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
	Seed production and process	011/3808	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	8	1	9
International	0	0	-

17. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	1

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

2%

c. Types of customers

Kaveri Seed Company Limited is one of the leading seed producing Company in the country. The Company specializes in the production of multi crop product portfolio crop seeds including maize, cotton, rice, pearl millet, mustard, wheat, sorghum, sunflower and a number of vegetables and is involved in both B2C and B2B markets. The Company serves various customers including farmers, retailers, distributors through its domestic and export business.

IV. Employees

18. Details as at the end of Financial Year, i.e. March 31, 2022:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1275	1221	96%	54	4%
2.	Other than Permanent (E)					
3.	Total employees (D+E)	1275	1221	96%	54	4%
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	503	129	26%	374	74%
6.	Total workers (F+G)	503	129	26%	374	74%

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	2	2	0.2%	0	0
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	2	2	0.2%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	1	1	0.20%	0	0
6.	Total differently abled workers (F+G)	1	1	0.20%	0	0

19. Participation/Inclusion/Representation of women

Location	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	2	20
Key Management Personnel	3	1	33

20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY 2023			FY2022			FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.7%	25.7%	16.1%	19.0%	14.3%	18.8%	15.4%	11.8%	15.3%
Permanent Workers	0	0	0	0	0	0	0	0	0

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

21. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1.	Kaveri Microteck Private Limited	Subsidiary	100%	yes
2.	Aditya Agritech Private Limited	Subsidiary	70%	yes
3.	Genome Agritech Private Limited	Subsidiary	51%	yes
4.	Genomix Agri Genetics Private Limited	Subsidiary	100%	yes

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

(ii) Turnover (₹ In lakhs)

₹ 10,00,56.43

(iii) Net worth (₹ In lakhs)

₹ 137344.10

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/ No) (If yes then provide we blink for grievance redressal policy)	FY2022-23			FY2021-22		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, A group comprised the senior leadership/ HR head interacts with the community leaders to understand and address their concerns. Further, a register is also maintained at the plant sites where grievances can be lodged by the community members.	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes https://www.kaveriseeds.in/investors/investor-contact/	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes https://scores.gov.in	Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers	Yes https://www.kaveriseeds.in/images/pdf/images/whistle-blower-policy.pdf	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes https://www.kaveriseeds.in/contact-us/	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

24. Overview of the Company's business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. 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.	Innovative, Process of the Product	O	Process of the Product and innovative to meet changing customers and other stakeholders needs and allow us to stay relevant and drive growth.	<ol style="list-style-type: none"> 1. Development of new product process continuous through the year. 2. Dedicated team for technology transfer 3. Process and product studies dominates in the early stages 	Positive
2	Supply Chain	R	To account for unprecedented, fast developing market disruptions	<ol style="list-style-type: none"> 1. Optimising outbound logistics and modes to reduce freight cost. 2. Manufacture quality product and build inbound/outbound logistics to ensure efficient supply chain. 	Negative
3.	Learning and Development	O	Training is one of the key factors in equipping employees to contribute sustainably.	NA	Positive – Consistent efforts towards training in the areas quality, product development and environment, health and safety equips the work force to meet a surge in demand of the business.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Sl. No.	Particulars	P1	P2	P3	P4	P6	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether the Company'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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies, if available	https://www.kaveriseeds.in/investors/corporate-governance-policies/								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	<ul style="list-style-type: none"> The company follows the Indian Minimum Seed Certification Standards (IMSCS). The company also conducts seed testing in accordance with all International Seed Testing Association (ISTA) standards. All the policies are in comparable with the best practices in the industry. 								
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	Long-Term Sustainability Goals/Targets have been identified and the action plan for achieving the same is tracked on a year-on-year basis. Performance of such principles is also reviewed periodically by the Senior Management.								
Governance, leadership and oversight										
7.	Statement by Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>The company takes proactive steps to reduce its environmental impact, in alignment with its commitment to ESG principles. Through sustainable practices, resource optimization, and eco-friendly initiatives, it strives to minimize its carbon footprint and contribute positively to the environment. This proactive approach underscores the company's dedication to responsible business practices and the well-being of the planet.</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. G.V. Bhaskar Rao, Managing Director (DIN 00892232) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.								
9.	Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes</p> <p>Name : Mr. G.V. Bhaskar Rao</p> <p>Designation: Managing Director</p> <p>DIN Number : 00892232</p> <p>Tel.No.040-49192344</p> <p>Email ID: cs@kaveriseeds.in</p>								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review provided below taken by Director/Committee of the Board/any other Committee										Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P6	P6	P7	P8	P9	P1	P2	P3	P4	P6	P6	P7	P8	P9	
	Performance against above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																			

	P1	P2	P3	P4	P6	P6	P7	P8	P9
11 Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.									No

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	P6	P6	P7	P8	P9
The entity does not consider the Principle 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)									

All Principles are covered by the 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

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the year the Board of Directors of the Company invested their time on various updates pertaining to the Business, regulations, environmental social governance matters etc., These topics comprise insights on the said principles.	100
Key Managerial Personnel	4	Code of Conduct and Ethics Whistle Blower Policy Prevention of Sexual Harassment at the Workplace.	100
Employees other than Board of Directors and KMPs	4	Code of Conduct and Ethics Whistle Blower Policy Prevention of Sexual Harassment at the Workplace	95
Workers	4	Code of Conduct and Ethics Prevention of Sexual Harassment at the Workplace Safety training	90

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

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

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

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

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

The Company promotes a work culture that embraces high ethical principles and standards, motivating employees to act with integrity, commitment, and a strong sense of ownership. Kaveri Seeds places a significant emphasis on conducting its business in an ethical and lawful manner, which serves as a fundamental cornerstone of its business practices. The company has a code of conduct and whistleblower policy in place to address these issues

<https://www.kaveriseeds.in/wp-content/uploads/2023/08/Policy-on-prevention-of-fraud.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 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

NIL

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NA	NA	NA

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. The Board of Directors has to give declarations about his/her interest or concern in other companies, bodied corporate, firms or other associates in Form MBP 1. If any Director is interested in the item of agenda at the time of meetings, he/she will vacate the Board to avoid conflict of interests.

Principle 2:

Business should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

Segment	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	2.00%	1.50%	Development for sustainable crop nutrition product. Solvent recovery and recycling across all products.
Capex	1.50%	1.00%	

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

The company has implemented persistent efforts to retain its sourced seed suppliers by ensuring their continuous engagement in two seasons of seed production and providing multiple crop seed production opportunities in multiple geographies. This has resulted in ensured grower base retention and loyalty, production reliability, and sustainability. Additionally, the company recruits the majority of frontline employees and daily labour from surrounding villages, providing employment opportunities to local people.

The company has also implemented similar procedural efforts to source non-seed products which includes various parameters such as from reliable repeated vendors at a reasonable cost, high quality, and timely supply. These efforts reflect the company's commitment to maintaining strong relationships with its suppliers and promoting sustainable business practices.

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

The Company has developed a process for selection of suppliers and third parties which includes various parameters such as preference in selection of vendors which comply with the various principles of sustainability.

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.

The Company has implemented various systems to facilitate recycling and minimize waste generation. For instance, it recycles the chemical wash water used in seed treatment back into the treatment process, helping to overcome hazardous waste disposal challenges. Additionally, the maize shanks generated during dry cob shelling are reused in the heat generation process to achieve the desired critical temperature for drying harvested wet cobs, reducing energy source requirements. The company also recycles used chemical containers to minimize chemical waste and protect the environment. Moreover, the delinking of cotton is carried out using a dilute sulphuric acid process, with the acid being reused multiple times to minimize waste generation and ensure a safe and pollution-free process. These initiatives underscore the company's commitment to sustainability and responsible environmental practices.

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

Leadership Indicators -

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?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
NA	NA	NA	NA	NA	NA

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
NA	NA	NA

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	
	FY2023	FY2022
NA	0	0

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

	FY2023			FY2022		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0.500	0	0	0.450
E-waste	0	0	0.070	0	0	0.030
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	0

Principle 3

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the wellbeing of employees:

Segment	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,221	1,221	100%	1,221	100%	0	0	NA	NA	1,221	100%
Female	54	54	100%	54	100%	54	100%	NA	NA	54	100%
Total	1,275	1,275	100%	1,275	100%	54	100%	NA	NA	1,275	100%
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

b. Details of measures for the wellbeing of workers:

Segment	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent 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
Other than Permanent Workers.											
Male	129	129	100%	129	100%	0	0	0	0	Nil	0
Female	374	374	100%	374	100%	374	100%	0	0	374	100%
Total	503	503	100%	503	100%	374	100%	0	0	374	100%

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

Benefits	FY2023			FY2022		
	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%		Yes	100%		Yes
Gratuity	100%		Yes	100%		Yes
ESI	100%		Yes	100%		Yes
Others- please specify	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the Company 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 Company in this regard.

The Company has taken proactive measures to ensure accessibility for differently abled employees. Equipped with both staircases and elevators, the premises are designed to accommodate various mobility needs. Additionally, the Company stands ready to make necessary arrangements promptly to cater to any specific requirements that may arise.

4. Does the Company 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, link: <https://www.kaveriseeds.in/investors/corporate-governance-policies/#tab-policy-disclosures>

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

	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	NA
Other than permanent workers	Yes. Workers can directly walk-in to HR office and discuss with HR directly on their grievances. HR will document the worker grievances in the system and resolve them. Subsequently the resolution is also documented for further references. Workers can also share the grievances to HR over a call and HR records the grievances, resolves and documents them. As some of the workers find it difficult to file a written complaint, a provision for walk-in or over the call grievance mechanism has been designed and implemented.
Permanent employees	Yes. Employees can walk-in or talk to HR over the call to share their grievances and get them redressed.
Other than permanent employees	<p>Also, employees can share their grievances in writing to grievancecell@kaveriseeds.in. And such grievances will be addressed within 7 working days from the start date. This mechanism has been documented as part of the company policy and communicated to all employees across the organization.</p> <p>HR also conducts employee-HR connect programs in which every employee is given time and opportunity to share grievances formally. Such grievances are documented and resolved by HR.</p>

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

Category	FY2023			FY2022		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees						
- Male	NA	NA	NA	NA	NA	NA
- Female						
Total Permanent Workers	NA	NA	NA			
- Male				NA	NA	NA
- Female						

8. Details of training given to employees and workers:

Category	FY2023					FY2022				
	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	1221	1221	100%	320	26.2%	1144	1144	100%	230	20%
Female	54	54	100%	12	22.22%	54	54	100%	4	7.5%
Total	1275	1275	100%	332	26%	1198	1198	100%	234	19.53%
Workers										
Male	129	129	100%	100	20%	162	162	100%	90	18%
Female	374	374	100%	250	50%	330	330	100%	250	51%
Total	503	503	100%	350	70%	492	492	100%	340	69%

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

Category	FY2023			FY2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (B/A)
Employees						
Male	1,221	1,221	100%	1,144	1,144	100%
Female	54	54	100%	54	54	100%
Total	1275	1,275	100%	1,198	1,198	100%
Workers						
Male	129	129	100%	162	162	100%
Female	374	374	100%	330	330	100%
Total	503	503	100%	492	492	100%

10. Health and safety management system:

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

Demonstrating a steadfast commitment to employee well-being, the company prioritizes the occupational health and safety of its workforce. This dedication is a cornerstone of its operational ethos, ensuring a secure and productive working environment for all.

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

The Company has process to Risk Management which is essential occupational diseases, emergency preparedness and business continuity. There is a structured Risk Assessment & Management process which is regularly reviewed and mitigation plans are put in place to reduce the risk.

The Board of Directors evaluates the framework, focusing on discussions regarding management submissions on risks, identifying crucial risks and approving relevant action plans to mitigate such risks based on priority. The responsibility of assisting the Risk Management Committee on an independent basis lies with the internal audit function armed with the complete status of risk assessments and management. Other activities of the Risk Management Committee include obtaining frequent updates on certain identified risks depending on the nature, significance and possible impact on the business.

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

Kaveri Seed is dedicated to promoting employee training related to health ad safety with a strong focus on ensuring employee well-being. To this end, each facility has established specific protocols for reporting any work-related hazards, injuries, hazardous conditions, or unsafe

activities that may pose a risk to employees. This approach emphasizes the company's commitment to fostering a safe and healthy work environment for its employees and workers.

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

Yes, all employees are covered under health insurance.

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

Safety Incident /Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee / Worker	NIL	NIL
Total recordable work-related injuries	Employee / Worker	NIL	NIL
No. of fatalities	Employee / Worker	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employee / Worker	NIL	NIL

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

The Company has instituted a rigorous preventive maintenance schedule encompassing all buildings and machinery. This systematic approach ensures comprehensive checks and timely maintenance at regular intervals, minimizing the occurrence of machinery-related issues. All employees undergo thorough training to proficiently operate machinery before being assigned tasks. Their competency is assessed through testing before actual work assignments.

A robust fire safety system, including devices and equipment, is strategically placed throughout the premises. Employees receive training on their proper usage, and emergency exits are clearly marked and conveniently located. Regular health check-ups and wellness campaigns are conducted across both office spaces and factory areas, reflecting the Company's commitment to employee well-being. To ensure equality, the Company provides appropriate amenities for both male and female employees. Special arrangements, such as a creche, are available for women employees.

A stringent cleaning regimen is maintained, with workspaces, desks, and facilities undergoing twice-daily cleaning in office premises. In factories, dedicated manpower ensures continuous cleanliness efforts, reinforcing a hygienic working environment.

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

Category	FY2023			FY2022		
	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
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety						

14. Assessments for the year:

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

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

In the Company, the prevention of safety-related incidents stands as a top priority. All safety-related accidents undergo thorough investigations, and the insights gleaned from these investigative reports are disseminated across the entire organization. This dissemination aids in the implementation of corrective measures to prevent the recurrence of such incidents. The effectiveness of these corrective actions is routinely assessed through safety audits. Furthermore, any significant risks or concerns identified during the assessment of Health and Safety Practices are addressed systematically through a hierarchy of risk control measures.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes. Kaveri has established a scheme designed to offer financial assistance to the legal dependents of permanent employees and workers in the unfortunate event of their demise while in active service.

Furthermore, all employees and workers, both permanent and contract, are encompassed by the Group Personal Accident (GPA) Policy, which serves as an additional layer of protection. This coverage extension has also been extended to contract employees serving in both manufacturing units and offices.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular checks while processing the invoices. They also conduct Periodic audits to ensure compliance.

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

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023	FY202	FY2023	FY2022
Employees	Nil	Nil	Nil	Nil
Workers				

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

Yes

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% yes
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

The Company has conducted audit from time to time for evidence of their position on certain criteria.

Principle 4

Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

Kaveri Seeds Company Ltd. views stakeholder engagement as a crucial aspect of its growth strategy, and consistently strives to communicate with its stakeholders, including investors, farmers, supply chain partners, and consumers, to better understand their expectations and requirements. The company strongly believes in developing enduring relationships with stakeholders, and places great emphasis on qualities such as empathy, active listening, and a steadfast commitment to sustainable business practices. The Company also has its dedicated stakeholder relationship committee.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, 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
Shareholder	NO	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual report, quarterly results, media releases and company/ SE website	As per need meetings are conducted. Generally AGM takes place.	Dividends, profitability and financial stability, risk growth prospects.
Employees and workers	NO	Use digital as well as physical channels of communication including but not limited to e-mails, leadership meetings and appraisal and training programmes for personal and professional growth	On-going	Through physical and digital channels of communication, we aim to provide our employees an empowering workplace that encourages transparent engagement and the freedom to act, innovate and grow as professionals and individuals. Our on going effort is to maintain two-way engagement with colleagues including those in corporate office, manufacturing locations and in the field.
Farmers and supply chain partners	NO	Physical and virtual meetings, customer events, dealer and distributor meets, visits, calls, e-mail and website.	On-going	We engage with our customers to ensure regular supply of the products, keep them informed about new products, participate in the bids/tenders and maximise the outreach of our products.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, 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
Investors	NO	We interact with our shareholders, potential investors and research analysts through investor meetings/ calls, conferences, earnings call, investor events, e-mail, press releases, stock exchange intimations, investor presentations and annual reports.	Quarterly and need based	We engage with them so that they can take an informed decision to invest in our Company. The key areas of engagement includes an update on the business and financial performance, Company's Strategy and growth levers, potential opportunities and risks.
Communities	NO	Our engagement with the community includes physical visits as well as digital channels.	Frequent and need based	With giving back to society as a core tenet of the Company, our corporate social responsibility and employee volunteering programmes target the areas of education, health and education Rural Development activities.
Government and regulators	NO	Our interactions with authorities take place through e-mails, meetings, submissions, etc. as required	Need based	With regulatory authorities, our engagement is aimed at discharging responsibilities With policymakers, our engagement aims to understand and discuss matters pertaining to the industry

Leadership Indicators

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.

The Company's management regularly interacts with key shareholders i.e., investors, customers, suppliers, employees etc., Feedback from such consultations is shared with the Board during the quarterly Board meetings.

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, the effective engagement helps us connect stakeholder needs with organisational goals, creates the basis of an effective strategy development and unlocks greater shared value for all stakeholders. We use multiple platforms to engage with a wide variety of stakeholders to understand their unique needs and concerns and chart out suitable strategies to address them. Our internal and external stakeholders identified key material topics across ESG that are likely to impact Kaveri business like product availability, responsible pricing and affordability, high-quality, safety, anti-bribery and corruption. These topics have been considered in the list of Kaveri action areas and our sustainability framework.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company places significant importance on engaging with its stakeholders and prioritizes meeting their needs and expectations while remaining sensitive to them. This value is deeply ingrained within the company's culture and is manifested through its proactive, responsive, and transparent approach to stakeholder interactions. In support of this value, the company has established a whistleblower policy that encourages employees, channel partners, and vendors to report any significant deviations from key management policies, non-compliance, or other wrong practices. Additionally, the company has set up an investor grievance cell that enables investors to raise their concerns and have them appropriately addressed.

Principle 5

Business should respect the interests of and be responsive to all its stakeholders

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	FY2023			FY2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (B/A)
Employees						
Permanent	1275	1275	100%	1198	1198	100%
Other than Permanent	-	-	-	-	-	-
Total Employees	1275	1275	100%	1198	1198	100%
Workers						
Permanent	0	0	-	0	0	-
Other than Permanent	503	503	100%	492	492	100%
Total Workers	503	503	100%	492	492	100%

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

Category	FY2023				FY2022					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1221	-	-	1221	100%	1144	-	-	1144	100%
Female	54	-	-	54	100%	54	-	-	54	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Category	FY2023					FY2022				
	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)
		Workers								
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	129	129	100%	-	-	162	162	100%	-	-
Female	374	374	100%	-	-	330	330	100%	-	-

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	4*	13796651	1	311258559
Key Managerial Personnel (KMP)	3	10968358	1	226667
Employees other than BoD and KMP	1216	27702	53	20102
Workers	129	10,920/-	374	10,920

*excludes Independent Directors and their sitting fees

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

Yes, the Audit Committee of the Board is responsible for addressing human rights impacts or issues.

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

The Company has taken steps to address human rights concerns through the implementation of various policies. The company has code of conduct , whistle-blower policy and , Prevention of Sexual Harassment Policy in place . Kaveri seeds company ltd. takes stringent actions against the individuals found to violate any policies made by the company.

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

Category	FY2023			FY2022		
	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						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour		Nil			Nil	
Wages						
Other Human rights related issues						

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

To prevent any negative repercussions for the complainant in cases of discrimination and harassment, the Company has established a robust framework that includes a comprehensive code of conduct.

The Company's code of conduct outlines clear guidelines and expectations for all employees, emphasizing the importance of treating one another with respect and dignity. It addresses issues related to discrimination and harassment and provides channels through which employees can report such incidents confidentially and without fear of retaliation.

By maintaining this strong code of conduct, the Company is dedicated to fostering a safe, inclusive, and respectful work environment. This approach not only safeguards individuals from adverse consequences but also upholds the Company's values of integrity, accountability, and fairness.

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

Yes

8. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	
Forced Labour/Involuntary Labour	
Sexual Harassment	100
Discrimination at workplace	
Wages	
Other- please specify	NA

Note: The Internal & external Auditors conduct assessments as per the Audit schedule. Assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification.

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

NA

Leadership Indicators

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

The Business and Human Rights Policy was adopted. So far, there have been no grievances

2. Details of the scope and coverage of any Human rights due-diligence conducted. None

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, Most of our working locations are accessible to differently abled person

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	
Discrimination at workplace	
Child Labour	100
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	NA

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

Not Applicable

Principle 6

Business should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY2023	FY2022
Total electricity consumption (A)	36434.2608 GJ	34612.54776 GJ
Total fuel consumption (B)	2027.80011 GJ	1926.410105 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	38462.06091 GJ	36538.957865 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.38	0.36
Energy intensity (optional) – the relevant metric may be selected by the Company	-	-

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

2. Does the Company 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.

The PAT scheme is not applicable to the Company.

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

Parameter	FY2023	FY2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	11483 Kl	10908 Kl
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	11483 Kl	10908 Kl
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	0.11	0.11
Water intensity (optional) – the relevant metric may be selected by the entity	0.50	0.40

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

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

Yes, the Company has zero liquid discharge installed at some of our locations.

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

Parameter	Unit	FY2023	FY2022
NOx	T/year	0.35	0.29
SOx	T/year	0.13	0.12
Particulate matter (PM)	T/year	0.14	0.11
Persistent organic pollutants (POP)	T/year	-	-
Volatile organic compounds (VOC)	T/year	0.03	0.02
Hazardous air pollutants (HAP)	T/year	-	-
Others – please specify (CO ₂)	T/year	30.12	27.18

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

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

The Company is in the process of capturing the data.

Parameter	Unit	FY2023	FY2022
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1575	1618
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2348	2671
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent / rupee of turnover	0.03	0.04
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		0.04	0.05

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

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

Yes, The Company is actively engaged in a comprehensive strategy aimed at mitigating Greenhouse Gas (GHG) emissions.

In our commitment to fostering eco-friendly transportation practices, we have implemented the utilization of battery-operated vehicles within our plant premises. By adopting this approach, we aim to contribute to cleaner and more sustainable transportation methods. These battery-operated vehicles not only align with our environmental goals but also enhance the overall efficiency of our operations.

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

Parameter	FY2023	FY2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2.869	2.531
E-waste (B)	0.070	0.030
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous Waste. Please specify, if any. (G)	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	2.939	2.561
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed of through disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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

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

The Company has proactively undertaken comprehensive measures to enhance its waste management practices. With a resolute dedication to environmental responsibility, these initiatives reflect the Company's commitment to minimizing its ecological footprint and fostering sustainable operations.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

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 was compliant with the applicable environmental laws and regulations.

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				

Leadership Indicators -

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY2023	FY2022
From renewable sources		
Total electricity consumption (A)	36434.2608 GJ	34612.54776 GJ
Total fuel consumption (B)	2027.80011 GJ	1926.410105 GJ
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	38462.06091 GJ	36538.957865 GJ
From non-renewable sources		
Total electricity consumption (D)	-	-
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	-	-

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. Provide the following details related to water discharged:

Parameter	FY2023	FY2022
Water discharge by destination and level of treatment (in kilolitres)		
i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	11483 Kl	10908 Kl
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY2023	FY2022
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	11483 Kl	10908 Kl

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

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

The Company does not operate in water stress area.

Parameter	FY2023	FY2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	11483 Kl	10908 Kl
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	11483 Kl	10908 Kl
Total volume of water consumption (in kilolitres)	11483 Kl	10908 Kl
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY2023	FY2022
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	200 L	200 L
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	11483 Kl	10908 Kl

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. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY2023	FY2022
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover		The Company is in the process of capturing the data.	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		The Company is in the process of capturing the data.	

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

5. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

6. If the entity provided below taken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		The company has implemented a solution to replace 40 grading conveyors with Cut Seed Separators, which resulted in improved quality recovery and increased daily output, while meeting packing timelines. This approach also minimized waste generation and reduced manpower requirements.	
		To enable the systematic operations of a wide range of Vegetable Seed products, the company has built a dedicated 35000 SFT Processing, Packing & Cold Storage facility. This facility ensures proper handling and accountability of these valuable products.	
		To safeguard foundation seeds from high temperature and humidity, the company established a large-capacity cold storage facility in close proximity to the processing plant. This makes it easier to monitor and control operations, as well as reducing logistics costs.	
		The company has made cotton seed pouches packing more efficient by switching from carton packing to BOPP bags. This integrated conveying system, which includes pouch filling in BOPP bags, weighing of secondary bags, and stitching of FG bags in online operations, significantly reduces waste from discarded cartons.	

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The company maintains a steadfast commitment to establishing disaster recovery mechanisms for its crucial business systems. To validate the effectiveness of these systems and processes, regular disaster recovery drills are conducted to simulate potential adverse events. This proactive approach ensures preparedness and the ability to swiftly and effectively respond to any unforeseen circumstances.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Principle 7

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

Essential Indicators

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

7

- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company 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.	Seedsman Association	National
2.	Confederation of Indian Industry	National
3.	The Federation Telangna Chambers of Commerce & Industry (FTCCI)	National
4.	National Seed Association of India	National
5.	The Asia & Pacific Seed of Association, Bangkok	International
6.	Seed Association of Madhya Pradesh	National
7.	Seed Association of Maharashtra	National

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

The Company actively collaborates with diverse associations to advocate for public policies. This engagement reflects the Company's commitment to contributing constructively to policy discussions and shaping decisions that impact its industry and stakeholders.

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

Leadership Indicators

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
-	-	-	-	-	-

Principle 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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
NA	NA	NA	NA	NA	NA

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, 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	Amount paid to PAFs in the FY (In ₹)
			Not applicable			

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

The Company actively engages with the community through its CSR initiatives, demonstrating a genuine commitment to social responsibility. It not only identifies grievances but also proactively addresses and resolves them, fostering positive and impactful change within the community.

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

Parameter	FY2023	FY2022
Directly sourced from MSMEs/small producers	5.6%	8%
Sourced directly from within the district and neighbouring districts		

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable	Not applicable

2. Provide the following information on CSR projects undertaken by the Company in the designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In ₹)
		Not applicable	

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

- (b) From which marginalized /vulnerable groups do you procure?

No

- (c) What percentage of total procurement (by value) does it constitute?

Nil

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		NA		

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Education related projects	1600	40%
2.	Rural Development projects	2500	35%

Principle 9

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

Essential Indicators

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

The Company places great importance on its consumers and provides multiple channels to contact us for grievances and feedbacks. The Customers can visit the company's website at <https://www.kaveriseeds.in/contact-us/> to get in touch with us.

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

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

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

Category	FY2023			FY2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber- security	-	-	-	-	-	-
Delivery of essential services	-	Nil	-	-	Nil	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other (product related)	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

The Company has a robust and comprehensive framework and policy in place to effectively manage and mitigate cyber security risks. This framework outlines our commitment to safeguarding sensitive information and critical assets from cyber threats and vulnerabilities.

Link: <https://www.kaveriseeds.in/wp-content/uploads/2023/08/Cyber-Security-Policy.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.

The cyber security for the Company has been outsourced and managed by a leading IT services company. The regular services are conducted and corrective actions are taken to improve the cyber security posture.

Data privacy policy is set with respect to proposed personal data privacy law. The Action will be taken as per data privacy law.

Leadership Indicators

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

The company's product offerings are conveniently accessible through its official website: <https://www.kaveriseeds.in/>. Customers seeking assistance can reach out via the designated company email address, info@kaveriseeds.in, or by calling the provided contact number, 040 49192345.

Our Social Media handles

Linkedin: <https://in.linkedin.com/company/kaveri-seed-company-limited>

Facebook : <https://www.facebook.com/Kaveriseeds.in/>

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

The company is committed to upholding transparency across its operations and showcasing unwavering dedication to product quality through innovative methods. The company firmly asserts that quality management is integral to its stewardship, consistently implementing strong processes and systems to maintain exceptional quality standards across the product lifecycle.

In addition, the company conducts educational initiatives for farmers through village-level meetings, enhancing their yield potential by providing guidance on improved agronomic and plant protection practices.

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

The marketing team engages directly with the trade network, including dealers, distributors, and farmers, through personal interactions. Occasionally, they also utilize letter communication to reach out to channel partners such as dealers and distributors.

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 whole? (Yes/ No)

Yes, the product contains Truthful label along with suitability of the product usage Yes.

The company also employs publicity materials such as hybrid leaflets and hybrid catalogs, incorporating characters. These materials provide essential information, including recommended agronomic practices, aimed at effectively reaching its target audience.

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