



# **BIKAJI FOODS INTERNATIONAL LIMITED**

F 196-199, F 178 & E 188, Bichhwal Industrial Area, Bikaner, Rajasthan, India – 334006  
T: +91-151-2250350 | F: +91-151-2251814 | E: [cs@bikaji.com](mailto:cs@bikaji.com) | W: [www.bikaji.com](http://www.bikaji.com)  
CIN: L15499RJ1995PLC010856 | GST No.: 08AAICS1030P1Z5

**Ref: BFIL/SEC/2024-25/60**

**Date: September 03, 2024**

To,  
Dept of Corporate Services  
BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai 400 001 (Maharashtra)  
**Scrip Code: 543653**

The Listing Department  
National Stock Exchange of India Ltd.  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex, Bandra (East),  
Mumbai 400 051 (Maharashtra)  
**Trading Symbol: BIKAJI**

**Subject: Submission of Business Responsibility and Sustainability Report of the Company for the financial year 2023-24**

Dear Sir/ Madam,

Pursuant to the requirements of the Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time and SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, read with the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, please find enclosed herewith the Business Responsibility and Sustainability Report (“**BRSR**”) of the Company for the financial year 2023-24.

The BRSR forms an integral part of the Annual Report of the Company for the financial year 2023-24, which has been already submitted to the Stock Exchanges vide our letter bearing reference number **BFIL/SEC/2024-25/59** dated **September 03, 2024**.

The said report will also be hosted on the website of the Company and the same can be accessed at [www.bikaji.com](http://www.bikaji.com).

You are kindly requested to take the same on record.

Thanking you

**Yours faithfully,**  
**For Bikaji Foods International Limited**

**Rahul Joshi**  
**Head - Legal and Company Secretary**  
**Membership No.: ACS 33135**

Enclosure: As Above

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

|    |   |   |
|----|---|---|
| 1  | Corporate Identity Number (CIN) of the Listed Entity  | L15499RJ1995PLC010856   |
| 2  | Name of the Listed Entity   | <b>Bikaji Foods International Limited</b>   |
| 3  | Year of incorporation   | 1995  |
| 4  | Registered office address   | F 196-199, F 178 & E 188 Bichhwal Industrial Area, Bikaner – 334 006 Rajasthan, India   |
| 5  | Corporate address   | Plot No. E-558-561, C-569-572, E- 573-577, F-585-592 Karni Extension, RIICO Industrial Area, Bikaner – 334 004 Rajasthan, India   |
| 6  | E-mail  | <a href="mailto:cs@bikaji.com">cs@bikaji.com</a>  |
| 7  | Telephone   | +91 151-2259914   |
| 8  | Website   | <a href="http://www.bikaji.com">www.bikaji.com</a>  |
| 9  | Financial year for which reporting is being done  | April 01, 2023 to March 31, 2024  |
| 10 | Name of the Stock Exchange(s) where shares are listed   | National Stock Exchange of India Ltd.<br>BSE Limited  |
| 11 | Paid-up Capital (₹)   | 25,03,82,180  |
| 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. Rahul Joshi<br><a href="mailto:cs@bikaji.com">cs@bikaji.com</a><br>+91 151-2259914  |
| 13 | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): | The disclosures under this report are made on a Standalone basis covering period from April 01, 2023 to March 31, 2024. Reporting boundary for environmental and social parameters covered within the report is limited to Bikaji's owned facilities* |
| 14 | Name of assurance provider  | Not Applicable  |
| 15 | Type of assurance obtained  | Not Applicable  |

\*Nine owned facilities of which Six are in Bikaner (three in Karni and three facilities in Bichhwal) and one each in Kamrup, Mumbai and Tumkur.

### II. Products/services

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

| S. No. | Description of Main Activity | Description of Business Activity  | % of Turnover of the entity |
|--------|------------------------------|---|-----------------------------|
| 1      | Processed Foods              | Our wide range of quality snack products include bhujia, namkeen, packaged sweets, papad, and western snacks*. We also sell frozen foods, gift packs, mathris, and cookies, among others. | 100.00                      |

\*Western snacks include extruded products, pellets and chips

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

| S. No. | Product / Service                       | NIC Code | % of total Turnover contributed |
|--------|---|----------|---------------------------------|
| 1      | Papad, Namkeen, Bhujia, Western snacks* | 10796    | 83.80                           |
| 2      | Packaged sweets                         | 10509    | 13.40                           |

\*Western snacks include extruded products, pellets and chips

## III. Operations

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

| Location      | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National      | 9*               | 4                 | 13    |
| International | 0                | 0                 | 0     |

\*Nine owned facilities of which six are in Bikaner (three in Karni and three facilities in Bichhwal) and one each in Kamrup, Mumbai and Tumkur

## 19. Markets served by the entity:

## a. Number of locations

| Locations                        | Value (in numbers)   |
|----------------------------------|--|
| National (No. of States)         | 29*  |
| International (No. of Countries) | 33 (North America, Asia Pacific, Middle East, Europe and Asia) |

\* 25 states and 4 Union Territories

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

3.08%

## c. A brief on types of customers:

Bikaji is a leading snack manufacturing company, offering a diverse range of products including namkeen and sweets. We have a global consumer base that we cater to through various channels including general trade, such as wholesalers, retailers, and local shops, as well as modern trade, such as supermarkets and hypermarkets. We also have a presence on various e-commerce platforms, along with our own website and shopping app to provide convenient access to our customers.

## IV. Employees

## 20. Details as at the end of Financial Year 2023-24

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

| S. No.           | Particulars                    | Total (A)   | Male        |              | Female     |              |
|------------------|--------------------------------|-------------|-------------|--------------|------------|--------------|
|                  |                                |             | No. (B)     | % (B / A)    | No. (C)    | % (C / A)    |
| <b>Employees</b> |                                |             |             |              |            |              |
| 1.               | Permanent (D)                  | 1363        | 1277        | 93.69        | 86         | 6.31         |
| 2.               | Other than Permanent (E)       | 36          | 36          | 100.00       | 0          | 0.00         |
| 3.               | <b>Total employees (D + E)</b> | <b>1399</b> | <b>1313</b> | <b>93.85</b> | <b>86</b>  | <b>6.15</b>  |
| <b>Workers</b>   |                                |             |             |              |            |              |
| 4.               | Permanent (F)                  | 1196        | 913         | 76.34        | 283        | 23.66        |
| 5.               | Other than Permanent (G)       | 199         | 144         | 72.36        | 55         | 27.64        |
| 6.               | <b>Total workers (F+G)</b>     | <b>1395</b> | <b>1057</b> | <b>75.77</b> | <b>338</b> | <b>24.23</b> |

## b. Differently abled Employees and workers:

| S. No.                             | Particulars                                    | Total (A) | Male     |             | Female   |             |
|------------------------------------|--|-----------|----------|-------------|----------|-------------|
|                                    |  |           | No. (B)  | % (B / A)   | No. (C)  | % (C / A)   |
| <b>Differently Abled Employees</b> |  |           |          |             |          |             |
| 1.                                 | Permanent (D)                                  | 0         | 0        | 0.00        | 0        | 0.00        |
| 2.                                 | Other than Permanent (E)                       | 0         | 0        | 0.00        | 0        | 0.00        |
| 3.                                 | <b>Total differently abled employees (D+E)</b> | <b>0</b>  | <b>0</b> | <b>0.00</b> | <b>0</b> | <b>0.00</b> |

| S. No.                           | Particulars                                  | Total (A) | Male     |              | Female   |              |
|----------------------------------|--|-----------|----------|--------------|----------|--------------|
|                                  |  |           | No. (B)  | % (B / A)    | No. (C)  | % (C / A)    |
| <b>Differently Abled Workers</b> |  |           |          |              |          |              |
| 4.                               | Permanent (F)                                | 4         | 3        | 75.00        | 1        | 25.00        |
| 5.                               | Other than Permanent (G)                     | 1         | 1        | 100.00       | 0        | 0.00         |
| 6.                               | <b>Total differently abled workers (F+G)</b> | <b>5</b>  | <b>4</b> | <b>80.00</b> | <b>1</b> | <b>20.00</b> |

## 21. Participation/Inclusion/Representation of women

| Particulars              | Total (A) | No. and percentage of Females |           |
|--------------------------|-----------|-------------------------------|-----------|
|                          |           | No. (B)                       | % (B / A) |
| Board of Directors       | 9         | 2                             | 22.22     |
| Key Management Personnel | 7         | 1                             | 14.28     |

\*As on March 31, 2024

## 22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

| Particulars       | FY 2023-24<br>(Turnover rate %) |        |       | FY 2022-23<br>(Turnover rate %) |        |       | FY 2021-22<br>(Turnover rate %) |        |       |
|-------------------|---------------------------------|--------|-------|---------------------------------|--------|-------|---------------------------------|--------|-------|
|                   | Male                            | Female | Total | Male                            | Female | Total | Male                            | Female | Total |
|                   | Permanent Employees             | 15.18  | 9.28  | 14.69                           | 36.10  |       |                                 | 26.53  |       |
| Permanent Workers | 77.35                           | 57.26  | 72.65 | 72.24                           |        |       | 66.15                           |        |       |

Gender bifurcation information was not available for turnover rate for the fiscal 2022 and 2023. Hence, we have streamlined our data capturing process from financial year 2023-24.

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

## 23. (a) Names of holding / subsidiary / associate companies / joint ventures

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|--|-----------------------------------|--|
| 1      | Vindhyawasini Sales Private Limited   | Wholly Owned Subsidiary  | 100.00                            | No   |
| 2      | Bikaji Foods International USA Corp   | Wholly Owned Subsidiary  | 100.00                            | No   |
| 3      | Petunt Food Processors Private Limited                                      | Subsidiary   | 51.22                             | No   |
| 4      | Bikaji Maa Vindhyawasini Sales Private Limited                              | Subsidiary   | 51.00                             | No   |
| 5      | Bikaji Mega Food Park Private Limited                                       | Subsidiary   | 51.00                             | No   |
| 6      | Bhujjalalji Private Limited   | Associate  | 49.00                             | No   |

\*Company doesn't have any joint ventures

## VI. CSR Details

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

(ii) Turnover (in ₹) (FY 2023-24): 2,29,470.96 Lakhs

(iii) Net worth (in ₹) (FY 2023-24): 1,22,553.69 Lakhs

**VII. Transparency and Disclosures Compliances****25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)   | FY 2023-24                                 |  |         | FY 2022-23                                 |  |   |
|---|--|--|--|---------|--|--|---|
|   |  | 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<br><a href="https://www.bikaji.com/pub/media/Stakeholder-Engagement-Policy.pdf">https://www.bikaji.com/pub/media/Stakeholder-Engagement-Policy.pdf</a> | 0  | 0  | -       | 0  | 0  | -   |
| Investors (Other than shareholders)               | Yes<br><a href="https://www.bikaji.com/investor-grievance">https://www.bikaji.com/investor-grievance</a>   | 0  | 0  | -       | 0  | 0  | -   |
| Shareholders                                      | Yes<br><a href="https://www.bikaji.com/investor-grievance">https://www.bikaji.com/investor-grievance</a>   | 23   | 0  | -       | 640  | 0  | -   |
| Employees and workers                             | Yes<br><a href="https://www.bikaji.com/pub/media/Employee-Well-Being-Policy.pdf">https://www.bikaji.com/pub/media/Employee-Well-Being-Policy.pdf</a>       | 0  | 0  | -       | 0  | 0  | -   |
| Customers   | Yes<br><a href="https://care.bikaji.com/customercomplaintform">https://care.bikaji.com/customercomplaintform</a>   | 329  | 0  | -       | 0  | 0  | We captured and resolved all complaints received from our customers and we have streamlined our data gathering mechanism to capture the information in prescribed format from financial year 2023-24. |
| Value Chain Partners                              | Yes<br><a href="https://www.bikaji.com/contact-us">https://www.bikaji.com/contact-us</a>   | 0  | 0  | -       | 0  | 0  | -   |
| Other   | NA   | NA   | NA   | NA      | NA   | NA   | NA  |

**26. 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.

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, Approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or negative implications)   |
|--------|---------------------------|--|--|--|--|
| 1      | Water management          | Opportunity                                | <b>Opportunities</b><br><ul style="list-style-type: none"> <li>Effective water management can save cost of production for the company</li> <li>The company's commitment to effective water management and to work above and beyond compliance can serve as a powerful branding tool.</li> </ul>  |  | <b>Positive</b><br><ul style="list-style-type: none"> <li>It will help in reducing water procurement cost and capital expenditures</li> </ul>  |
| 2      | Sustainable Packaging     | Opportunity                                | <b>Opportunities</b><br><ul style="list-style-type: none"> <li>By using recycled materials for packaging, company can potentially reduce the cost of packaging materials. i.e., for example, using recycled plastic may be less expensive than using virgin plastic.</li> <li>The company will be portrayed as environmentally responsible business and can attract environmentally aware customers</li> </ul> |  | <b>Positive</b><br><ul style="list-style-type: none"> <li>Products can be marketed as environmentally safe</li> <li>Company can save cost by recycling packaging materials</li> </ul> <p>Transition to sustainable packaging will bring positive environmental outcomes and strengthen the Company's Sustainability Goals.</p> |
| 3      | Sustainable Sourcing      | Opportunity                                | <b>Opportunities</b><br><ul style="list-style-type: none"> <li>By sourcing sustainably will ensure long term availability of resources</li> <li>Sustainable sourcing may help in reducing supply chain disruptions by promoting fair labour practice, transparency, and accountability.</li> <li>Sustainable sourcing can help in promoting equal opportunity to emerging players in the market</li> </ul>     |  | <b>Positive</b><br><ul style="list-style-type: none"> <li>It will help in reducing cost of production by avoiding Supply chain disruptions</li> <li>It will help in attracting environmentally conscious customers</li> </ul>  |

| S. No. | Material issue identified             | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, Approach to adapt or mitigate   | Financial implications of the risk or opportunity (Indicate Positive or negative implications)  |
|--------|---------------------------------------|--|--|--|---|
| 4      | Energy and GHG Emissions              | Opportunity                                | <b>Opportunities</b> <ul style="list-style-type: none"> <li>Efforts to reduce energy can be achieved by improving efficiency which eventually reduces cost. Additionally, it will demonstrate the commitment towards sustainability.</li> </ul>  |  | <b>Positive</b> <ul style="list-style-type: none"> <li>The cost spend on energy purchase will be reduced</li> </ul>   |
| 5      | Waste management and circular economy | Opportunity                                | <b>Opportunities</b> <ul style="list-style-type: none"> <li>Circular economy approaches can be helpful in addressing pollution by reducing waste.</li> <li>Recycling and reusing wastes can help reduce cost for the company.</li> </ul>   |  | <b>Positive</b> <ul style="list-style-type: none"> <li>Reduction in material cost</li> <li>Reduction in waste disposal cost</li> </ul>  |
| 6      | Product safety and quality            | Opportunity<br>Risk                        | <b>Opportunity</b> <ul style="list-style-type: none"> <li>Trust &amp; goodwill can be built by providing safe and quality product to the customers</li> </ul> <b>Risk</b> <ul style="list-style-type: none"> <li>Legal action could be taken against the company if its products contain ingredients that are either sensitive to religious beliefs or may cause allergic reactions and fail to comply with the relevant standards.</li> </ul> | Developing a proper food safety and quality plan, regular inspections, getting certified by various international agencies to ensure food safety and quality, training employees on food safety and quality related issues | <b>Positive</b> <ul style="list-style-type: none"> <li>It will reflect as better customer acquisition and customer loyalty towards the product and the company. Additionally, better supplier relationship</li> </ul> <b>Negative</b> <ul style="list-style-type: none"> <li>Loss of customers</li> </ul> |
| 7      | Occupational health and safety        | Opportunity                                | <b>Opportunity</b> <ul style="list-style-type: none"> <li>By ensuring no injury, harm and fatality in the company, it would eventually reflect as confidence in our workers and foster goodwill and trust for company's brand.</li> </ul>  |  | <b>Positive</b> <ul style="list-style-type: none"> <li>Reduced cost related to compensation claim</li> <li>Lower cost related to turnover and absenteeism</li> <li>Insurance companies generally offer lower premium for organization with strong safety culture</li> </ul>                               |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity  | In case of risk, Approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or negative implications)   |
|--------|---------------------------|--|---|--|--|
| 8      | Human rights              | Opportunity                                | <b>Opportunity</b> <ul style="list-style-type: none"> <li>The company's commitment to prioritize human rights serves as a foundation for promoting equal opportunity.</li> </ul>  |  | <b>Positive</b> <ul style="list-style-type: none"> <li>It can help by building better trust in employees which will further reduce attrition rate, which can save companies cost on recruitment and training.</li> </ul> |
| 9      | Diversity and Inclusion   | Opportunity                                | <b>Opportunity</b> <ul style="list-style-type: none"> <li>Gaining diverse thoughts, ideas and values that may help the company's growth. Additionally, it will help to boost employee's morale.</li> </ul>                              |  | <b>Positive</b> <ul style="list-style-type: none"> <li>It can help in better understand and connect with a wider range customer</li> </ul>   |
| 10     | Marketing and Labelling   | Opportunity                                | <b>Opportunities</b> <ul style="list-style-type: none"> <li>Marketing and labelling can be opportunity if it is utilized for differentiating from competitors and highlighting quality and uniqueness of company's products.</li> </ul> |  | <b>Positive</b> <ul style="list-style-type: none"> <li>It may help in increasing brand awareness and to target specific customer segment</li> </ul>  |
| 11     | Value and Ethics          | Opportunity                                | <b>Opportunity</b> <ul style="list-style-type: none"> <li>Utilizing the value and ethics to build stronger relationship with stakeholders.</li> </ul>   |  | <b>Positive</b> <ul style="list-style-type: none"> <li>It may help in building better brand reputation and trust among stake holders</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.

Bikaji Foods International Limited has established Governance Structure in place that provides guidance for implementing and supervising sustainability-oriented decisions and actions. The company's Corporate Social Responsibility (CSR) and Stakeholder's Relationship Committee at the Board level oversee the implementation of sustainability practices to enhance the company's environmental and social performance.

| Disclosure Questions   | P1  | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
|--|---|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>Policy and management processes</b>   |   |     |     |     |     |     |     |     |     |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes   | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| b. Has the policy been approved by the Board? (Yes/No)   | Yes   | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| c. Web Link of the Policies, if available  | <a href="https://www.bikaji.com/governance#policies">https://www.bikaji.com/governance#policies</a> |     |     |     |     |     |     |     |     |
| 2. Whether the entity has translated the policy into procedures. (Yes / No)                                    | Yes   | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No)                                      | Yes   | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

| Disclosure Questions  | P1  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|----|----|----|----|----|----|----|----|
| 4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | The company is certified for Hazard Analysis and Critical Control Points (HACCP)/ISO 22000 standards. Additionally, the company adheres to international quality standard certifications such as BRCGS (Brand Reputation compliance global standard), APEDA (Agriculture and Processed food products Export Development Authority), EIC (Export Inspection Council), HALAL. Additionally, Karni manufacturing facility and unit-I of our Bichhwal manufacturing facility have obtained the ISO 9001:2015.   |    |    |    |    |    |    |    |    |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.  | Our commitment to sustainable operations across all of our plants is ensured by our values. We are obligated to water conservation, enhanced energy efficiency and waste management. Additionally, we are committed to be transparent about the environmental and social impacts.   |    |    |    |    |    |    |    |    |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.   | We have identified our ESG material topics for this year through discussions with internal stakeholders. As our next step, we are in process of finalizing a sustainability road map.   |    |    |    |    |    |    |    |    |
| <b>Governance, leadership and oversight</b>   |   |    |    |    |    |    |    |    |    |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):                                    | <p>At Bikaji, we are obligated to promoting sustainability in all aspects of our operations. We understand the critical role we play in reducing our impact on environment, while also ensuring the safety and quality of our products for our customers.</p> <p>We continue to prioritize energy efficiency and GHG emissions reduction in our operations, aiming to reduce our carbon footprint and contribute to a low-carbon economy. To make sure we reach our sustainability goals. We have implemented a range of initiatives, including waste management programs, where we have signed an agreement with a waste management company to help managing plastic wastes and further focusing on reducing, reusing, and recycling our waste streams. We are also taking steps to minimize our water usage and improve our water stewardship.</p> <p>We have accelerated the sustainability journey by working across 4 (four) commitments related to climate change, plastics and packaging, responsible sourcing and water management.</p> <p>Our aim is to make a positive impact on the health of our Society, including our employees and the communities where we operate.</p> <p>We adhere to the highest ethical standards in all aspects of our business operations. We are committed to protecting human rights throughout our supply chain and are actively working to ensure that our suppliers adhere to ethical labour practices and respect the rights of workers.</p> <p>Deepak Agarwal<br/>Director<br/>DIN: 00192890</p> |    |    |    |    |    |    |    |    |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).   | The Company has implemented robust internal control system methods and best-in class processes that are proportionate to the size and scale of its operations. At the Company, Mr. Deepak Agarwal (DIN: 00192890), Managing Director oversees the Business Responsibility policy(ies) and decisions.  |    |    |    |    |    |    |    |    |

| Disclosure Questions  | P1  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|----|----|----|----|----|----|----|----|
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Yes, the Company has Corporate Social Responsibility Committee, Stakeholders Relationship Committee and Risk Management Committee, are the committees to oversee the sustainability initiatives of your Company and these are the highest decision-making body for sustainability related issues. |    |    |    |    |    |    |    |    |

10. Details of Review of NGRBCs by the Company:

| Subject of Review  | Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee |   |   |   |   |   |   |   |   | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) |   |   |   |   |   |   |   |   |
|--|---|---|---|---|---|---|---|---|---|--|---|---|---|---|---|---|---|---|
|  | P   | P | P | P | P | P | P | P | P | P  | P | P | P | P | P | P | P | P |
|  | 1   | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 1  | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Performance against above policies and follow up action  | Any other committee   |   |   |   |   |   |   |   |   | Any other Periodically   |   |   |   |   |   |   |   |   |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Any other committee   |   |   |   |   |   |   |   |   | Any other Periodically   |   |   |   |   |   |   |   |   |

The Company is in compliance with applicable laws and regulations.

| 11. Disclosure Questions  | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----|
| 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.   | No | No | No | No | No | No | No | No | No |
| Our Board of Directors, its committee and senior management evaluate the policies on periodic basis and the Company also has a robust review mechanisms and internal audit processes to monitor the implementation of key policies. |    |    |    |    |    |    |    |    |    |

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) | Not Applicable |    |    |    |    |    |    |    |    |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No)                         | Not Applicable |    |    |    |    |    |    |    |    |
| It is planned to be done in the next financial year (Yes/No)  | Not Applicable |    |    |    |    |    |    |    |    |
| Any other reason (please specify)   | Not Applicable |    |    |    |    |    |    |    |    |

**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")        | 2  | - Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015<br>- Code of conduct for Board of Directors and senior management personnel   | 100.00   |
| Key Managerial Personnel ("KMP")  | 4  | - Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015<br>- Code of conduct for Board of Directors and senior management personnel<br>- Anti-Sexual Harassment Policy<br>- Cybersecurity | 100.00   |
| Employees other than BoD and KMPs | 4  | - Human Rights Policy<br>- Anti-Sexual Harassment Policy<br>- EHS Program<br>- Cybersecurity  | 70.00  |
| Workers                           | 11   | - EHS Program   | 51.00  |

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

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

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

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

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------------|---|
|              | 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.**

Yes, the company has an anti-corruption and anti-bribery policy, which specifically mentions that the Company believes in conducting its business in a transparent manner and does not indulge in bribery or corruption by their staff and those acting on the company's behalf, such as agents and intermediaries, who are prohibited from giving or receiving any unlawful or inappropriate payments or similar advantages that are aimed at or alleged to secure unwarranted benefits for our business operations, whether directly or indirectly. Suspected violations will be reviewed and investigated appropriately and may lead to disciplinary action as per company rules. The policy also outlines the consequences and penalties related to non-compliance to this policy. The policy is available on the website of the Company and the same can be assessed at <https://www.bikaji.com/governance#policies>

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

|           | FY 2023-24 | FY 2022-23 |
|-----------|------------|------------|
| Directors | 0          | 0          |
| KMPs      | 0          | 0          |
| Employees | 0          | 0          |
| Workers   | 0          | 0          |

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

|  | FY 2023-24 |                | FY 2022-23 |                |
|--|------------|----------------|------------|----------------|
|  | Number     | Remarks        | Number     | Remarks        |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0          | Not Applicable | 0          | Not Applicable |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | 0          | Not Applicable | 0          | Not Applicable |

**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

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

|                                     | FY 2023-24 | FY 2022-23 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 12.32      | 12.05      |

**9. Open-ness of business**

**Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

| Parameter                   | Metrics   | FY 2023-24 | FY 2022-23 |
|-----------------------------|---|------------|------------|
| Concentration of Purchases* | a. Purchases from trading houses as % of total purchases                            | 0          | 0          |
|                             | b. Number of trading houses where purchases are made from                           | 0          | 0          |
|                             | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 0          | 0          |

| Parameter              | Metrics  | FY 2023-24 | FY 2022-23 |
|------------------------|--|------------|------------|
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales                                   | 100.00%    | 100.00%    |
|                        | b. Number of dealers / distributors to whom sales are made                               | 732        | 525        |
|                        | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors  | 46.10%     | 47.60%     |
| Shares of RPTs in      | a. Purchases (Purchases with related parties / Total Purchases)                          | 3.46%      | 3.52%      |
|                        | b. Sales (Sales to related parties / Total Sales)  | 2.82%      | 2.03%      |
|                        | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 16.77%     | 20.87%     |
|                        | d. Investments (Investments in related parties / Total Investments made)                 | 47.34%     | 50.03%     |

\*Concentration of Purchases: The consideration of this parameter is with respect to import through trading house.

Since Bikaji has not imported any good/ materials/ services directly through trading house for FY 2022-23/ FY 2023-24, it is Nil.

Trading House refers to a business that primarily engages in the trading and export of various goods or products. Such businesses often play a crucial role in facilitating international trade by sourcing, purchasing, and selling goods to international markets. (Source: Income Tax Act).

### Leadership Indicators

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

| Total number of awareness programmes held | Topics / principles covered under the training  | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|--|
| 4   | <ul style="list-style-type: none"> <li>- Fair Business Practices</li> <li>- Human Rights</li> <li>- Road Safety</li> <li>- Anti-Corruption and Anti Bribery Policy</li> </ul> | 35   |

#### 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's Code of Conduct ("CoC") requires the Directors and Senior Management Personnel to avoid situations in which their personal interests could conflict with the interests of the Company. As part of the CoC, the Directors are required to provide a declaration on their commitment to prioritize the Company's interests. The Company receives disclosure of interest at annual basis and on specific event from the Board of Directors. Additionally, the Senior Management confirms that they have not participated in any material transactions conflicting with the Company's interests.

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

### Essential Indicators

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

|               | FY 2023-24 | FY 2022-23 | Details of improvements in Environmental and social impacts   |
|---------------|------------|------------|---|
| R&D and Capex | 3.00       | 0.00       | Company has spent to improve environmental and social impact of products and processes, these expenditures include costs invested to mitigate environmental and social hazards.<br>Capital and R&D expenditures are inseparable costs of the projects, thus distinguishing them separately is not possible. |

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

Yes, Company have a process in place for sustainable sourcing. The Company prefers to select suppliers/vendors based on their commitment towards factors like Human rights, Health & safety, Business Ethics and Environment policy.

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

31.42%

#### 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The company has unwavering commitment towards responsible waste management and it emphasize on employing lighter, stronger, and more environmentally friendly materials. The entity is augmented to reuse and recycle waste through evaluations of available resources, technologies and processes. It has implemented various measures to enhance waste management practices throughout its operations and value chain.

These processes are continually assessed and improved through appropriate initiatives and monitoring is done to ensure their effectiveness. The company facilitates recycling of laminate cartridges (Bamboo) by sending used laminate cartridges to the supplier for recycling it by layering a new batch of laminates over the used one.

Additionally, any waste oil produced by transformers are reused as lubricant for the machines within the premises. The sludge waste generated from a Sewage Treatment Plant (STP) is reused as fertilizer or agricultural manure in the plant premises.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the company. The company has entered into a contract with a waste management company Shakti Plastic Industries to handle plastic waste on the behalf of 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 in the following format?

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



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            | Not Applicable                    | Not Applicable |

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

| Indicate input material | Recycled or re-used input material to total material |            |
|-------------------------|--|------------|
|                         | FY 2023-24   | FY 2022-23 |
|                         | Not applicable as per the nature of the industry     |            |

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:

|                               | FY 2023-24                                       |          |                 | FY 2022-23 |          |                 |
|-------------------------------|--|----------|-----------------|------------|----------|-----------------|
|                               | Re-used  | Recycled | Safely Disposed | Re-Used    | Recycled | Safely Disposed |
| Plastics including packaging] |  |          |                 |            |          |                 |
| E-waste                       |  |          |                 |            |          |                 |
| Hazardous waste               |  |          |                 |            |          |                 |
| Other waste                   |  |          |                 |            |          |                 |
|                               | Not applicable as per the nature of the industry |          |                 |            |          |                 |

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 |
|---------------------------|---|
|                           | Not applicable as per the nature of the industry  |

### 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                              | Total (A)   | % of employees covered by |               |                    |             |                    |             |                    |             |                     |             |
|---------------------------------------|-------------|---------------------------|---------------|--------------------|-------------|--------------------|-------------|--------------------|-------------|---------------------|-------------|
|                                       |             | Health insurance          |               | Accident insurance |             | Maternity benefits |             | Paternity benefits |             | Day Care facilities |             |
|                                       |             | Number (B)                | % (B/A)       | Number (C)         | % (C/A)     | Number (D)         | % (D/A)     | Number (E)         | % (E/A)     | Number (F)          | % (F/A)     |
| <b>Permanent employees</b>            |             |                           |               |                    |             |                    |             |                    |             |                     |             |
| Male                                  | 1277        | 1277                      | 100.00        | 0                  | 0.00        | 0                  | 0.00        | 0                  | 0.00        | 0                   | 0.00        |
| Female                                | 86          | 86                        | 100.00        | 0                  | 0.00        | 86                 | 100.00      | 0                  | 0.00        | 0                   | 0.00        |
| <b>Total</b>                          | <b>1363</b> | <b>1363</b>               | <b>100.00</b> | <b>0</b>           | <b>0.00</b> | <b>86</b>          | <b>6.31</b> | <b>0</b>           | <b>0.00</b> | <b>0</b>            | <b>0.00</b> |
| <b>Other than Permanent employees</b> |             |                           |               |                    |             |                    |             |                    |             |                     |             |
| Male                                  | 36          | 0                         | 0.00          | 0                  | 0.00        | 0                  | 0.00        | 0                  | 0.00        | 0                   | 0.00        |
| Female                                | 0           | 0                         | 0.00          | 0                  | 0.00        | 0                  | 0.00        | 0                  | 0.00        | 0                   | 0.00        |
| <b>Total</b>                          | <b>36</b>   | <b>0</b>                  | <b>0.00</b>   | <b>0</b>           | <b>0.00</b> | <b>0</b>           | <b>0.00</b> | <b>0</b>           | <b>0.00</b> | <b>0</b>            | <b>0.00</b> |

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

| Category                            | Total (A)   | % of employees covered by |               |                    |             |                    |              |                    |             |                     |             |
|-------------------------------------|-------------|---------------------------|---------------|--------------------|-------------|--------------------|--------------|--------------------|-------------|---------------------|-------------|
|                                     |             | Health insurance          |               | Accident insurance |             | Maternity benefits |              | Paternity benefits |             | Day Care facilities |             |
|                                     |             | Number (B)                | % (B/A)       | Number (C)         | % (C/A)     | Number (D)         | % (D/A)      | Number (E)         | % (E/A)     | Number (F)          | % (F/A)     |
| <b>Permanent workers</b>            |             |                           |               |                    |             |                    |              |                    |             |                     |             |
| Male                                | 913         | 913                       | 100.00        | 0                  | 0.00        | 0                  | 0.00         | 0                  | 0.00        | 0                   | 0.00        |
| Female                              | 283         | 283                       | 100.00        | 0                  | 0.00        | 283                | 100.00       | 0                  | 0.00        | 0                   | 0.00        |
| <b>Total</b>                        | <b>1196</b> | <b>1196</b>               | <b>100.00</b> | <b>0</b>           | <b>0.00</b> | <b>283</b>         | <b>23.66</b> | <b>0</b>           | <b>0.00</b> | <b>0</b>            | <b>0.00</b> |
| <b>Other than Permanent workers</b> |             |                           |               |                    |             |                    |              |                    |             |                     |             |
| Male                                | 144         | 144                       | 100.00        | 0                  | 0.00        | 0                  | 0.00         | 0                  | 0.00        | 0                   | 0.00        |
| Female                              | 55          | 55                        | 100.00        | 0                  | 0.00        | 0                  | 0.00         | 0                  | 0.00        | 0                   | 0.00        |
| <b>Total</b>                        | <b>199</b>  | <b>199</b>                | <b>100.00</b> | <b>0</b>           | <b>0.00</b> | <b>0</b>           | <b>0.00</b>  | <b>0</b>           | <b>0.00</b> | <b>0</b>            | <b>0.00</b> |

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

|  | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Cost incurred on wellbeing measures as a % of total revenue of the company | 0.04       | 0.04       |

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

| Benefits                         | FY 2023-24   |  |  | FY 2022-23   |  |  |
|----------------------------------|--|--|--|--|--|--|
|                                  | 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                               | 91.20*   | 98.16*   | Y  | 99.32*   | 100.00   | Y  |
| Gratuity                         | 100.00   | 100.00   | Y  | 100.00   | 100.00   | Y  |
| ESI                              | 30.08*   | 94.23*   | Y  | 74.28*   | 86.97*   | Y  |
| National Pension Scheme (NPS) ** | 1.61   | 0.00   | Y  | NA   | NA   | NA   |
| Others – please specify          | 0.00   | 0.00   | NA   | 0.00   | 0.00   | NA   |

\*Covers all eligible employees and workers.

\*\*Corporate benefit for NPS started from financial year 2023-24, it pertains to contribution made by employer for employees who have opted for the same.

**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.

Yes. We take all necessary measures to ensure that our premises are accessible to differently abled employees in a safe manner as per Rights of Persons with Disabilities Act, 2016.

**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.**

Yes. The Company's Human Rights Policy evidently states our unwavering commitment as an equal opportunity employer and encourage an optimistic business environment that provides equal employment opportunities to all the individuals, irrespective of their ethnicity, age, caste, creed, gender, nationality, color, race, religion, disability, sexual orientation, gender identity or expression, political stance, or any other characteristic protected under applicable law.

Weblink to access the policy: - <https://www.bikaji.com/pub/media/Human-Rights-Policy.pdf>

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

| Gender       | Permanent Employees |                | Permanent Workers   |                |
|--------------|---------------------|----------------|---------------------|----------------|
|              | Return to work rate | Retention Rate | Return to work rate | Retention Rate |
| Male         | NIL                 | NIL            | NIL                 | NIL            |
| Female       | NIL                 | NIL            | NIL                 | NIL            |
| <b>Total</b> | <b>NIL</b>          | <b>NIL</b>     | <b>NIL</b>          | <b>NIL</b>     |

In the reporting financial year, no permanent employee and worker took parental leave.

**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 Employees            | Yes, The Company has a Whistleblower Policy which encourages all employees to bring to the Company's attention, instances of illegal or unethical conduct, actual or suspected incidents of fraud, actions that affect the financial integrity of the Company, or actual or suspected instances of leak of unpublished price sensitive information that could adversely impact the Company's operations, business performance and/or reputation. We strongly encourage employees and workers to utilize channels such as email, letterbox, and registered post to express their problems and concerns to their business leaders, human resources, or senior management members. |
| Other than Permanent Employees |   |
| Permanent Worker               |   |
| Other than Permanent Worker    |   |

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

| Category                         | FY 2023-24   |  |             | FY 2022-23   |  |             |
|----------------------------------|--|--|-------------|--|--|-------------|
|                                  | 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)   |
| Male                             | 1277   | 0  | 0.00        | 1318   | 0  | 0.00        |
| Female                           | 86   | 0  | 0.00        | 151  | 0  | 0.00        |
| <b>Total Permanent Employees</b> | <b>1363</b>  | <b>0</b>   | <b>0.00</b> | <b>1469</b>  | <b>0</b>   | <b>0.00</b> |
| Male                             | 913  | 0  | 0.00        | 641  | 0  | 0.00        |
| Female                           | 283  | 0  | 0.00        | 192  | 0  | 0.00        |
| <b>Total Permanent Workers</b>   | <b>1196</b>  | <b>0</b>   | <b>0.00</b> | <b>833</b>   | <b>0</b>   | <b>0.00</b> |

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

| Category         | 2023-24     |                               |               |                      |             | 2022-23     |                               |               |                      |             |
|------------------|-------------|-------------------------------|---------------|----------------------|-------------|-------------|-------------------------------|---------------|----------------------|-------------|
|                  | 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             | 1277        | 1277                          | 100.00        | 0                    | 0.00        | 1318        | 1318                          | 100.00        | 0                    | 0.00        |
| Female           | 86          | 86                            | 100.00        | 0                    | 0.00        | 151         | 151                           | 100.00        | 0                    | 0.00        |
| <b>Total</b>     | <b>1363</b> | <b>1363</b>                   | <b>100.00</b> | <b>0</b>             | <b>0.00</b> | <b>1469</b> | <b>1469</b>                   | <b>100.00</b> | <b>0</b>             | <b>0.00</b> |
| <b>Workers</b>   |             |                               |               |                      |             |             |                               |               |                      |             |
| Male             | 913         | 913                           | 100.00        | 0                    | 0.00        | 641         | 641                           | 100.00        | 0                    | 0.00        |
| Female           | 283         | 283                           | 100.00        | 0                    | 0.00        | 192         | 192                           | 100.00        | 0                    | 0.00        |
| <b>Total</b>     | <b>1196</b> | <b>1196</b>                   | <b>100.00</b> | <b>0</b>             | <b>0.00</b> | <b>833</b>  | <b>833</b>                    | <b>100.00</b> | <b>0</b>             | <b>0.00</b> |

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

| Category         | FY 2023-24  |             |               | FY 2022-23  |             |               |
|------------------|-------------|-------------|---------------|-------------|-------------|---------------|
|                  | Total (A)   | No.(B)      | % (B/A)       | Total (C)   | No.(D)      | % (D/C)       |
| <b>Employees</b> |             |             |               |             |             |               |
| Male             | 1277        | 1277        | 100.00        | 1318        | 1318        | 100.00        |
| Female           | 86          | 86          | 100.00        | 151         | 151         | 100.00        |
| <b>Total</b>     | <b>1363</b> | <b>1363</b> | <b>100.00</b> | <b>1469</b> | <b>1469</b> | <b>100.00</b> |
| <b>Workers</b>   |             |             |               |             |             |               |
| Male             | 913         | 913         | 100.00        | 641         | 641         | 100.00        |
| Female           | 283         | 283         | 100.00        | 192         | 192         | 100.00        |
| <b>Total</b>     | <b>1196</b> | <b>1196</b> | <b>100.00</b> | <b>833</b>  | <b>833</b>  | <b>100.00</b> |

**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?**

Occupational Health and Safety ("OHS") management system is one of the key aspects of sustainable business practices. The Company promotes a culture of safety through behaviour change programmes and by providing appropriate training to employees and workers. Prevention of work-related injury and ill health to people and to provide safe and healthy workplaces by eliminating hazards and minimize OHS risks by taking effective preventive and protective measures.

The Company has made it compulsory to implement occupational health and safety policies in all its manufacturing facilities, including its subsidiaries and contract manufacturing facilities. The Safety Management Framework of Bikaji Foods International Limited encompasses all the company's activities and conforms to the requirements of the Health and Safety Management System. This framework covers all employees and workers and provides complete coverage of all aspects of the business regarding safety.

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

The company has an Employee Health and Safety ("EHS") Committee which convenes meeting periodically in which employees participate for implementation of various measures to prevent accidents, injuries, emergencies, occupational diseases ensuring continuity of operations. The company has also implemented Health and Safety management system ("HSMS") across all its facilities and as part of HSMS we continuously monitor and records the hazards related to noise, temperature, ambient lighting condition, ambient air, near miss, high potential incidents, etc.

Additionally, there is provision of suggestion box for workers at a secluded place outside the reach of camera to provide suggestions related to hazards and safety related concerns.

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

Yes. The Company believes in a proactive approach towards safety at workplace, to achieve this goal company's plant safety in-charge conducts daily inspections, periodic EHS walkthroughs to record and report near miss, unsafe acts and conditions, and appropriate corrective actions are taken to prevent reoccurrence of such incidents. Additionally, all the sites have first-aid service, ambulance for emergency purposes and the workers are trained to tackle with emergency situations as well as to discuss safety related issues, suggesting improvements to enhance safety, by inspecting the workplace, and reviewing accident reports.

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

Yes, employees and workers have access to non-occupational medical and healthcare services. We have medical practitioners to provide any medical assistance to our employees and workers while they are at work. We also have ambulance stationed in our plant to support any medical emergencies. Further, we have Medclaim Insurance policy and Group Term life insurance policy for our employees and workers are covered under workmen compensation.

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

| Safety Incident /Number   | Category  | FY 2023-24 | FY 2022-23 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0          | 0          |
|   | Workers   | 0.19       | 0          |
| Total recordable work-related injuries  | Employees | 0          | 0          |
|   | Workers   | 0          | 0          |
| Number of fatalities  | Employees | 0          | 0          |
|   | Workers   | 0          | 0          |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | 0          | 0          |
|   | Workers   | 0          | 0          |

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

The company ensures consistently investing in secure technologies, developing thorough operating procedures, improving compliances, and routinely evaluating safety performance to assure safety. Additionally, the company conducts first aid safety training, fire and safety training, mock drills, audits, and inspections etc. on periodic basis for every site. The company has an EHS Committee where employees can provide their suggestion and a suggestion box for workers is placed at a secluded place outside the reach of camera to provide suggestions related to hazards and safety related concerns.

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

|                    | FY 2023-24            |   |                | FY 2022-23            |   |                |
|--------------------|-----------------------|---|----------------|-----------------------|---|----------------|
|                    | Filed during the year | Pending resolution at the end of the year | Remarks        | Filed during the year | Pending resolution at the end of the year | Remarks        |
| Working Conditions | 0                     | 0   | Not Applicable | 0                     | 0   | Not Applicable |
| Health & Safety    | 0                     | 0   | Not Applicable | 0                     | 0   | Not Applicable |

**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 | 100.00  |
| Working Conditions          | 100.00  |

**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.**

The Company assesses any safety-related incident for finding root cause so that effective corrective actions can be planned and implemented. The assessments, root cause and corrective action plan is communicated to all concerned parties to prevent reoccurrence of similar incidents. The learnings from all incidents are disseminated across the organisation at periodic intervals.

Additionally, Stringent measures are undertaken to ensure a safe working environment, which includes but not limited to safety-related training, access to first aid and ambulance, mandatory use of PPEs in our operations, by following standard hygiene protocols. The company also addresses significant risks and concerns identified during assessments of health and safety practices through various means, such as the use of technology and automation to minimize manual jobs, building safety capabilities through monitoring and supervision.

**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: Yes

(B) Workers: Yes

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

Group practices that before processing the Contractor's monthly bills, the contractor needs to submit the Wage register copy, PF/ESI challans for the concerned month as proof of payment of wages and remittances of the PF/ESI dues for its contract labours.

**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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

|           | Total no. of affected employees/ workers |            | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |            |
|-----------|--|------------|---|------------|
|           | FY 2023-24                               | FY 2022-23 | FY 2023-24  | FY 2022-23 |
| Employees | 0  | 0          | 0   | 0          |
| Workers   | 0  | 0          | 0   | 0          |

No such incident has been recorded during FY 2022-23 and FY 2023-24

**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)**

No

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

|                             | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | No such assessment was carried out  |
| 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.**

Not applicable

**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.**

Your Company recognizes and prioritize its key stakeholders as those who are significantly impacted by the company’s operations or have the ability to significantly influence the functioning of the Company. Your Company identifies stakeholders by aligning them with the scope of its activities and specific needs, categorizing them by their influence and interest. This process facilitates the development of targeted engagement and communication strategies.

Regular engagement with these stakeholders enables the company to understand their expectations, evaluate them internally, and integrate them into the development of strategies, policies, plans and other business activities.

Company actively engaged with these major stakeholder groups that influence the Company’s activities or are subject to influence from them. These key stakeholder groups include the Government & regulatory bodies, Investors, Industry bodies & Associations, employees, suppliers, customer/consumer, community & NGOs and distributors. To connect with these stakeholders, the company utilizes various channels such as company website, conferences, customer helplines, brochures and catalogues, press releases & newsletters, investor presentation, Social media / Pamphlets, Exhibitions etc.with these stakeholders.

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

| Stakeholder Group                | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other   | Frequency of engagement (Annually/ Half yearly/Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement   |
|----------------------------------|--|---|---|---|
| Investors                        | No   | <ul style="list-style-type: none"> <li>Company website</li> <li>Investor presentations</li> <li>Annual/quarterly publication of financial results</li> <li>General Meetings</li> <li>Press releases and newsletters</li> <li>Regular engagement through emails, SMS</li> <li>Investors calls</li> </ul> | Ongoing   | <ul style="list-style-type: none"> <li>Build transparency with existing and potential investors.</li> <li>Communication on general updates, new product developments, queries redressal, business performance, events &amp; activations (campaigns &amp; announcements),</li> <li>Dividend</li> <li>To answer queries of investors</li> </ul> |
| Government and regulatory bodies | No   | <ul style="list-style-type: none"> <li>Written communications</li> <li>Mandatory filings with various regulators</li> <li>Regulatory inspections and audits</li> </ul>  | Regular   | Reporting requirements, Statutory & Regulatory compliances  |
| Industry bodies and associations | No   | <ul style="list-style-type: none"> <li>Knowledge exchange in public forums</li> <li>Conferences, roundtables, events, etc.</li> </ul>   | Quarterly   | Complaints and grievance redressal  |

| 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  |
|-----------------------|--|---|---|--|
| Employee              | No   | <ul style="list-style-type: none"> <li>One-on-one meetings</li> <li>Training and development workshops</li> <li>Fair and transparent performance management systems</li> <li>Regular employee engagement and satisfaction surveys</li> <li>Digital apps for employees</li> <li>Resolution hubs and whistleblower mechanism</li> </ul>   | Regular   | Employee engagement Career growth, Professional development, Training, Health & Safety and well-being, Work practices  |
| Customers / Consumers | No   | <ul style="list-style-type: none"> <li>Customer satisfaction surveys</li> <li>One-to-one interactions at retail stores</li> <li>Brochures and catalogues</li> <li>Communication through electronic media</li> <li>Customer feedback mechanism</li> <li>Social media / Pamphlets</li> <li>TV and radio advertisements</li> <li>Newspaper and Magazines</li> <li>Website</li> </ul> | Regular   | Customers’ feedbacks, offers, Business challenges and Opportunities, Developing relationships and partnerships for delivering high-quality client services and solutions |
| Suppliers             | No   | <ul style="list-style-type: none"> <li>Regular meeting, seminars, Phone and emails, inspections and workshops</li> <li>Website</li> </ul>   | Ongoing / need basis  | Communicate company’s expectation  |
| Communities and NGOs  | No   | <ul style="list-style-type: none"> <li>Periodic visits, community meetings, surveys, and focused group discussions</li> <li>Social impact assessment</li> </ul>   | Periodic  | CSR intervention   |
| Distributors          | No   | <ul style="list-style-type: none"> <li>Meetings, Phone and emails</li> <li>Exhibitions</li> <li>Website</li> </ul>  | Ongoing / Need Basis  | Sales planning, Distribution expansion, Delivery and Dispatch planning, Product and retailer feedback  |

**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.**

Stakeholder Consultations are usually conducted by business leaders and designated company representatives, as your Company believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth.

Feedback and significant corporate issues identified are then escalated to the Board level either through direct communication or by engaging relevant Board level Committee responsible for overseeing specific areas such as direct – indirect risks associated with the business, Corporate Social Responsibility (CSR) and sustainability, environmental stewardship, marketing strategies and information technology oversight, project planning and strategic management. Over the period of time, the Company has systematically worked to gauge and improve engagement resulting in noticeable improvement.

**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, your Company believes that Stakeholder consultation plays a vital role in identifying and addressing environmental and social topics. We actively engage with our stakeholders to explore the different aspects of environmental, and socioeconomic challenges. Through this engagement, we aim towards understanding key concerns of stakeholders and their expectations by enhanced transparency, responsiveness, awareness, compliance, organizational learning, continuous improvement, quality management, quality oversight, accountability and sustainability.

The Company has identified key stakeholder groups that demonstrate both a high level of interest in our operations and significant influence on functioning of the Company. By employing various engagement methods, we gain a deeper understanding of their primary environmental, social, and main governance concerns. This insight allows us to integrate their outlooks into our decision-making processes and ensure a holistic approach towards sustainable and responsible practices.

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

Bikaji collaborates with over 5000 women through third party independent contractors to produce crispy, delicious and handmade Papads every day. This partnership not only empowers these women financially but also supports their development in leadership and economic growth.

We also collaborated with Bikaneri Bhujia Udhyog Sangh, an association of traditional Bikaneri bhujia makers who have been preserving this craft for generations. At Bikaji, we are committed towards offering consistent employment opportunities to them and nourishing their traditional methods. Enhancing the quality of life for individuals and supporting underprivileged communities are central to our mission.

**PRINCIPLE 5: Businesses should respect and promote human rights****Essential Indicators****1. Employees and workers who have been provided training on human rights issues and policy (ies) of the entity, in the following format:**

| Category               | FY 2023-24  |  |               | FY 2022-23  |  |             |
|------------------------|-------------|--|---------------|-------------|--|-------------|
|                        | Total (A)   | No. of employees / workers covered (B) | % (B / A)     | Total (C)   | No. of employees / workers covered (D) | % (D / C)   |
| <b>Employees</b>       |             |  |               |             |  |             |
| Permanent              | 1363        | 1363                                   | 100.00        | 1469        | 0                                      | 0.00        |
| Other than permanent   | 36          | 36                                     | 100.00        | 3           | 0                                      | 0.00        |
| <b>Total Employees</b> | <b>1399</b> | <b>1399</b>                            | <b>100.00</b> | <b>1472</b> | <b>0</b>                               | <b>0.00</b> |
| <b>Workers</b>         |             |  |               |             |  |             |
| Permanent              | 1196        | 1196                                   | 100.00        | 833         | 0                                      | 0.00        |
| Other than permanent   | 199         | 199                                    | 100.00        | 119         | 0                                      | 0.00        |
| <b>Total Workers</b>   | <b>1395</b> | <b>1395</b>                            | <b>100.00</b> | <b>952</b>  | <b>0</b>                               | <b>0.00</b> |

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

| Category                    | 2023-24   |                       |           |                        |           |           | 2022-23               |           |                        |           |  |  |
|-----------------------------|-----------|-----------------------|-----------|------------------------|-----------|-----------|-----------------------|-----------|------------------------|-----------|--|--|
|                             | 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                        | 1277      | 0                     | 0.00      | 1277                   | 100.00    | 1318      | 0                     | 0.00      | 1318                   | 100.00    |  |  |
| Female                      | 86        | 0                     | 0.00      | 86                     | 100.00    | 151       | 0                     | 0.00      | 151                    | 100.00    |  |  |
| <b>Other than permanent</b> |           |                       |           |                        |           |           |                       |           |                        |           |  |  |
| Male                        | 36        | 0                     | 0.00      | 36                     | 100.00    | 3         | 0                     | 0.00      | 3                      | 100.00    |  |  |
| Female                      | 0         | 0                     | 0.00      | 0                      | 0.00      | 0         | 0                     | 0.00      | 0                      | 0.00      |  |  |
| <b>Workers</b>              |           |                       |           |                        |           |           |                       |           |                        |           |  |  |
| <b>Permanent</b>            |           |                       |           |                        |           |           |                       |           |                        |           |  |  |
| Male                        | 913       | 0                     | 0.00      | 913                    | 100.00    | 641       | 0                     | 0.00      | 641                    | 100.00    |  |  |
| Female                      | 283       | 0                     | 0.00      | 283                    | 100.00    | 192       | 0                     | 0.00      | 192                    | 100.00    |  |  |
| <b>Other than permanent</b> |           |                       |           |                        |           |           |                       |           |                        |           |  |  |
| Male                        | 144       | 0                     | 0.00      | 144                    | 100.00    | 96        | 0                     | 0.00      | 96                     | 100.00    |  |  |
| Female                      | 55        | 0                     | 0.00      | 55                     | 100.00    | 23        | 0                     | 0.00      | 23                     | 100.00    |  |  |

**3. Details of remuneration/salary/wages, in the following format:****a) Median remuneration / wages:**

|                                  | Male   |   | Female |   |
|----------------------------------|--------|---|--------|---|
|                                  | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD)         | 2      | 5,40,00,000   | 1      | 1,80,00,000   |
| Key Managerial Personnel (KMP)   | 4      | 53,55,611   | 0      | 0   |
| Employees other than BoD and KMP | 1271   | 3,62,537  | 85     | 3,32,909  |
| Workers                          | 913    | 1,47,464  | 283    | 1,36,671  |

**b) Gross wages paid to females as % of total wages paid by the entity, in the following format:**

|   | 2023-24 | 2022-23 |
|---|---------|---------|
| Gross wages paid to females as % of total wages | 10.49   | 10.97   |

**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, your company has established a dedicated Human Rights Committee to address and resolve human rights impacts or issues that arise during our operations, to uphold the principle of fairness and ensure that it operates with sincerity, transparency, and integrity while considering the rights and interests of all its stakeholders.

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

Yes, the company has Human Rights Policy that includes a structured mechanism for addressing grievances related to human rights. Whenever a concern is received through email, letter, web helpline, oral communication, etc., it is recorded by the Human Rights Committee. A preliminary review is conducted followed by a dedicated who collects, verifies, and analyses relevant data to provides observations and recommendations. The Human Rights Committee reviews the investigation report and takes necessary actions based on the recommendations. All the actions taken are documented for record-keeping purposes.

Any violation of this Human Rights Policy may lead to disciplinary measures, including potential termination of employment or referral to appropriate authorities. The Company also reserves the right to terminate relationships with suppliers or other business partners if there is reasonable evidence of a policy breach.

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

|                                   | FY 2023-24            |                                       |                | FY 2022-23            |   |                |
|-----------------------------------|-----------------------|---------------------------------------|----------------|-----------------------|---|----------------|
|                                   | Filed during the year | Pending resolution at the end of year | Remarks        | Filed during the year | Pending resolution at the end of the year | Remarks        |
| Sexual Harassment                 | 0                     | 0                                     | Not Applicable | 0                     | 0   | Not Applicable |
| Discrimination at workplace       | 0                     | 0                                     | Not Applicable | 0                     | 0   | Not Applicable |
| Child Labour                      | 0                     | 0                                     | Not Applicable | 0                     | 0   | Not Applicable |
| Forced Labour/ Involuntary Labour | 0                     | 0                                     | Not Applicable | 0                     | 0   | Not Applicable |
| Wages                             | 0                     | 0                                     | Not Applicable | 0                     | 0   | Not Applicable |
| Other human rights related issues | 0                     | 0                                     | Not Applicable | 0                     | 0   | Not Applicable |

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

|  | FY 2023-24     | FY 2022-23     |
|--|----------------|----------------|
| Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0              | 0              |
| Complaints on POSH as a % of female employees / workers  | Not Applicable | Not Applicable |
| Complaints on POSH upheld  | 0              | 0              |

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

Your company has a dedicated policies on Human Rights, Anti - Sexual Harassment, Whistle-blower/Vigil Mechanism and other grievance redressal mechanism to ensure that our employees uphold our commitment to equality.

Company is dedicated to offer equal opportunities to all individuals and has a zero tolerance towards any form of discrimination or harassment based on factors such as race, gender, nationality, ethnicity, religion, age, disability, socioeconomic status, political beliefs or sexual orientation.

We abide by the applicable laws that protect individuals from any form of discrimination. Through Vigil Mechanism company provides a channel to the employees and Directors to report to the management concerns about unethical behaviour, actual or suspected fraud or violation of the code of conduct or policy.

Pursuant to the requirements of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Company has set up an Internal Complaints Committee (ICC), to address the complaints, if any. Further, to create awareness among employees and prevent sexual harassment at workplace, we regularly conduct workshops, group meetings, provide safe spaces for discussion, online training modules, and awareness programs to provide updates on changes in laws or policies to keep employees informed and aware of their rights and responsibilities.

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

Yes

**10. Assessments for the year:**

|                             | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child labour                | 100.00  |
| Forced/involuntary labour   | 100.00  |
| Sexual harassment           | 100.00  |
| Discrimination at workplace | 100.00  |
| Wages                       | 100.00  |
| Others – please specify     | No other assessment   |

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

NIL, there was no need to take any corrective actions as no significant concerns or risks were identified during these assessments.

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

No such grievances related to human rights violations.

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

NIL

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

Yes

**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                | NIL   |
| Discrimination at workplace      | NIL   |
| Child Labour                     | NIL   |
| Forced Labour/Involuntary Labour | NIL   |
| Wages                            | NIL   |
| Others – please specify          | NIL   |

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

Not applicable

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

| Parameter   | Unit                 | FY 2023-24  | FY 2022-23  |
|---|----------------------|-------------|-------------|
| <b>From renewable sources</b>   |                      |             |             |
| Total electricity consumption (A)   | GJ                   | 7,960.68    | 9,847.51    |
| Total fuel consumption (B)  | Not Applicable       | 0           | 11,998.53   |
| Energy consumption through other sources (C)  | Not Applicable       | 0           | 0           |
| Total energy consumed from renewable sources (A+B+C)  | Not Applicable       | 7,960.68    | 21,846.04   |
| <b>From non-renewable sources</b>   |                      |             |             |
| Total electricity consumption (D)   | GJ                   | 68,922.17   | 49,288.69   |
| Total fuel consumption (E)  | GJ                   | 4,05,288    | 3,00,200.5  |
| Energy consumption through other sources (F)  | Not Applicable       | 0           | 0           |
| Total energy consumed from non-renewable sources (D+E+F)  | GJ                   | 4,74,210.17 | 3,49,489.20 |
| Total energy consumed (A+B+C+D+E+F)   | GJ                   | 4,82,170.85 | 3,71,335.24 |
| Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations)  | GJ/ ₹ lakh           | 2.10        | 1.91        |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)* | GJ/ ₹ lakh           | 47.07       | 42.33       |
| Energy intensity in terms of physical Output  | GJ/Ton of production | 4.24        | 3.70        |
| Energy intensity (optional) – the relevant metric may be selected by the entity   |                      | Nil         |             |

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India for the years ended March 31, 2024 and March 31, 2023, is 22.401 and 22.167, respectively.

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

No

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

No, the company does not have any facility identified as designated consumers (DCs).

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

| Parameter   | Unit                | FY 2023-24 | FY 2022-23 |
|---|---------------------|------------|------------|
| <b>Water withdrawal by source</b>   |                     |            |            |
| (i) Surface water   | Not Applicable      | 0          | 0          |
| (ii) Groundwater  | Kilolitres          | 1,60,000   | 1,76,700   |
| (iii) Third party water   | Kilolitres          | 60,000     | 10,300     |
| (iv) Seawater / desalinated water   | Not Applicable      | 0          | 0          |
| (v) Others  | Not Applicable      | 0          | 0          |
| Total volume of water withdrawal (i + ii + iii + iv + v)                                  | Kilolitres          | 2,20,000   | 1,87,000   |
| Total volume of water consumption   | Kilolitres          | 2,10,000   | 1,69,300   |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | Kilolitres / ₹ lakh | 0.92       | 0.87       |

| Parameter   | Unit                           | FY 2023-24 | FY 2022-23 |
|---|--------------------------------|------------|------------|
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | Kilolitres / ₹ Lakh            | 20.50      | 19.30      |
| Water intensity in terms of physical output   | Kilolitres / Ton of production | 1.85       | 1.69       |
| Water intensity (optional) – the relevant metric may be selected by the entity  |                                | NIL        |            |

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

No

**4. Provide the following details related to water discharged:**

| Parameter  | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |            |            |
| (i) To Surface water   |            |            |
| - No treatment   |            |            |
| - With treatment – please specify level of treatment                         |            |            |
| (ii) To Groundwater  |            |            |
| - No treatment   |            |            |
| - With treatment – please specify level of treatment                         |            |            |
| (iii) To Seawater  |            |            |
| - No treatment   |            |            |
| - With treatment – please specify level of treatment                         |            |            |
| (iv) Sent to third-parties   |            |            |
| - No treatment   |            |            |
| - With treatment – please specify level of treatment                         |            |            |
| (v) Others   |            |            |
| - No treatment   |            |            |
| - With treatment – please specify level of treatment                         |            |            |
| <b>Total water discharged (in kilolitres)</b>                                |            |            |

All the plants are zero liquid discharge facilities

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

No

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

Yes. All the plants are zero liquid discharge facilities, we employ an efficient system in which all effluents are treated in our Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP). The treated water is then recycled and reused in our supporting facilities such as plantation, cleaning, etc.

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

Currently air emissions are not monitored by the Company.

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

| Parameter   | Unit   | FY 2023-24 | FY 2022-23 |
|---|--|------------|------------|
| Total Scope 1 emissions (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        | 24,660.10  | 24,121.67  |
| Total Scope 2 emissions (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        | 13,592.99  | 9,720.83   |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)   | Metric tonnes of CO <sub>2</sub> equivalent/ ₹Lakh | 0.17       | 0.17       |

| Parameter  | Unit   | FY 2023-24 | FY 2022-23 |
|--|--|------------|------------|
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | Metric tonnes of CO2 equivalent/ ₹Lakh             | 3.73       | 3.86       |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output   | Metric tonnes of CO2 equivalent /Ton of production | 0.34       | 0.34       |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity  |  | NIL        |            |

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

Yes, Envirochem Testing Lab & Research Centre, an NABL accredited lab.

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

The company has taken various measures to reduce Green House Gas emissions and has transitioned from coal to briquettes in their Kamrup, Muzaffarpur, and Tumakuru plants. Furthermore, the company has also enhanced capacity of solar panels at Karni plant location and use of bio-gas as a fuel.

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

| Parameter   | Unit of Measurement  | FY 2023-24 | FY 2022-23 |
|---|----------------------|------------|------------|
| <b>Total Waste generated</b>  |                      |            |            |
| Plastic waste (A)   | MT                   | 3,468      | 2,170.00   |
| E-waste (B)   | Not Applicable       | 0          | 0          |
| Bio-medical waste (C)   | Not Applicable       | 0          | 0          |
| Construction and demolition waste (D)   | Not Applicable       | 0          | 0          |
| Battery waste (E)   | Not Applicable       | 0          | 0          |
| Radioactive waste (F)   | Not Applicable       | 0          | 0          |
| Other Hazardous waste. Please specify, if any. (G)  | Not Applicable       | 0          | 0          |
| Other Non-hazardous waste generated (H). Please specify, if any. (Laminate Scrap+Cartoon Scrap + Katta+Empty Tin Containers+Food waste)             | MT                   | 833.94     | 627.21     |
| Total (A+B + C + D + E + F + G + H)   | MT                   | 4,301.94   | 2,797.21   |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)   | MT/₹Lakhs            | 0.02       | 0.01       |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | MT/₹Lakhs            | 0.42       | 0.32       |
| Waste intensity in terms of physical output   | MT/Ton of production | 0.04       | 0.03       |
| Waste intensity (optional) – the relevant metric may be selected by the entity  |                      | NIL        |            |

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

| Category of waste               | Unit           | FY 2023-24 | FY 2022-23 |
|---------------------------------|----------------|------------|------------|
| (i) Recycled                    | Not Applicable | 0          | 0          |
| (ii) Re-used                    | Not Applicable | 0          | 0          |
| (iii) Other recovery operations | Not Applicable | 0          | 0          |
| Total                           | Not Applicable | 0          | 0          |

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

| Category of waste | Unit           | FY 2023-24 | FY 2022-23 |
|-------------------|----------------|------------|------------|
| (i) Incineration  | Not Applicable | 0          | 0          |

| Parameter  | Unit of Measurement | FY 2023-24 | FY 2022-23 |
|--|---------------------|------------|------------|
| (ii) Landfilling   | Not Applicable      | 0          | 0          |
| (iii) Other disposal operations (Laminate Scrap+Cartoon Scrap + Katta+Empty Tin Containers+Food waste) | MT                  | 833.94     | 627.21     |
| Total  | MT                  | 833.94     | 627.21     |

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

**10. 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.**

The primary waste stream generated at the facilities comprises plastic waste, which is produced as a result of the packaging process. In order to address this issue, the organization has entered into an arrangement with a waste management company to manage the plastic waste on its behalf in an environmentally responsible manner. Furthermore, the company does not engage in any activities involving hazardous or toxic chemicals.

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

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

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the financial year 2023-24:**

| 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 |
|---|----------------------|------|---|--|-------------------|
| During the reporting period no environmental impact assessments of projects undertaken. |                      |      |   |  |                   |

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

| S. No | Specify the law / regulation / guidelines which was not complied with | Provide details of the noncompliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any                            |
|-------|---|--------------------------------------|---|--|
|       |   |                                      |   | The company is compliant with the all the applicable laws. |



**Leadership Indicators****1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

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

- (i) **Name of the area:** Not applicable  
(ii) **Nature of operations:** Not applicable  
(iii) **Water withdrawal, consumption and discharge in the following format:**

| Parameter  | FY 2023-24     | FY 2022-23 |
|--|----------------|------------|
| <b>Water withdrawal by source (in kilolitres)</b>                              |                |            |
| (i) Surface water  |                |            |
| (ii) Groundwater   |                |            |
| (iii) Third party water  |                |            |
| (iv) Seawater / desalinated water  |                |            |
| (v) Others   | Not applicable |            |
| Total volume of water withdrawal (in kilolitres)                               |                |            |
| Total volume of water consumption (in kilolitres)                              |                |            |
| Water intensity per rupee of turnover (Water consumed / turnover)              |                |            |
| Water intensity (optional) – the relevant metric may be selected by the entity |                |            |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>   |                |            |
| (i) Into Surface water   |                |            |
| - No treatment   |                |            |
| - With treatment – please specify level of treatment                           |                |            |
| (ii) Into Groundwater  |                |            |
| - No treatment   |                |            |
| - With treatment – please specify level of treatment                           |                |            |
| (iii) Into Seawater  | Not applicable |            |
| - No treatment   |                |            |
| - With treatment – please specify level of treatment                           |                |            |
| (iv) Sent to third-parties   |                |            |
| - No treatment   |                |            |
| - With treatment – please specify level of treatment                           |                |            |
| (v) Others   |                |            |
| - No treatment   |                |            |
| - With treatment – please specify level of treatment                           |                |            |
| Total water discharged (in kilolitres)   |                |            |

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

| Parameter   | Unit                      | FY 2023-24 | FY 2022-23 |
|---|---------------------------|------------|------------|
| Total Scope 3 emissions   | Metric tonnes of          | 1892.85    | 1230.77    |
| (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)                    | CO2 equivalent            |            |            |
| <b>Total Scope 3 emissions per rupee of turnover</b>  | Metric tonnes of          | 0.01       | 0.01       |
|   | CO2 equivalent/<br>₹Lakhs |            |            |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity |                           | NIL        |            |

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

No

**3. With respect to the ecologically sensitive areas reported at Question 11 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

**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, as per the following format:**

| S. No | Initiative undertaken   | Details of the initiative (Web-link, if any, may be provided along-with summary)  | Outcome of initiative                                     |
|-------|---|---|---|
| 1     | Sewage Treatment Plant (STP) and Effluent Treatment Plant (ETP) | All the plants are zero liquid discharge facilities, we employ an efficient system in which all effluents are treated in our Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP). The treated water is then recycled and reused in gardening and greenbelt development. | Zero waste-water generation during manufacturing process. |
| 2     | Solar panel   | We have installed solar panel in Karni plant.   | Adoption of renewable energy resources.                   |
| 3     | Use of renewable fuel sources                                   | We utilise briquettes instead of coal in Kamrup, Muzaffarpur and Tumakuru plants and bio-gas in Bikaner units.  | Lower dependency on coal, resulting in lower emission.    |
| 4     | Water reuse   | To minimize freshwater consumption, we repurpose the water obtained from slicing potatoes by reusing it for washing the raw potatoes. These efforts have not only contributed to conserving water but have also helped in mitigating our environmental impact.                      | Reducing fresh-water consumption.                         |

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

Yes, we have a business continuity and disaster management plan in place including continuous training through mock drills and disaster management exercises to prepare for potential emergency situations. Additionally, all our plants across India operate at 45% capacity, in case of emergency other plants can be leveraged for the continuity of production.

**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.**

No, there are no significant adverse impacts arising from the value chain.

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

Currently, Company has no mechanism to monitor environmental impacts of value chain partners.

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

| S. No | Name of the trade and industry chambers/ associations                             | Reach of trade and industry chambers/ associations (State/National) |
|-------|---|---|
| 1     | Bombay Chamber of Commerce  | National  |
| 2     | EU Chamber of Commerce  | International   |
| 3     | ITPO (Indian Trade Promotion Organisation)  | National  |
| 4     | APEDA (The Agricultural and Processed Food Products Export Development Authority) | National  |
| 5     | EIC (Export Inspection Council)   | National  |
| 6     | SNAC International  | International   |
| 7     | FSNM (Federation of Sweets and Namkeen Manufacturers)                             | National  |
| 8     | TPCI (Trade Promotion Council of India)   | National  |
| 9     | Federation of Sweets and Namkeen Manufacturers                                    | National  |
| 10    | Bichhwal RIICO Industrial Area, Bikaner   | State   |

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

| Name of authority | Brief of the case   | Corrective action taken |
|-------------------|---|-------------------------|
|                   | The company has not faced any action or investigation related to anti-competitive behaviour |                         |

**Leadership Indicators**

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

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

**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 financial year 2023-24.

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
|                                   |                      |                      | NIL   |  |                   |

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

| S. No | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In ₹) |
|-------|--|-------|----------|---|--------------------------|---------------------------------------|
|       |  |       |          | NIL                                     |                          |                                       |

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

The company periodically interacts with communities. Our dedicated local HR team consistently engages with community members to actively identify and address any concerns they may have. During the reporting period, we are pleased to note that no specific grievances were reported by the community.

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

| Parameter                                    | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Directly sourced from MSMEs/ small producers | 32.83      | 15.20      |
| Directly from within India                   | 67.17      | 84.80      |

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

| Location     | FY 2023-24 | FY 2022-23 |
|--------------|------------|------------|
| Rural        | 0          | 0          |
| Semi-urban   | 0.30       | 0.42       |
| Urban        | 92.58      | 93.49      |
| Metropolitan | 7.12       | 6.09       |

**Leadership Indicators**

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

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

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

| S. No. | State | Aspirational District | Amount spent (In ₹) |
|--------|-------|-----------------------|---------------------|
|        |       | NIL                   |                     |

3. Do you have a preferential procurement policy where you give preference to

(a) Purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No, we do not have such policy, but the Company is committed towards sourcing its materials from the local community in which it operates. The Company's efforts to promote local sourcing are environment friendly and also focuses on creating economic opportunities for suppliers and communities around its facilities.

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

Not applicable

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

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the financial year 2023-24), based on traditional knowledge.

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

| S. No. | Name of authority | Brief of the Case | Corrective action taken |
|--------|-------------------|-------------------|-------------------------|
|        |                   |                   | Not applicable          |

6. Details of beneficiaries of CSR Projects

| S. No. | CSR Project                     | No. of persons benefited from CSR projects | % of beneficiaries from vulnerable and marginalised groups |
|--------|---------------------------------|--|--|
| 1      | Education and Skill development | 350  | 100.00   |

**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 conducts regular feedback and awareness programs for customers at different locations. To facilitate customer complaints, an online portal has been created.

Link: <https://care.bikaji.com/customercomplaintform>

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

|   | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product | 100.00                            |
| Safe and responsible usage                                  | 100.00                            |
| Recycling and/or safe disposal                              | 100.00                            |

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

|                                | FY 2023-24               |                                   | Remarks | FY 2022-23               |                                   | Remarks   |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---|
|                                | Received during the year | Pending resolution at end of year |         | Received during the year | Pending resolution at end of year |   |
| Data privacy                   | 0                        | 0                                 | -       |                          |                                   | We captured and resolved all complaints received from our consumers and we have streamlined our data gathering mechanism to capture the information in prescribed format from financial year 2023-24. |
| Advertising                    | 0                        | 0                                 | -       |                          |                                   |   |
| Cyber-security                 | 0                        | 0                                 | -       |                          |                                   |   |
| Delivery of essential services | 0                        | 0                                 | -       |                          |                                   |   |
| Restrictive Trade practices    | 0                        | 0                                 | -       |                          |                                   |   |
| Unfair Trade Practices         | 0                        | 0                                 | -       |                          |                                   |   |
| Others                         | 329*                     | 0                                 | -       |                          |                                   |   |

\* Product related complaints

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

|                   | Number                                      | Reasons for recall |
|-------------------|---|--------------------|
| Voluntary recalls | Nil, given the nature of Company's Products | Not applicable     |
| Forced recalls    | Nil, given the nature of Company's Products | Not applicable     |

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

Yes

Web link of the policy: <https://www.bikaji.com/pub/media/Risk-Management-Policy.pdf>

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

No such actions have been taken

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: NIL, no data breaches occurred.
- Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- Impact, if any, of the data breaches: 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 information related to product offerings can be assessed from Company's website.

Web site: [www.bikaji.com](http://www.bikaji.com)

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

Our product labels include all the necessary information i.e., nutritional information, allergen contents (if any), etc.

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

The company utilises their website to inform consumers of any risk related to disruption/discontinuation of essential services.

Link: [www.bikaji.com](http://www.bikaji.com)

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

Yes, our product labels include all the necessary information i.e., Product name, picture, description, category, nutrition contents, allergen contents (if any), MRP, USP, expiry date, manufacturing date and other additional information to keep the consumer aware.