



**MOLD-TEK**  
Packaging Limited  
(Formerly known as Moldtek Plastics Ltd.)

MTPL/SECT/072/23-24

Date: 2<sup>nd</sup> September, 2023

<b>The Secretary, Listing Department, BSE Ltd., Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai-400001. Scrip Code: 533080</b>	<b>The Manager, Listing Department, National Stock Exchange of India Limited, Exchange Plaza, 5<sup>th</sup> Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (E), Mumbai-400051. Symbol: MOLDTKPAC - EQ</b>
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Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23**

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

The said report forms part of the Annual Report for Financial Year 2022-23 and is available on the Company's website at: <https://www.moldteckpackaging.com/investors.html>

Thanking you,

**For MOLD-TEK PACKAGING LIMITED**

**Subhojeet Bhattacharjee  
Company Secretary and Compliance Officer**

*Encl: A/a*

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Corporate Office :

Plot # 700, Road No. 36, Jubilee Hills, Hyderabad - 500 033, Telangana, INDIA.  
Phone : +91-40-40300300, Fax : +91-40-40300328, E-mail : ir@moldtekindia.com  
Website : www.moldteckgroup.com CIN No: L21022TG1997PLC026542

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT OF  
MOLD-TEK PACKAGING LIMITED (MTPL) FOR F.Y. 2022-23.**

Securities and Exchange Board of India (“SEBI”) amended certain provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, including submission of Business Responsibility and Sustainability Report (“BRSR”) in replacement of the existing Business Responsibility Report. In terms of the said amendment(s) in terms of Regulation 34(2) (f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, Business Responsibility and Sustainability Report (BRSR) is mandatory for the top 1000 listed companies, based on market capitalisation as on 31<sup>st</sup> March of every year. The disclosure requirement in BRSR is based on National Guidelines on Responsible Business Conduct Principles, which is divided into 2 (two) parts i.e. Essential Indicators (to be reported on a mandatory basis) and Leadership Indicators (to be reported on a voluntary basis). The disclosure under the BRSR format was voluntary for the financial year 2021-22 and is mandatory for the financial year 2022-23.

The Company welcomes the reporting framework ‘Business Responsibility and Sustainability Reporting’ (“BRSR”) introduced by the Securities and Exchange Board of India (“SEBI”) containing detailed Environmental, Social and Governance (“ESG”) disclosures and featuring amongst the top 1000 listed entities, has developed this Business Responsibility and Sustainability Report (“BRSR”) based on National Guidelines on Responsible Business Conduct Principles for the financial year 2022-23 and such is as per the framework suggested by SEBI.

At MTPL, our efforts are focused on taking forward our environment, governance and sustainability objectives, which are well aligned with our business goals. The Company believes that overall development throughout the value chain is crucial for long-term development. Further, by incorporation of sustainability practices in its operations, MTPL ensures the wellbeing of its employees, communities and other stakeholders. Greening operations, technological upgradation, community development and stakeholder wellbeing are some of the avenues through which the Company endeavours to improve its non-financial performance.

**SECTION A: GENERAL DISCLOSURES**

**I. Details of the listed entity:**

1.	Corporate Identity Number (CIN) of the Listed Entity	L21022TG1997PLC026542.
2.	Name of the Listed Entity	Mold-Tek Packaging Limited
3.	Year of incorporation	1997
4.	Registered office address	8-2-293/82/A/700, Ground Floor, Road No.: 36, Jubilee Hills, Hyderabad, Telangana- 500033, India.
5.	Corporate address	Same as Registered Office Address.
6.	E-mail	<a href="mailto:cs@moldtekpackaging.com">cs@moldtekpackaging.com</a>
7.	Telephone	(+91) 40 40300300
8.	Website	<a href="http://www.moldtekpackaging.com">www.moldtekpackaging.com</a>
9.	Financial year for which reporting is being done	1 <sup>st</sup> April, 2022 to 31 <sup>st</sup> March, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 16,58,23,845 (as on 31 <sup>st</sup> March, 2023)
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. Subhojeet Bhattacharjee, Company Secretary and Compliance Officer; Ph. No.: (+91) 40 40300323; E-mail: <a href="mailto:cs@moldtekpackaging.com">cs@moldtekpackaging.com</a>
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).	This report is being prepared on Standalone basis for Mold-Tek Packaging Limited

## II. Product/Services:

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Rigid Plastic Packaging Containers	100

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

Sr.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Rigid Packaging Containers	22203	100

## 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	10	5 (comprising of 1 Registered Office, 2 Stock Depots and 2 Marketing offices)	15
International	Nil	Nil	Nil

### 17. Markets served by the entity:

#### a. Number of Locations:

Locations	Number
National (No. of States)	22 States and 3 Union Territories
International (No. of Countries)	USA, UAE, Philippines, Oman, Egypt, Nepal & Australia – Total 7 Countries

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

The contribution of exports is about approximately up to 1% of the total turnover of the entity.

#### c. A brief on types of customers:

Mold-Tek Packaging Limited serves a variety of B2B customers across multiple industries, who are in the business of selling Lubricants, Paints, Food Products, Adhesives, Construction Chemicals, Bio Fertilizers, Aqua Feed & Pharma, Veterinary, Chemicals etc. The company offers its packaging products in various decorations like In-Mould Labelling (IML), Heat Transfer Labelling (HTL), Dry Offset Printing (DOP) & Screen Printing (SP). We design and develop our own moulds in our In-house Tool Room to deliver quality products with international standards at local prices. Clients prefer Mold- Tek for quality and service.

## IV. Employees:

### 18. Details as at the end of Financial Year:

#### a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	627	603	96%	24	4%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	<b>627</b>	<b>603</b>	<b>96%</b>	<b>24</b>	<b>4%</b>
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1880	1212	64.5%	668	35.5%
6.	<b>Total workers (F + G)</b>	<b>1880</b>	<b>1212</b>	<b>64.5%</b>	<b>668</b>	<b>35.5%</b>

*Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.*

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	<b>Total differently abled employees (F + G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	9	1	11.11%
Key Management Personnel#	6	1	16.67%

\* The data given is as on 31<sup>st</sup> March, 2023. Mrs. J. Mytraeyi- Non-Executive Director of the Company left for her heavenly abode on the 9<sup>th</sup> March, 2023, before her demise the Board had a total of 10 Directors out of whom 2 were women directors, i.e. 20% of the Board was represented by females.

# The data given is as on 31<sup>st</sup> March, 2023.

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

(Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.1%	3.85%	17.4%	15%	3.83%	14.5%	10%	8.3%	9.9%
Permanent Workers*	-	-	-	-	-	-	-	-	-

**Note:** In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

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

Sr. No.	Name of the holding / subsidiary / associate companies /joint ventures(A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	The Company does not have any holding, subsidiary, associate and joint venture as on the 31 <sup>st</sup> day of March, 2023.			

**VI. CSR Details:**

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

(ii) Turnover : ₹72,992 lakhs

(iii) Net Worth : ₹51,365 lakhs

## 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)*	F.Y 2022-2023			F.Y 2021 – 2022		
		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	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders	Yes	34	0	All complaints received were resolved	7	0	All complaints received were resolved
Employees and workers	Yes	0	0	No grievance received.	0	0	No grievance received.
Customers & Value Chain Partners –	Yes	9	0	Regarding Mix-Ups, Minor Functional Defects, Transit Damages, Visual Defects etc. All Complaints were resolved promptly.	47	0	Regarding Mix-Ups, Minor Functional Defects, Transit Damages, Visual Defects etc. All Complaints were resolved promptly.

\* The Policies of the Company are placed on the Company's website under Corporate Governance section and the same can be accessed through the weblink: <https://www.moldteckpackaging.com/investors.html#tab-5>. Further, there are some internal policies placed on the intranet of the Company.

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

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

Sr. 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	<b>Opportunity because-</b> Energy Management helps to bring down the cost of production by consuming less units of electricity and more importantly to bring down the Carbon foot print of the Company. The Company is already in the process of gradually replacing the Hydraulic machines in its factories with Electric Machines which will bring down electric unit consumption significantly and has installed solar power generating systems in its units to channel the electric energy requirements and this has resulted in an approximate carbon offsetting of 3990.3 tons / annum.	Not Applicable	Positive Implication

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Sr. 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)
2.	Resource Use- Water Management	Opportunity & Risk	<p><b>Opportunity because-</b> Responsible use of water supports the Company's actions towards sustainable growth. The Company runs the discharged/used water in its offices and units through STPs to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption.</p> <p><b>Risk because-</b> cooling towers are used for injection moulding machines and they require continuous supply of water, if ground water or external supply is reduced then business may get effected.</p>	Water scarcity may affect production. The Company runs the discharged/used water in its offices and units through STPs to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption.	Positive, Conservation of water leads to Positive economic benefit as it brings about cost saving, Efficient usage of resources and help comply Regulatory compliance and Beyond.
3.	Occupational Health and Safety (OHS) and Environment Safety	Opportunity & Risk	<p><b>Opportunity because:</b> Strong internal controls and governance mechanism are in place at each of the factory. This improves the employee/ worker safety and overall health wellbeing, leading to improved productivity.</p> <p><b>Risk because:</b> Inherently associated with business activities and processes.</p>	<p>The assessment of health and environmental risks are done on a continuous basis.</p> <p>Various methods to mitigate risk are done from time to time. The Grievance redressal mechanism is in place. At each of the factory, proper remedial action is planned and implemented.</p>	Risk: Negative Opportunity: Positive
4.	Safety	Risk and Opportunity	The manufacturing operations of the Company require employees to interact with machinery and material handling equipment, all of which carry an inherent risk of injury.	Adherence to safety standards, the Company's EHS Policy and highest operational standards for handling materials at plants.	<p>Positive: Adoption of safety related protocols and measures to create a safe work environment.</p> <p>Negative: Impact on health and well-being of employees at the Company.</p>
5.	Reputation	Risk and Opportunity	Bad publicity arising out of any act/ action by the Company on social media or any other platform.	<ul style="list-style-type: none"> <li>Active monitoring of voices on social media and having a crisis management plan ready;</li> <li>Actively addressing product complaints;</li> <li>Ensuring product delivery as promised;</li> <li>Compliance with all regulatory norms;</li> <li>Strengthening corporate governance norms, including adherence to the code of conduct(s) by all.</li> </ul>	Positive: Opportunity to improve brand presence and reputation by proactively managing possible issues.

Sr. 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)
6.	Learning and development	Opportunity	Training is one of the key factors in equipping employees to contribute sustainably.	Not Applicable	Positive, Consistent efforts towards training in the areas of Quality and Environment, health and safety (EHS) equips the work force to meet a surge in demand of the business.
7.	Corporate Social Responsibility	Opportunity	Empowering the communities in which we operate provides us an opportunity to contribute to the well-being of society and the environment through various initiatives.	Not Applicable	Positive
8.	Employee Wellbeing	Opportunity	<p>Opportunities:</p> <ul style="list-style-type: none"> <li>- Prioritizing employee well-being can lead to increased productivity, efficiency and overall job satisfaction.</li> <li>- By promoting employee well-being, a supportive work environment can be created that reduces absenteeism and turnover rates.</li> </ul>	Not Applicable	<p>Positive:</p> <ul style="list-style-type: none"> <li>- Healthy and engaged employees tend to be more motivated, focused, and committed to their work.</li> <li>- When employees feel valued and their well-being is prioritized, they are more likely to remain with the company, reducing the costs and disruptions associated with high turnover.</li> </ul>

## 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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<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	N.A.	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The Policies which are statutorily required to be adopted by the Board, have been approved by them, while the others policies related to workforce and other matters have been formulated and implemented by the Human Resource and other concerned departments of the Company respectively.								
c. Web Link of the Policies, if available	Refer Note 1 <a href="https://www.moldteckpackaging.com/investors.html#tab-5">https://www.moldteckpackaging.com/investors.html#tab-5</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes, the Company encourages the value chain partners to follow its policies.								

<p><b>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.]</b></p>	<p>The policies above referred confirm with the standards laid in the National Guidelines on Responsible Business Conduct Principles.</p> <p>MTPL has received certification for quality management systems aligned with ISO 9001:2015 for manufacture, marketing and purchase functions related to supply of injection moulded plastic packaging containers/pails, closures, pharmaceutical &amp; food packaging containers and components and Certification scheme for food safety management systems consisting of the following elements: ISO 22000:2018, ISO/TS 22002-4:2013 and additional FSSC 22000 requirements [version 5.1 for Manufacturing (Mixing of Polypropylene Resin with Master Batches, Impregnation of Labels, Injection Moulding) of In-mould Labelled Plastic Containers, Lids and Dispensing Pumps for Packaging in Food Industry].</p>
<p><b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b></p>	<p>Mold-Tek Packaging has ambitious goals that it strives to achieve in the years to come as part of its sustainability planning. The Company has set targets for ESG commitments, inter-alia, related to Energy Conservation, Nature- Positive and Safe Workplace, Equitable and Inclusive Workplace, Water Stewardship, Ethics, Transparency, Quality, Accountability and Governance and promoting education, healthcare, women empowerment and sanitation through its CSR initiatives and have a positive impact on the society and environment at large. The Company monitors the performance against the specific commitments on an ongoing basis.</p> <p>Further, MTPL units are certified Green Zones by Pollution Control Board. The wastages released from the processes of Injection Moulding is Zero hence liquid or solid wastes, if any, released are re-used in controlled way.</p>
<p><b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b></p>	<p>The Board of Directors of the Company has empowered the Management to exercise oversight on the implementation of targets committed under ESG.</p> <p>The Company has already undertaken various projects under its CSR initiatives to promote education by building schools and providing scholarships to the needy and meritorious students, ensure women empowerment by building Mahila Mahals, promote healthcare including preventive healthcare by providing ambulance, medical equipment and other aids and drinking water plants etc. Please refer the “Annexure-C” of the Directors’ Report for more details on CSR initiatives of the Company.</p> <p>Further, the Company is already in the process of gradually replacing the Hydraulic machines in its factories with Electric Machines which will bring down electric unit consumption significantly and has installed solar power generating systems in its units to channel the electric energy requirements, thus ensuring optimum utilization of the resources and reduction of Carbon foot print of the Company.</p> <p>Responsible use of water supports the Company’s actions towards sustainable growth. The Company runs the discharged/used water in its offices and units through STPs to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption.</p> <p>The Company being a Producer/Importer/Brand Owner (“PIBO”) within the meaning of the Plastic Waste Management Rules, 2016 as a part of the Extended Producer’s Responsibility under the said Rules, has engaged an organization which is responsible for the Collection and Recycling of Post-Consumer Plastic Waste and adhere to the rules and also provide solutions, services including digital technology platforms and other associated products and services to the Company.</p>
<p><b>Governance, leadership and oversight</b></p>	
<p><b>7. Statement by director responsible for the business responsibility and sustainability report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b></p> <p>-We have set targets to reduce our carbon footprint and resource consumption, while ensuring ethical sourcing and responsible supply. We prioritize being a responsible, equitable, and accountable organization, with a focus on the well-being of our associates, clients, shareholders and communities. The Company undertakes various welfare activities in terms of its CSR Policy directly and through different eligible implementing agencies as per its yearly CSR Annual Action Plan. We are moving towards sustainable development and develop strategies to combat climate change by ensuring optimum utilization of resources and energy management. The Company is continuously driving towards the usage of more and more green energy for its manufacturing activities. Our efforts also extend to achieving water neutrality by optimizing water usage, implementing recycling and reuse methods and significantly reducing our reliance on freshwater.</p>	



<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b>	The Board of Directors monitors the implementation of the business responsibility policies chaired by Mr. J. Lakshmana Rao (DIN: 00649702)- Chairman & Managing Director of the Company and discussions are conducted at regular intervals to discuss the Environment, Social and Governance aspects.
<b>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.</b>	The Board is responsible for decision making on all sustainability related issues. The Stakeholders Relationship Committee of the Board of Directors of the Company is responsible for providing direction to the management on ESG strategy and monitoring the progress and performance on its medium-term and long-term ESG commitments and targets. The details of Composition of the Stakeholders Relationship Committee forms parts of the Report on Corporate Governance.
<b>10. Details of Review of NGRBCs by the Company:</b>	
<b>Subject for Review</b>	<b>Review of principles undertaken by and frequency</b>
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / directors /board committees / board members, wherever applicable
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in Compliance with all the statutory requirements of principles to the extent applicable. Status of compliance with all applicable statutory requirements is reviewed by the Board on a regular basis.
<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b>	
-No, the policies are reviewed on a periodic basis internally by the Board of Directors. Audit Committee reviews the adherence to the stated policies in the Company and Internal Audit function assists the Audit Committee with the above. Further, the Stakeholders Relationship Committee of the Board of Directors of the Company is responsible for providing direction to the management on ESG strategy and monitoring the progress and performance on its medium-term and long-term ESG commitments and targets.	

**Note: 1**

Principle(s)	Applicable Policies	Link for policies
Principle 1: Businesses should conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable	Code of Conduct to Regulate, Monitor and Report Trading by Designated Person and their immediate relatives, Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information, Policy on Materiality of and Dealing with Related Party Transactions, Whistle Blower Policy/Vigil Mechanism, Code of Conduct for BOD, KMP and Senior Management, Policy on Materiality of events, Code of Conduct for Employees and Business Ethics.	<a href="https://www.moldteckpackaging.com/investors.html#tab-5">https://www.moldteckpackaging.com/investors.html#tab-5</a>
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	Environment, Health and Safety Policy and ESG Policy.	<a href="https://www.moldteckpackaging.com/investors.html#tab-5">https://www.moldteckpackaging.com/investors.html#tab-5</a>
Principle 3: Businesses should respect and promote the well- being of all employees, including those in their value chains	Policy for Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace, Code of Conduct for Employees and Business Ethics, Human Rights Policy, Suppliers and Service Providers Code of Conduct.	<a href="https://www.moldteckpackaging.com/investors.html#tab-5">https://www.moldteckpackaging.com/investors.html#tab-5</a>
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders	CSR Policy, Code of Conduct for Suppliers and Service Providers, Code of Conduct for Employees and Business Ethics, Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information.	<a href="https://www.moldteckpackaging.com/investors.html#tab-5">https://www.moldteckpackaging.com/investors.html#tab-5</a> <a href="https://www.moldteckpackaging.com/investors.html#tab-6">https://www.moldteckpackaging.com/investors.html#tab-6</a> .
Principle 5: Businesses should respect and promote human rights.	Code of Conduct for Employees and Business Ethics, Human Rights Policy, Policy for Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace.	<a href="https://www.moldteckpackaging.com/investors.html#tab-5">https://www.moldteckpackaging.com/investors.html#tab-5</a>
Principle 6: Businesses should respect and make efforts to protect and restore the environment	Environment, Health and Safety Policy and ESG Policy.	<a href="https://www.moldteckpackaging.com/investors.html#tab-5">https://www.moldteckpackaging.com/investors.html#tab-5</a>

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Principle(s)	Applicable Policies	Link for policies
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	N.A.	N.A.
Principle 8: Businesses should promote inclusive growth and equitable development	CSR Policy and Code of Conduct for Employees and Business Ethics	<a href="https://www.moldteckpackaging.com/investors.html#tab-6;">https://www.moldteckpackaging.com/investors.html#tab-6;</a> <a href="https://www.moldteckpackaging.com/investors.html#tab-5">https://www.moldteckpackaging.com/investors.html#tab-5</a>
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	Code of Conduct for Suppliers and Service Providers and ESG Policy.	<a href="https://www.moldteckpackaging.com/investors.html#tab-5">https://www.moldteckpackaging.com/investors.html#tab-5</a>

### 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)	Not Applicable								
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.**

### 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 (BoD) and Key Managerial Personnel (KMPs)	6 (as part of board meetings for both Directors and KMPs) and Multiple sessions through VC/OAVM for KMPs as part of Senior Management meetings.	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. Topics covered includes: 1) Corporate Governance; 2) Companies Act; 3) Applicable SEBI Regulations; 4) Environmental & Safety matters. Additionally, Familiarization Programme(s) for Independent Directors were conducted during the F.Y. 2022-23. The details can be assessed through below link: <a href="https://www.moldteckpackaging.com/pdf/Familiarisation-Programme-MTPL-15-23.pdf">https://www.moldteckpackaging.com/pdf/Familiarisation-Programme-MTPL-15-23.pdf</a>	100%
Employees other than BoD and KMPs	2 physical sessions conducted as part of HR half-yearly induction and multiple sessions through VC/OAVM as part of Departmental meetings.	Health and Safety trainings, Code of Conduct for Employees and Business Ethics, Whistle Blower Policy/Vigil Mechanism, Policy on PoSH, Human Rights Policy etc. Values-based capability building Programme, Session on Code of Conduct to Regulate, Monitor and Report Trading by Designated Person and their Immediate Relatives. Session on requirement of maintenance of Structured Digital Database.	97%

**Note:** Health and Safety related training and awareness sessions are being conducted and provided to the workers at regular intervals.

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an Appeal been referred? (Yes/No)
Penalty/ Fine	During the financial year 2022-23, there were no instances of any material (monetary and non-monetary) fines/ penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/ KMPs) levied by the regulators/law enforcement agencies/ judicial institutions.				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)	
Imprisonment	NIL				
Punishment					

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

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

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

-MTPL Packaging Limited (MTPL) has zero-tolerance towards bribery. We have put in place measures to detect, prevent and respond to any violations of anti-bribery laws and regulations. MTPL has a Code of Conduct (CoC) for Employees and Business Ethics, which covers acts such as deception, bribery, forgery, extortion, corruption. The CoC is applicable to any irregularity involving employees in their dealings with any external entities. Fraud detection falls within the purview of the terms of reference of Audit Committee and the Risk Management Committee, the Code of Conduct of MTPL mentions that no employee is allowed to accept any form of illegal gratification. If it is proved that any employee has accepted any illegal gratification, the employee is liable for termination from employment. Thus, through this we cover the anti-corruption/anti-bribery policy at MTPL. Also, we have Code of Conduct for Directors and Senior Management of MTPL which covers BOD and senior management to observe highest ethical standards and act with integrity and honesty. The Codes are available on the website of the Company at: <https://www.moldteckpackaging.com/investors.html#tab-5>

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

-There were no instances of any disciplinary action taken by any law enforcement agency on account of charges of bribery/ corruption against Directors/KMPs/employees/ workers during F.Y. 2022-23 and F.Y. 2021-22.

	F.Y. 2022-23	F.Y. 2021-22
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		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of interest of KMPs	Nil	N.A.	Nil	N.A.

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

-Not Applicable as no fines / penalties / action was taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

**Leadership Indicators:**

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

-As a standard practice, initiatives are taken to acquaint and ensure adherence to the various policies of the Company like Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, Code(s) on PIT, etc. among others, which inculcates within them the essence of the NGRBC Principles and Core Elements at various times during the year during engagement and interaction with value chain partners.

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	Remarks
N.A.	Inclusion of various policies of the Company which inculcates within them the essence of the NGRBC Principles and Core elements as part of various agreements like supply agreements, purchase agreements and others executed by and between the Company and various value chain partners.	100%	-
2	Sales Meet for product and sales strategy for the year and how to conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable.	100% of Sales Team	
4	Product training to Sales team and how to engage with and provide value to their consumers in a responsible manner.	100% of Sales Team	Product training on existing and new products
2	Online meet with in-charges of Depots for operations monitoring and overview and how to reduce carbon footprint.	100% of Depot in-charges were covered	
4	Meet with senior officers of Branch Offices pertaining to Business Ethics and Code of Conduct.	100% Senior Branch Officers were covered	

**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 Company has Code of Conduct for Board of Directors and Senior Management Personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. Further, the Company receives annual declaration from its Board of Directors and Senior Management Personnel on the entities they are interested in, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with such entities. If any Director is interested in the item of agenda at the time of meetings, he/she vacates the meeting to avoid conflict of interests. The Code is available on the Company’s website at: <https://www.moldtepackaging.com/investors.html#tab-5>

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

**Essential Indicators:**

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.			
	F.Y. 2022-23	F.Y.21-22	Details of improvements in environmental and social impacts
R&D and Capex	Total of ₹578.96 lakhs (i.e. 0.79% of Total Income) is spent for total R&D and 100% of the same is attributable towards improvement of the environmental and social impacts of product and processes	Total of ₹403.09 lakhs (i.e. 0.64% of Total Income) is spent for total R&D and 100% of the same is attributable towards improvement of the environmental and social impacts of product and processes	The Company has invested on the research and innovation which have resulted in energy management and optimum utilization of resources, reduction of carbon footprint and improve the efficiency of the processes. The details are provided in the Annexure- B of Directors' Report of the Annual Report for F.Y. 2022-23. Environmental and Social impact assessment is one of the key inputs for the new product development/ process changes. Capital expenditure and R&D spends incurred by the Company embeds cost incurred to mitigate environmental & social hazards. These are inseparable cost of the projects and hence separately identifying such cost is not feasible. Increasing share of renewable energy in overall energy portfolio is a flagship initiative which demonstrated our commitment towards sourcing clean energy and transition to low carbon operation having a direct impact on the environment.

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

-Yes, the core raw material(s) of the Company are/is procured from the world class manufacturers/suppliers, who are constantly upgrading its/their technology, Research & Development in order make the product sustainable.
- b. **If yes, what percentage of inputs were sourced sustainably?**

-MTPL has a green procurement guideline which factors social, ethical and environmental aspects before on-boarding of new suppliers and review of existing suppliers. The Company is also focussed on identifying and implementing material processed through the renewable source. The criteria used for selection of suppliers/ vendors go beyond cost relevance and include resource efficiency, product quality, life cycle, environment impact, etc. Company gives preference in selection of vendors which comply with the various principles of sustainability. MTPL has ISO procedures for sustainable sourcing including transportation. An effective system for vendor selection, vendor registration, vendor management has been established evaluating vendor rating and proper auditing. To maintain quality and transparency in the supply chain, e-procurement and e-payment services have been set up. The vendor selection process also lays emphasis on Health, Safety, Environment (HSE) and sustainable business practices. More than 90 % inputs are sourced sustainably.
3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**
  - (a) **Plastics (including packaging):**— MTPL have a mechanism that all process rejections will be recycled and re-used. Since all our products are made up of polypropylene plastic and easily recyclable, the rejections are grinded into small pieces and reused in the process. The remaining waste, other than plastic is disposed as per the PCB guidelines. Since the Company is in B2B business our products are sold to customers who uses the same for primary and secondary packaging and hence disposition and end life responsibilities lies with our customers. Furthermore, The Company being a Producer/Importer/Brand Owner (“PIBO”)” within the meaning of the Plastic Waste Management Rules, 2016 as a part of the Extended Producer’s Responsibility under the said Rules, has engaged an organization which is responsible for the Collection and Recycling of Post-Consumer Plastic Waste and adhere to the rules and also provide solutions, services including digital technology platforms and other associated products and services to the Company. We are buying post-consumer recycle material from different vendors and working with them to develop a quality material to increase the percentage of usage in our end products as per EPR guidelines.
  - (b) **E-waste:**- As per the policy of the Company on the completion of the lifecycle of the product, the e-waste are sold to the vendors. The vendor then collects the material and necessary e-waste certificate is being issue to the Company.
  - (c) **Hazardous Waste:**- MTPL units are certified Green Zones by Pollution Control Board. The wastages released from the processes of Injection Moulding is Zero. The Company does not produce any hazardous waste and other non-hazardous liquid or solid wastes released are re-used in controlled way.

## Mold-Tek Packaging Limited

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.**

The EPR is applicable to the Company as Producer/Importer/Brand Owner (“PIBO”) within the meaning of the Plastic Waste Management Rules, 2016 and as part of the Extended Producer’s Responsibility under the said Rules, the Company has engaged an organization which is responsible for the Collection and Recycling of Post-Consumer Plastic Waste and adhere to the rules and also provide solutions, services including digital technology platforms and other associated products and services to the Company.

### 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: Yes.**

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 if any, web-link.
--	Plastic Containers	--	Cradle-to-gate*	No	No

\*The Company is in B2B business, our product i.e. rigid plastic packaging containers reach our customers and get filled with content at their premises and then gets distributed to end customers/consumers and thus Cradle-to-gate is applicable in our case.

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable- MTPL units are certified Green Zones by Pollution Control Board. The wastages released from the processes of Injection Moulding is Zero and other liquid or solid wastes released are re-used in controlled way. Further, our products are 100% re-cyclable rigid plastic packaging material.		

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).**

- Resource efficiency forms an integral part of the Company’s environmental strategy. Through our continuous efforts, we strive to meet the needs of our customers. In doing so, we optimise our resource management approach to efficiently utilise the raw materials and minimise material waste. To ensure the availability of raw materials required for our business operations, we make optimum use of our resources and adopt ways to reuse, recycle and reintroduce excess material in our production process without compromising the quality of our products and solutions. Furthermore, The Company being a Producer/Importer/Brand Owner (“PIBO”) within the meaning of the Plastic Waste Management Rules, 2016 as a part of the Extended Producer’s Responsibility under the said Rules, has engaged an organization which is responsible for the Collection and Recycling of Post-Consumer Plastic Waste and adhere to the rules and also provide solutions, services including digital technology platforms and other associated products and services to the Company. We are buying post-consumer recycle material from different vendors and working with them to develop a quality material to increase the percentage of usage in our end products as per EPR guidelines.

Indicate input material	Recycled or re-used input material to total material	
	F.Y. 2022-23	F.Y. 2021-22
Plastic material (PP)	9.38%	7.80%

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:**

	F.Y 2022-23			F.Y 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	N.A.	852	N.A.	N.A.	1167	N.A.
E-waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Hazardous waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.



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
	N.A.

- MTPL have a mechanism that all process rejections will be recycled and re-used. Since all our products are made up of polypropylene plastic and easily recyclable, the rejections are grinded into small pieces and reused in the process. The remaining waste, other than plastic is disposed as per the PCB guidelines. Since the Company is in B2B business our products are sold to customers who uses the same for primary and secondary packaging and hence disposition and end life responsibilities lies with our customers. Furthermore, The Company being a Producer/Importer/Brand Owner (“PIBO”) within the meaning of the Plastic Waste Management Rules, 2016 as a part of the Extended Producer’s Responsibility under the said Rules, has engaged an organization which is responsible for the Collection and Recycling of Post-Consumer Plastic Waste and adhere to the rules and also provide solutions, services including digital technology platforms and other associated products and services to the Company. We are buying post-consumer recycle material from different vendors and working with them to develop a quality material to increase the percentage of usage in our end products as per EPR guidelines.

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

**Essential Indicators:**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	603	603	100%	603	100%	N.A.	N.A.	603	100%	0	0
Female	24	24	100%	24	100%	24	100%	N.A.	N.A.	0	0
<b>Total</b>	<b>627</b>	<b>627</b>	<b>100%</b>	<b>627</b>	<b>100%</b>	<b>24</b>	<b>3.82%</b>	<b>603</b>	<b>96.1%</b>	<b>0</b>	<b>0</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>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>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>
<b>Other than Permanent workers</b>											
Male	1212	1212	100%	1212	100%	N.A.	N.A.	1212	100%	0	0
Female	668	668	100%	668	100%	668	100%	N.A.	N.A.	0	0
<b>Total</b>	<b>1880</b>	<b>1880</b>	<b>100%</b>	<b>1880</b>	<b>100%</b>	<b>668</b>	<b>35.5%</b>	<b>1212</b>	<b>64.5%</b>	<b>0</b>	<b>0</b>

*Note: Vendors are required to adhere to the statutory compliances as per applicable laws and rules. In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.*

**2. Details of retirement benefits.**

Benefits	F.Y 2022-23			F.Y 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	-	N.A.	100%	-	N.A.
ESI	22.17%	100%	Y	21.22%	100%	Y

**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.**

As on the 31<sup>st</sup> day of March, 2023, the Company does not have any differently abled employee and worker but the Company is in process of making all the required premises accessible for differently abled employees & workers.

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

The Company provides equal opportunity in employment for all sections of society and ensures indiscrimination in employment in any form i.e. age, gender, nationality, race, religion, disabilities and sexual orientation. At MTPL we believe that Diversity and Inclusivity (D&I) at workplace is an instrument for economic growth, sustainable competitive advantage and societal progress.

The Company’s Code of Conduct for Employees and Business Conduct and Policy on Human Rights specifically calls out for no discrimination on any grounds. The Code of Conduct can be accessed at on our website at <https://www.moldteckpackaging.com/investors.html#tab-5>

**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	-	-	-	-
Female	-	-	-	-
<b>Total</b>	-	-	-	-

*Note: During the year under considering no parental leave was availed by any employee.*

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the grievances of employees & workers are addressed and resolved through effective mechanism and approach. An efficient grievance redressal system has been set up at MTPL. We also have an efficient Whistleblower mechanism that empowers associates of the company, including subsidiaries, to approach the Ombudsperson/Chairman of the Audit Committee of the Board of the company and make protective disclosures about unethical behavior and actual or suspected fraud. Further, an Internal Complaints Committee is also present, as required by law. The Company conducts regular site visits by management and undertakes annual opinion surveys which provides a mechanism for individual issues to be reported.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	



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

Category	F.Y. 2022-23			F.Y. 2021-22		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
-Male	603	24	3.98%	586	24	4.09%
-Female	24	2	8.33%	22	2	9.09%
Total Permanent Workers						
-Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
-Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

*Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.*

8. Details of training given to employees and workers:

Category	F.Y. 2022-23					F.Y. 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	603	603	100%	373	61.8%	586	586	100%	329	56.1%
Female	24	24	100%	18	75%	22	22	100%	17	77.27%
<b>Total</b>	<b>627</b>	<b>627</b>	<b>100%</b>	<b>391</b>	<b>62.3%</b>	<b>608</b>	<b>608</b>	<b>100%</b>	<b>346</b>	<b>56.90%</b>
<b>Workers</b>										
Male	1212	1212	100%	598	49.3%	1243	1243	100%	472	37.9%
Female	668	668	100%	427	63.9%	665	665	100%	387	58.1%
<b>Total</b>	<b>1880</b>	<b>1880</b>	<b>100%</b>	<b>1025</b>	<b>54.5%</b>	<b>1908</b>	<b>1908</b>	<b>100%</b>	<b>859</b>	<b>45.02%</b>

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

At MTPL, we have a well-defined annual appraisal process conducted for all the employees based on their DOJ, during which a one-to-one discussion is done with employees regarding their individual performance, development and training plan, future growth and targets and KRA's etc.

Category	F.Y. 2022-23			F.Y. 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	603	603	100%	586	586	100%
Female	24	24	100%	22	22	100%
<b>Total</b>	<b>627</b>	<b>627</b>	<b>100%</b>	<b>608</b>	<b>608</b>	<b>100%</b>
<b>Workers*</b>						
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
<b>Total</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>

*Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.*

**10. Health and safety management system:**

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

Yes, we have the EHS Management system manual and we follow the same in all the units. The system covers all employees. The system covers all employees, workers and interested party’s health and safety at each certified location. The system includes everything from planning to developing processes, as well as monitoring and analysing data and improving it continually. Further, we are implementing additional improvements to our safety management systems, based on recommendations received to improve the effectiveness of our existing safety systems and procedures our units.

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

We have the HIRA system (Hazard Identification and Risk Assessment), which will be renewed yearly or on process change, whichever is earlier.

The focus includes Life-Saving Rules campaign, near misses and unsafe conditions that could result in injury, and the need for increased safety related communication at all levels of our organisation. We also emphasise training to raise awareness about routine and non-routine hazards during production and planned shutdowns for repairs and maintenance

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

Yes, we have Hazard reporting in the Incident reporting system and the same will be updated in HIRA. Periodic awareness sessions to build ‘Safety First’ mindset are being conducted.

- 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 Company’s health insurance and personal accident policy.

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

Safety Incident / Number	Category	F.Y. 2022-23	F.Y. 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	1	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

-The Company has an effective Environment, Health & Safety Policy and Risk Management Policy. The Company’s offices and units are designed based on careful consideration of statutory requirements, for a healthy and safety workplace, applicable Indian Standards. One of the key focus areas remain safety of employees and investing in technologies and processes to avoid and minimize the manual interfaces with machines. At the design stage of any process, focus is on providing engineering controls to control the various hazards during manufacturing/production. Further, all new plants are highly automated with conveyors and robotics palletisation to reduce manual intervention. The Company has a systematic processes for identification of work-related hazards. The Company has in place a mechanism for identification of fire hazards, preparation of action plan for control system and plans to mitigate or eliminate hazards.



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

	F.Y 2022-23			F.Y 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

*Note: MTPL has not received any complaint on “Health & Safety” and “Working Conditions” in F.Y. 22-23 and F.Y. 21-22. However, the Company encourages its employees and contractor workers to proactively submit safety observations and report unsafe acts and conditions at workplace as a preventive action*

**14. Assessments for the year:**

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

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

Corrective actions have been taken post consultation of managerial and non-managerial employees and workers. Effectiveness of the corrective actions have also been monitored.

**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).**

- (A) Employees (Y/N): Yes.  
 (B) Workers (Y/N): Yes.

All employees are covered under Health Insurance and Accidental policy.

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

The Company has a process in place for ensuring the compliance of the statutory dues such as GST, direct tax, employee related deductions etc. and its payments as applicable of the relevant value chain partners of the Company. The Company has a practice of informing the vendors about the statutory changes affecting their responsibilities in respect of deduction/ withholding of tax at source in respect of their transactions with the Company.

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

Category	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	
	F.Y 2022-23	F.Y 2021-22	F.Y 2022-23	F.Y 2021-22
Employees	1	0	0	0
Workers	0	0	0	0

**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, MTPL Packaging Limited as an organisation uses its retainership program depending on case to case basis and the suitability of the position. Some employees, after retirement age, are considered for advisory role in the Company only at the discretion of management.

**5. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	As a standard practice, initiatives are taken to acquaint and ensure adherence to the various policies of the Company like Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, Code(s) on PIT, etc. among others, which inculcates within them the essence of the NGRBC Principles and Core Elements at various times during the year during engagement and interaction with value chain partners.
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 started with reviewing the raw material suppliers as well as goods and services providers for evidence of their position on certain criteria. During the year no significant risks / concerns pertaining to health and safety practices and working conditions of value chain partners were identified or reported to the Company.

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

**Essential Indicators:**

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

-MTPL has put in place systems and procedures to identify, prioritise and address the needs and concerns of its stakeholders, across businesses and units, in a continuous, consistent and systematic manner. The Company has mapped its internal and external stakeholders and believes that an effective stakeholder engagement process is necessary to achieve its sustainable goal of inclusive growth. We consider individuals, groups, institutions or entities that contribute to shaping our business that add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external and direct as well as indirect. Our key stakeholders include employees, investors, suppliers and partners, customers, government authorities and the community.

The process for identification of such key stakeholders is of qualitative nature. It is conducted in consultation with and feedback from different departments along with Senior Management and Board.

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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Employees	No	We use digital as well as physical channels of communication including but not limited to e-mails, leadership touchpoints and appraisal and training programmes for personal and professional growth.	Regularly	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 ongoing effort is to maintain two-way engagement with colleagues in corporate office, manufacturing locations etc. and also for Rewards & Recognition, Talent Management, Compliance with policies of the Company, CSR & Sustainability updates.

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
Shareholders / 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 as and when need arises	We engage with them so that they can take an informed decision to invest in our Company. The key areas of engagement include an update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks, disclosing Quarterly/ Half Yearly/ Yearly Results, sending Annual Reports and Notice for General Meetings, Dividend updates
Customers	No	Physical and virtual meetings, customer events, calls, e-mail and website.	Regularly	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.
Suppliers & Partners	No	Physical and virtual meetings, supplier forums, partner events, calls, e-mail and website.	Frequent and need based	To make suppliers aware of the requirements of the Company with respect to the quality and other specifications. They are also made aware of the policies of the Company with respect to the ethical practices and also the quality standards maintained by the Company.
Government authorities	No	Our interactions with authorities take place through e-mails, meetings, submissions, etc. as required.	Need Basis	With regulatory authorities our engagement is aimed at discharging responsibilities with policymakers and to understand and discuss matters pertaining to the industry. To understand various Law points, regulations, amendments and approvals.
Community	Yes	Our engagement with the community includes physical visits as well as digital channels. Community Welfare Programmes, Community visits / meeting, Local authority and town council meetings.	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, women empowerment and rural development activities.

#### 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.**

- At Mold-Tek Packaging Limited, we prioritize stakeholder consultation on economic, environmental, and social topics to ensure a comprehensive approach to our Environmental, Social, and Governance (ESG) framework. We engage in careful deliberations with the Mold-Tek Packaging board and management to identify our key internal and external stakeholders, which include Investors, Employees, Customers, Suppliers and Partners, Government Authorities and Communities. Through this inclusive approach, we gather valuable insights and feedback from our stakeholders. These inputs are integrated into our decision-making processes, allowing us to align our business imperatives with the critical needs of our stakeholders and the broader society. This information serves as a crucial input for informed decision-making, enabling us to navigate economic, environmental and social considerations responsibly and sustainably.

**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, Effective engagement helps us connect stakeholder needs with organisational goals, creates the basis of an effective strategy development and unlocks greater share value for all stakeholders. We use multiple platforms to engage with a

## Mold-Tek Packaging Limited

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 Company's business-like product availability, responsible pricing and affordability, high-quality, safety, anti-bribery and corruption. Further, the Company has interactions on Environmental and Social areas with the Government Regulatory Authorities, Distributors, Suppliers and the local community and this helps in identifying material topics that are the most relevant and applicable for MTPL and actions are to be taken on them. We ensure that we take inputs received from stakeholders and integrate them into our processes and policies.

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

MTPL actively engages with the community on a regular basis, focusing on areas such as community development, environmental initiatives among others. Any concerns that arise are promptly addressed and discussed in a timely manner. The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of the society. Kindly refer to the "Annexure – C" i.e. Annual Report on Corporate Social Responsibility Activities for further details.

## PRINCIPLE 5: Businesses should respect and promote human rights.

### Essential Indicators:

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

Category	F.Y. 2022-23			F.Y. 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	627	627	100%	608	608	100%
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>627</b>	<b>627</b>	<b>100%</b>	<b>608</b>	<b>608</b>	<b>100%</b>
<b>Workers</b>						
Permanent	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other than permanent	1880	1880	100%	1908	1908	100%
<b>Total Workers</b>	<b>1880</b>	<b>1880</b>	<b>100%</b>	<b>1908</b>	<b>1908</b>	<b>100%</b>

*Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.*

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

Category	F.Y 2022-23					F.Y 2021-22				
	Total (A)	Equal to Minimum wage		More than Minimum Wage		Total (D)	Equal to Minimum wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	603	0	0	603	100%	586	0	0	586	100%
Female	24	0	0	24	100%	22	0	0	22	100%
<b>Other than Permanent</b>										
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Category	F.Y 2022-23					F.Y 2021-22				
	Total (A)	Equal to Minimum wage		More than Minimum Wage		Total (D)	Equal to Minimum wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Workers</b>										
<b>Permanent</b>										
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
<b>Other than Permanent</b>										
Male	1212	1212	100%	0	0	1232	1232	100%	0	0
Female	668	668	100%	0	0	669	669	100%	0	0

*Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.*

**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)*	8	2,21,34,658	1	N.A.
Key Managerial Personnel (KMP)*	5	2,05,56,001	1	58,21,900
Employees other than BoD and KMP	590	3,63,832	30	4,78,820
Workers#	1212	N.A.	668	N.A.

*\*Note: Median Remuneration is on Annual Basis and the number is as on 31st March, 2023. Further, remuneration of Executive Directors has only been considered for the Median Calculation. Managing Director, Two Deputy Managing Directors and One Whole-time Director of the Company being Key Managerial Personnel also are considered under both the heads i.e. Board of Directors (BoD) and Key Managerial Personnel(KMP).*

*#In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.*

**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, Respective HR heads of unit and at HO are responsible for addressing human rights and concerns raised by the employees or workers. They play a crucial role in ensuring that human rights are respected in the workplace and that employees' or workers concerns are addressed. They are responsible for maintaining a safe and healthy work environment, promoting diversity and inclusion, and ensuring that employees are treated fairly and with dignity and respect.

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

-All grievances are addressed as and when received by the respective Unit Head/Business Head/HOD through Plant HR in coordination with Head HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated.

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

	F.Y 2022-23			F.Y 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/Involuntary Labour	0	0	None	0	0	None

	F.Y 2022-23			F.Y 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

- Any incident reported is handled as confidential information. Person(s) mentioned in the report and alleged as having violated the relevant principles or rules shall not be informed of the report unless and until it shall be necessary for the purpose of the investigation. Appropriate disciplinary action will be initiated against any person who retaliates, directly or indirectly, against any person for reporting an actual or suspected violation of any organisation policy, rule or regulation or assisting in any investigation of any such violation or suspected violation.

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

-Yes. MTPL understands the importance of promoting and protecting human rights throughout its value chain. We have extended our Supplier Code of Conduct to our value chain partners. Also, we include human rights in our business agreements wherever required. By doing so, we are setting clear expectations for our partners for upholding human rights standards.

**9. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NIL

*\* Internal assessment was carried out by the Company.*

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

-Not Applicable. At Mold-Tek there is no employment of Child Labour. There is POSH committee and a grievance redressal mechanism which is accessible to all employees and workers. Regular internal audit being conducted to ensure wages are in line with the statutory norms.

**Leadership Indicators:**

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

-No process was introduced or modified as no observations was reported.

**2. Details of the scope and coverage of any Human rights due-diligence conducted**

- At MTPL the scope for Human rights due diligence conducted internally by the HR Dept at the HO and at all units covered Occupational Health and Safety, Non- discrimination, freedom of association and collective bargaining, child labour, forced or compulsory labour and community engagement. As an equal opportunity employer, we do not discriminate on the basis of race, colour, religion, sex, national origin, gender identity, gender expression, sexual orientation or disability status. The Company is in the advanced stages of assessment of all its facilities to ensure that the infrastructure therein is enabling for all its employees.

**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?**

- As on the 31<sup>st</sup> day of March, 2023, the company does not have any differently abled employee and worker but the Company is in process of making all the required premises accessible for differently abled employees & workers.



**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	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%

- As a standard practice, initiatives are taken to acquaint and ensure adherence to the various policies of the Company like Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, Code(s) on PIT, etc. among others, which inculcates within them the essence of the NGRBC Principles and Core Elements at various times during the year during engagement and interaction with value chain partners.

100% of our suppliers were evaluated in F.Y. 23 basis our Code(s) and Policies mentioned above which has several clauses on Labor Practices and Human Rights like Child Labour, Freedom of Association, Working hours, Wage and Benefits, Forced or compulsory labour, Lawful Employment, Non-Discrimination and Harassment

**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. No significant risks/ concerns were identified or reported to the Company during F.Y. 2022-23

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

**Essential Indicators:**

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

*(In Giga Joules)*

Parameter	F.Y. 2022-23	F.Y. 2021-22
Total electricity consumption (A)	1,07,667	92,063
Total fuel consumption (B)	208	432
Energy consumption through other sources (C)- From Roof Top Solar Panels	1,639	-
<b>Total energy consumption (A+B+C)</b>	<b>1,09,514</b>	<b>92,495</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	1.50GJ/₹ lakhs	1.46GJ/₹ lakhs
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

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

Not Applicable.

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

Parameter	F.Y. 2022-23	F.Y. 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	4562.5	4562.5
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0

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Parameter	F.Y. 2022-23	F.Y. 2021-22
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	4562.5	4562.5
<b>Total volume of water consumption (in kilolitres)</b>	4562.5	4562.5
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.062 Kltr/ ₹ lakh	0.072 Kltr/ ₹ lakh
<b>Water intensity (optional) – the relevant metric may be selected by the entity</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.

No

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

Yes, the wastewater generated at our offices and factories is treated through the sewage treatment plants (STPs) and the recycled water is used for sanitation and gardening purposes. MTPL focusses on reduction at source and reuse. Further, chillers are installed in the factories for efficient water management and reduction in consumption.

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

**Industrial treated water is 100% used for Gardening purpose.**

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	-	-	-
Sox	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

**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.

Not Applicable, MTPL units are certified Green Zones by Pollution Control Board (PCB). The emission released from the processes of Injection Moulding is Zero. Further, the Company does not produce any hazardous waste and other non-hazardous liquid or solid wastes, if any, released are re-used in controlled way. MTPL have a mechanism that all process rejections will be recycled and re-used. Since all our products are made up of polypropylene plastic and easily recyclable, the rejections are grinded into small pieces and reused in the process.

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

Parameter	Unit	F.Y 2022-23	F.Y 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	469.04	470.86
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	30,439	26,022
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b>	Metric tonnes of CO <sub>2</sub> per rupee lakh of turnover	0.42	0.42
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – 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. MTPL units are certified Green Zones by Pollution Control Board (PCB). The emission released from the processes of Injection Moulding is Zero. However, all Gensets used at the factories during power cuts or otherwise produce Green House Gases and such may be considered under Scope 1 emissions. Further, for Scope 2 electric consumption from non-renewable sources only has been considered.

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

As mentioned earlier, MTPL units are certified Green Zones by Pollution Control Board (PCB). The emission released from the processes of Injection Moulding is Zero. However, all Gensets used at the factories during power cuts or otherwise produce Green House Gases. The Company has undertaken the following to reduce its carbon footprint:

- Energy reduction/management by replacing old Hydraulic injection moulding machine with modern electric machines is in progress;
- Monitoring and analysis of energy consumption on periodic basis;
- Replacement of conventional tubes and bulbs with LED;
- Monitoring, benchmarking and selection of energy intensive equipment only;
- Minimum use of energy by optimizing processes and material movement in factories;
- ‘Machine On’ alarms and automatic switch off machines;
- Installation of water chillers for water conservation;
- The Company runs the discharged/used water in its offices and units through STPs to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized;
- Water Leakage Monitoring;
- The Company has installed solar power generating systems in its units to channel the electric energy requirements in the said units and this has resulted in an approximate carbon offsetting of 3990.3 tons/annum.
- Tree Plantation at Offices and Factories;

**8. Provide details related to waste management by the entity:**

Parameter	F.Y 2022-23	F.Y 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	852	1167
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G),	-	-
Other Non-hazardous waste generated (H). Please specify, if any.	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>852</b>	<b>1167</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	852	1167
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>852</b>	<b>1167</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	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</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.

No.

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

MTPL have a mechanism that all process rejections will be recycled and re-used. Since all our products are made up of polypropylene plastic and easily recyclable, the rejections are grinded into small pieces and reused in the process. The remaining waste, other than plastic is disposed as per the PCB guidelines. Since the Company is in B2B business our products are sold to customers who uses the same for primary and secondary packaging and hence disposition and end life responsibilities lies with our customers. Furthermore, The Company being a Producer/Importer/Brand Owner (“PIBO”) within the meaning of the Plastic Waste Management Rules, 2016 as a part of the Extended Producer’s Responsibility under the said Rules, has engaged an organization which is responsible for the Collection and Recycling of Post-Consumer Plastic Waste and adhere to the rules and also provide solutions, services including digital technology platforms and other associated products and services to the Company. We are buying post-consumer recycle material from different vendors and working with them to develop a quality material to increase the percentage of usage in our end products as per EPR guidelines. As per the policy of the Company on the completion of the lifecycle of the product, the e-waste are sold to the vendors. The vendor than collects the material and necessary e-waste certificate is being issue to the Company. MTPL units are certified Green Zones by Pollution Control Board. The wastages released from the processes of Injection Moulding is Zero. The Company does not produce any hazardous waste and other non-hazardous liquid or solid wastes released are re-used in controlled way.

**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:**

S. No.	Location of operations/ offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable. MTPL 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:**

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. MTPL has not undertaken any projects that require an Environmental Impact Assessment (EIA).					

**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:**

- Yes, we have ensured 100% compliances with all the statutory requirements. During the reporting period (F.Y. 2022-23), no fines were levied by government or regulatory authorities.

**Leadership Indicators:**

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

Parameter	<i>(in Giga Joules)</i>	
	F.Y 2022-23	F.Y 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	1,639	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,639</b>	<b>-</b>

Parameter	F.Y 2022-23	F.Y 2021-22
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,07,667	92,063
Total fuel consumption (E)	208	432
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,07,875</b>	<b>92,495</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.

No

2. Provide the following details related to water dis-charged:

Parameter	F.Y 2022-23	F.Y 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment- specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment- specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment- specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment- specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment- specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</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.

Not Applicable. Responsible use of water supports the Company's actions towards sustainable growth. The Company runs the discharged/used water in its offices and units through STPs to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption. Further, rain water is discharged without treatment.

3. With respect to the ecologically sensitive areas reported at 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, since None of our operations/offices are located in/around ecologically sensitive areas.

4. If the entity has undertaken 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:

Yes, MTPL have always strived to improve the resource efficiency. The Company has taken various initiatives on clean technology, energy efficiency, renewable energy etc., to reduce its impact on the environment. For further details please refer to 'Annexure-B' to the Directors' Report covering inter- alia, details of Conservation of Energy. Company initiated the process of setting up solar power development at all manufacturing units and offices.

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

-Yes, to sustain the business operations, minimise the impact during and after disaster event and faster recovery of the operations and services, MTPL has put in place an effective documented framework and a process for managing critical activities and their dependencies during occurrence of a disaster event or a very high impact risk event. For all Manufacturing Units, Toolroom Centre, Head Offices, Depots/ Regional Distribution Centres and Regional Offices respectively have a designated framework in place for such an event. We have emergency preparedness plans in place for each site to address any external and internal disasters. These plans have a clear focus on minimising exposure with hazardous situations and cover various scenarios with clear assignments of responsibilities.

**6. 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.**

-The Company has not carried out any environmental assessment Impacts of its business partner however as a standard practice, initiatives are taken to acquaint and ensure adherence to the various policies of the Company like Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, Code(s) on PIT, etc. among others, which inculcates within them the essence of the NGRBC Principles and Core Elements at various times during the year during engagement and interaction with value chain partners.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

-N.A.

**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.**

-MTPL is much aware of its responsibilities towards influencing public and regulatory policy and thus engages with public and regulatory bodies in a responsible manner. It participates in the same on a need basis. MTPL is a member of 4 trade associations as mentioned in point b.

**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.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	The Associated Chambers of Commerce & Industry of India	National
2.	Andhra Chamber of Commerce	State
3.	The Plastics Export Promotion Council	National
4.	The All India Plastics Manufacturers Association	National

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

Name of authority	Brief of the case	Corrective action taken
No case related to anti-competitive conduct by the entity is reported in F.Y. 2022-23		

**Leadership Indicators:**

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

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
Extended Producers Responsibility	Through All India Plastics Manufacturers Association.	-	-	-



- The Company does not have a separate policy on “policy advocacy”. For advocacy on policies related to the Plastic Packaging Industry, the Company works through industry associations such as The All India Plastics Manufacturers Association, The Plastics Export Promotion Council, etc. There are specified officials in the Company who are authorised for communicating with industrial bodies and managing government affairs in accordance with internal policy of the Company. Also, we have shared the ideas and concepts pertaining to sustainable packaging for public good with leadership teams of major companies ranging from PAINTS, LUBES, ADHESIVES, INDUSTRIAL CHEMICALS, AGRO-INDUSTRY, FOOD, PHARMA and FMCG.

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development:**

**Essential Indicators:**

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

-Not Applicable.

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

-Not Applicable

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

- The Board of Directors of the Company had adopted the Whistle Blower Policy. A mechanism has been established for all stakeholders including Directors, employees, vendors and suppliers to report concerns about unethical behaviour, actual or suspected fraud or violation of Code of Conduct(s) and Ethics. It also provides for adequate safeguards against the victimisation of employees who avail of the mechanism and allows direct access to the Chairperson of the audit committee in exceptional cases. The Audit Committee reviews periodically the functioning of whistle blower mechanism. No personnel have been denied access to the Audit Committee. A copy of the Whistle Blower Policy is also available on the website of the Company at: <https://www.moldtekpackaging.com/investors.html#tab-5>. Further, where ever our plants are located in village areas, the nearby communities highlight the grievances to the Panchayats and Government authorities who in turn help us to address the grievances of the communities. The highlighted issues are then taken up by our plant team as projects in that area.

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

	F.Y 2022-23	F.Y 2021-22
Directly sourced from MSMEs/ small producers	0.11%	0.62%
Sourced directly from within the district and neighboring districts	24.97%	27.14%

**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):**

Not Applicable.

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

-Please refer “Annexure – C” to Directors’ Report i.e. Annual Report on CSR Activities.

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

-Currently, there is no preferential procurement policy in place. However, company does not discriminate against any groups for sourcing we use a variety of variables like quality, service, technical competence and price to decide the vendors.

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

-Not Applicable.

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

-Not Applicable.

**Mold-Tek Packaging Limited**

**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:**

-Not Applicable.

**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.**

-Not Applicable.

**6. Details of beneficiaries of CSR Projects:**

Please refer “Annexure – C” to Directors’ Report i.e. Annual Report on CSR Activities.

**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 is in B2B business and hence provides its products to other businesses. MTPL ensures to keep the clients informed throughout the entire process of complaint resolution and focus on resolving complaints at the earliest by understanding the core issue and providing solutions, which includes calling the customer, meeting with the customer and providing the final resolution. The Company also maintains multiple points of communication with the customer, that is through SMS/Email/WhatsApp, to keep the customer informed of all actions taken on the complaint.

Customers will send the complaints by mail to Marketing department and Marketing department will send the complaint to QC department and will ask for RCA & CAPA. QC department will analyse the complaint and will give RCA & CAPA Report to the client within stipulated time.

**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	N.A.
Safe and responsible usage	N.A.
Recycling and/or safe disposal	N.A.

-MTPL is in B2B business and provide rigid plastic packaging solutions to other businesses, who use our containers for their products and the details and labelling are as per the instructions of the clients and contains information about their product for which the container is being used.

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

	F.Y 2022-23		Remarks	F.Y 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential Services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

-The Company has not received any consumer complaints with respect to data privacy, advertising, cyber security, restrictive trade practices and unfair trade practices during the financial year.





**4. Details of instances of product recalls on account of safety issues: Not Applicable**

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

- There have been no instances of product recall (voluntary or forced) on account of safety issues during the financial year 2022-23.

**4. 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.**

-The Company do have a security policy. The same has been uploaded on the intranet of the Company.

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

-No such event has been reported for the F.Y 2022-23 and hence not applicable.

**Leadership Indicators:**

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

-The platforms used for the information are Website, Annual Reports, Social Media Platforms, Media Publications, Analyst Reports, Press Releases etc.

Information relating to all the products and services provided by the Company are available on the Company's website at <https://www.moldteckpackaging.com/>

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

- Since the Company is in B2B business our products are sold to customers being other businesses who uses the same for primary and secondary packaging of their products. Business Continuity Plan, Risk Management Policy, Mitigation Plan and Review Mechanism in place to take care of exigencies in supplies or services to the customer. Further, product specification sheet forms part of the Agreement/Contract of Supply with all details including test controls.

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

-Same as mentioned against point 2.

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

-As we are manufacturing Product Packaging items, we print the product details given in the form of ARTWORK on the packaging along with Statutory information for our clients. MTPL is in B2B business and provide rigid plastic packaging solutions to other businesses, who use our containers for their products and the details and labelling are as per the instructions of the clients and contains information about their product for which the container is being used.

**5. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches along with impact**

No instances of data breach were reported or observed during F.Y 2022-23.

**b. Percentage of data breaches involving personally identifiable information of customers**

No instances of data breach were reported or observed during F.Y 2022-23.