

Annexure - 4

Business Responsibility and Sustainability Report

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

1. DETAILS OF THE ENTITY

Sl. No.	Particulars	Response
1	Corporate identity Number (CIN) of the Entity	L16001AP1993PLC095778
2	Name of the Entity	Avanti Feeds Limited
3	Year of incorporation	1993
4	Registered office address	Flat No. 103, Ground Floor, "R" Square Pandurangapuram Vishakhapatnam Andhra Pradesh – 530003, India
5	Corporate address	G-2, Concorde Apartments, House No. 6-3-658 Somajiguda Hyderabad – 500082 Telangana, India.
6	E-mail	investors@avantifeeds.com
7	Telephone	+91-40-23310260/61
8	Website	www.avantifeeds.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital	₹ 13,62,45,630 (Divided into 13,62,45,630 shares of ₹ 1 each)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Sri C. Ramachandra Rao Joint Managing Director, Company Secretary, CFO & Compliance Officer DIN: 00026010 Tel: 040-23310260/61 email: investors@avantifeeds.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are on standalone basis, unless otherwise specified
14	Name of assurance provider	J Sundharesan & Associates
15	Type of assurance obtained	Limited Assurance

2. 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.	Agriculture, forestry, fishing	Fishing and Aquaculture	100%

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.	Shrimp Feed	10809	99.60
2.	Hatchery	03219, 03229	0.36
3.	Power from Windmills	35106	0.04

3. 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	The company possesses the following plants: <ul style="list-style-type: none"> 6 Shrimp Feed Manufacturing units 1 Hatchery 1 Wind Power Generation plant with a capacity of 3.2 MWs 	02	10
International	-	-	Not Applicable

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	2

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	0.31
--	------

c) Type of Customers

A brief on types of customers	<p>Avanti primarily focuses on the B2B sector, specializing in the manufacturing and distribution of high-quality Shrimp Feed and Shrimp Seed. Our customer base consists of a wide network of dealers and distributors who rely on our products to meet the demands of their businesses. In addition to our main focus, we have also expanded our operations to include the generation of renewable energy through wind power. In summary, Avanti serves the following key stakeholders:</p> <p>Dealers and Distributors: Our extensive network plays a crucial role in distributing our high-quality Shrimp Feed to various markets.</p> <p>Farmers: We meet the needs of shrimp farmers by providing premium Shrimp Seed, enabling them to enhance their aquaculture operations.</p> <p>BESCOM: Avanti contributes to sustainable energy production by supplying wind-generated power, supporting BESCOM's efforts to meet the region's electricity demands.</p> <p>Through our diverse portfolio, we strive to maintain strong partnerships with our customers and make significant contributions to the aquaculture industry.</p>
--------------------------------------	---

4. EMPLOYEES

20. Details at the end of the year of financial year:

a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	743	713	95.96	30	4.04
2	Other than Permanent (E)	12	12	100	0	0
3	Total employees (D + E)	755	725	96.03	30	3.97
Workers						
1	Permanent (F)	565	565	100	0	0
2	Other than Permanent (G)	222	222	100	0	0
3	Total workers (F + G)	787	787	100	0	0

b) Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1	Permanent (D)	4	4	100	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	4	4	100	0	0
Differently Abled Workers						
1	Permanent (F)	2	2	100	0	0
2	Other than Permanent (G)	0	0	0	0	0
3	Total workers (F + G)	2	2	100	0	0

21. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	1	9.09
Key Management Personnel	3	0	0

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.20%	13.11%	7.45%	9.20%	6.50%	9.02%	5.90%	7.10%	5.94%
Permanent Workers	1.17%	0%	1.16%	8.00%	0.0%	8.02%	3.30%	0.0%	3.27%

5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)
23. 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.	Avanti Frozen Foods Private Limited	Subsidiary	60	No
2.	Avanti Pet Care Private Limited	Subsidiary	74.93	No
3.	Srivathsa Power Projects Private Limited	Subsidiary	100	No
4.	Patikari Power Private Limited	Associate	25.89	No

6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS
24.

S. No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	yes
2.	Turnover (in Lakhs)	4,29,028.48
3.	Net worth (in Lakhs)	1,98,525.05

7. 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 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	-	0	0	-
Investors (other than shareholders)	Yes*	0	0	-	0	0	-
Shareholders	Yes*	126	0	The complaints received pertained to matters relating to general corporate affairs and the same has been disposed off in a responsible manner.	90	0	The complaints received pertained to matters relating to general corporate affairs and the same has been disposed off in a responsible manner.
Employees and workers	Yes*	0	0	-	0	0	-
Customers	Yes*	0	0	-	0	0	-
Value Chain Partners	Yes*	0	0	-	0	0	-

*The Stakeholder Management Policy of the Company guarantees the proper and structured resolution of complaints raised by both internal and external stakeholders, with the objective of mitigating potential social risks. Strict confidentiality is upheld during the entire grievance management procedure, thereby fostering stronger relationships. Some of the policies/mechanisms guiding the Company's conduct with its stakeholders, including grievance mechanisms are placed on the Company's website https://avantifeeds.com/policies-vigil_mechanism/ and the rest are available internally with the Company.

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.	Waste & Materials Management	Risk & Opportunity	<ul style="list-style-type: none"> • Poor and Improper waste and material management practices can create health risks for both humans and shrimp. • The Company is subject to various regulations and standards related to waste and material management, failure to comply with these regulations can result in fines, legal action, and damage to the company's reputation. 	Avanti has proper storage, handling, and disposal of waste and materials, as well as measures to reduce waste generation. The Company has implemented a standards related to waste material management, failure to comply with these regulations can result in fines, legal action and damage to the Company's reputation.	Positive & Negative
2.	Labor Practices	Opportunity	<ul style="list-style-type: none"> • A positive and supportive working environment improves the productivity and quality of work performed by employees. This leads to improved product quality and customer satisfaction, ultimately benefiting the company's bottom line. • Fair wages and working conditions helps to reduce labour turnover, which in turn can lead to reduced change in work environment impact and improved social sustainability. 	-	Positive
3.	Selling Practices	Opportunity	<ul style="list-style-type: none"> • The shrimp feed industry is highly competitive, with many companies offering similar products. Adopting unique selling practices helps the company differentiate its products and stand out from the competition, which can attract more customers and increase sales. • With the global demand for shrimp increasing, particularly in countries like the United States, Japan, and Europe, there is a growing market for high-quality shrimp feed and as such selling practices like engaging with international buyers, participating in trade shows, and complying with international regulations, Avanti taps into this market and expand our business. 	-	Positive

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 Management	Opportunity	<ul style="list-style-type: none"> • Effective energy management helps Avanti reduce its energy consumption and lower the energy bills, leading to cost savings as production of feed requires energy-intensive processes such as grinding, mixing, and extrusion. • Implementing energy practices is reducing company's carbon footprint and is contributing to environmental sustainability as energy consumption is a significant contributor to greenhouse gas emissions. • By setting up solar and wind energy plants Avanti aims to reduce emissions and mitigate climate change, which is critical for protecting humans, wildlife, and ecosystems. 	-	Positive
5.	Product Quality & Safety	Opportunity	<ul style="list-style-type: none"> • The Company is tapping into growing demand for quality and safe shrimp feed and increase their market share. • High-quality and safe shrimp feed commands premium prices in the market and help build a loyal customer base. 	-	Positive
6.	Materials Sourcing & Efficiency	Opportunity	<ul style="list-style-type: none"> • Efficient sourcing and use of materials helps Avanti to reduce production costs, which ultimately lead to lower prices for customers. 	-	Positive

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.

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c Web Link of the Policies, if available	Avanti's Policies can be accessed through https://avantifeeds.com/policies/ . Moreover, certain policies of the Company are accessible via the internal platform specifically provided for internal usage. This platform functions as a comprehensive repository for a variety of policies that govern the organization's operations and establish standards of conduct within the Company.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, Avanti has translated the policies into procedures.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Not all the enlisted policies may extend to our value chain partners. However Avanti ensures its suppliers/contractors comply with the law of the land by getting such clauses incorporated in their respective Purchase orders/contracts/agreements and terms and conditions of the tenders. Further the suppliers adhere to rigorous standards such as RTRS, Marin Trust & Food chain Certifications.								
4.	Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The operations are in conformance to the spirit of international standard and certifications like</p> <ul style="list-style-type: none"> • ISO 9001:2015 • Best Aquaculture Practices (BAP) • Hazard Analysis Critical Control Point (HACCP) • (HALAL) • Also, Avanti's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC), underscoring its unwavering dedication to ethical business practices. 								

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined time lines, if any.	S. No		Specific commitments, goals and targets		Targets and Time lines				
		1.	We are dedicated to implement comprehensive strategy to progressively reduce our reliance on grid electricity and increase the integration of renewable energy sources throughout the operations.	<ul style="list-style-type: none"> Implementing energy-efficient technologies and equipment to optimize electricity usage. Set an annual target to reduce grid electricity by 10% by 2030. Monitor and track progress regularly. Conducting quarterly assessments to evaluate the effectiveness of implemented measures and adjust strategies accordingly. 						
		2.	We are fully committed to implementing a comprehensive support framework that focusses on the development and growth of our farmers. Through assessments, evaluations, engagement, collaboration and training, we aim to drive positive change and uplift the livelihood of farmers.	<ul style="list-style-type: none"> To improve the information system to the farmers for taking timely action depending in international market demand & supply situations. Upgrade the skill of the farmer to conduct 350+ training programmes on the Best Practices in Aquaculture Sector. Increase of training programs with the Industry Experts. Adapting the Cost effective methods followed by farmers in other regions These programs will focus on enhancing their productivity levels and reducing losses in their operations. 						
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	S. No		Specific commitments, goals and targets		Targets and Time lines				
		1.	We are dedicated to implement comprehensive strategy to progressively reduce our reliance on grid electricity and increase the integration of renewable energy sources throughout the operations.	Implementing energy-efficient technologies and equipment to optimize electricity usage.		Avanti has made significant investments on laying of solar panels to optimize electricity usage.				
				Setting an annual target to reduce grid electricity by 10% by 2030.		There has been an approximate 2% reduction in grid electricity for the year 2023-24.				
				Monitor and track progress regularly. Conducting quarterly assessments to evaluate the effectiveness of implemented measures and adjust strategies accordingly.		Avanti has taken measures to evaluate the effectiveness of implemented measures and adjust strategies accordingly.				

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		<p>2. We are fully committed to implementing a comprehensive support framework that focusses on the development and growth of our farmers. Through assessments, evaluations, engagement, collaboration and training, we aim to drive positive change and uplift the livelihood of farmers.</p>		<p>To improve the information system to the farmers for taking timely action depending in international market demand & supply situations.</p>		<p>Avanti has conducted over 350+ training sessions dedicated to the welfare of farmers, covering a comprehensive range of topics as given in the commitment.</p>				
				<p>Upgrade the skill of the farmer on the Best Practices in Aquaculture Sector.</p>		<p>Avanti has conducted over 350+ training sessions dedicated to the welfare of farmers, covering a comprehensive range of topics as given in the commitment.</p>				
				<p>Increase of training programs with the Industry Experts</p>		<p>Avanti has conducted over 350+ training sessions dedicated to the welfare of farmers, covering a comprehensive range of topics as given in the commitment.</p>				
				<p>Adapting the Cost effective methods followed by farmers in other regions These programs will focus on enhancing their productivity levels and reducing losses in their operations.</p>		<p>Avanti has conducted over 350+ training sessions dedicated to the welfare of farmers, covering a comprehensive range of topics as given in the commitment.</p>				
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>As part of our commitment to transparency and sustainable practices, I am pleased to present our Business Responsibility and Sustainability Report for the fiscal year. At Avanti Feeds we recognize the importance of Environmental, Social, and Governance (ESG) factors in our operations, especially in the aquaculture industry where responsible practices are paramount. Navigating the complex landscape of the industry presents several ESG challenges. Key among these are ensuring minimal environmental impact, maintaining high social standards across our supply chain, and adhering to stringent governance principles amidst evolving regulatory frameworks.</p> <p>I am pleased to report significant progress towards our ESG goals:</p> <ul style="list-style-type: none"> • Environmental: Implemented water recirculation systems & Solar panels there by reducing water withdrawal and dependency on grid electricity. • Social: Conducted 350+ training programs benefiting over 10,000+ farmers and community members on responsible practices. • Governance: Secured certifications from various bodies and agencies for sustainable practices. <p>Moving forward, we remain committed to fostering a culture of transparency, accountability, and continuous improvement in our ESG performance. By integrating ESG considerations into our core business strategy, we aim to create long-term value for our stakeholders while contributing positively to the environment and communities in which we operate.</p> <p style="text-align: right;">Dr. A. Indra Kumar Chairman & Managing Director DIN: 00190168</p>								

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Dr. A. Indra Kumar (DIN: 00190168) Chairman & Managing Director of the Company.								
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	Dr. A. Indra Kumar (DIN: 00190168) Chairman & Managing Director, and Sri C. Ramachandra Rao (00026010), Joint - Managing Director, Company Secretary and CFO are responsible for decisions on all sustainability related issues.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee										Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Yes, performance review is undertaken by Dr. A. Indra Kumar, Chairman & Managing Director (DIN: 00190168), and Sri C. Ramachandra Rao, Joint - Managing Director, Company Secretary and CFO (DIN: 00026010).										Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles with regard to Statutory requirements and review was undertaken by the Board of Directors.										Quarterly								

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

	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.	Yes, J. Sundharesan & Associates, has provided a 'Limited Assurance' on working of its 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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1:

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable



A) ESSENTIAL INDICATORS:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Training on the principles of BRSR were imparted to the entire Board.	100
Key Managerial Personnel	1	Training on the principles of BRSR were imparted to the Key Managerial Personnel.	100
Employees other than BOD and KMPs	12	i Health and Safety ii Fire Safety, Active Supervision iii Human Rights iv Product Quality v Total Quality Management	100
Workers	08	i Health and Safety ii Fire Safety, Active Supervision iii Human Rights iv Product Quality v Total Quality Management	100

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

MONETARY					
Particulars	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	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

NON-MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	There were no Appeals / revisions during the reporting year

4. Anti-corruption or Anti-bribery policy:

Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	Yes, Avanti has an anti-corruption and anti-bribery policy. Responsible Business conduct plays a vital role in Avanti's aspiration to make ethical and responsible decisions in the interest of all stakeholders which is accessible via the internal platform specifically provided for internal usage.
--	--

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

7. Corrective Actions:

Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest	This section is not applicable to Avanti as there were no fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.
---	--

a. Number of days of account payable (Accounts payable *365) / Cost of goods/ services procured) in the following format:

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts Payables	14.71	15.72

8. Open-ness of Business

Provide details of Concentration of purchase 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 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	100	100
	b. Number of Trading houses where purchases are made from	1268	1524
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	49.40	42.96
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	100	100
	b. Number of dealers / distributions to whom sales are made	682	804
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	32.19	29.56
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.08%	0.90%
	b. Sales (Sales to related parties / Total Sales)	0.08%	0.05%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	20.29%	12.73%

PRINCIPLE 2:

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



A) ESSENTIAL INDICATORS:

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

	2023-24 Current Financial Year (%)	2022-23 Previous Financial Year (%)	Details of Improvements In Environmental And Social Impacts
R&D	--	--	--
Capex	0.25	0.2	Spent on Bio Filter and Solar Installation.

- Sustainable sourcing:**

<p>Does the entity have procedures in place for sustainable sourcing? (Yes/No)</p>	<p>Avanti maintains a strong and mutually beneficial relationship with its suppliers, vendors, and other service providers, considering them integral to its growth strategy. To ensure a fair selection process, Avanti has implemented a mechanism that ranks and selects suppliers based on parameters such as Quality, Price, and Delivery. These parameters also emphasize the importance of socially responsible and ethical procurement practices.</p> <p>Here is a brief overview:</p> <p>For the procurement of raw materials used in shrimp feed production, such as Fish Meal and Soya, the Company sources both domestically and from internationally recognized certified suppliers, including International Krill Meal, Fish meal and Fish Oil Organization (IFFO RS), Marine Stewardship Council (MSC), Fishery Improvement Project (FIP), Round Table on Responsible Soy Association (RTRS), and ProTerra.</p> <p>These suppliers adhere to rigorous standards, ensuring that the fish meal is free from antibiotics, pesticides, and pollutants, while the procured Soya is non-GMO and free from toxins, pesticides, and herbicides.</p> <p>Furthermore, Avanti is committed in integrating social, ethical, and environmental considerations into its operational and strategic decisions throughout the entire supply chain.</p>
<p>If yes, what percentage of inputs were sourced sustainably?</p>	<p>33</p>

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

<p>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.</p>	<p>We are committed to promoting sustainable and responsible business practices in all aspects of our operations. As part of this commitment, we place a strong emphasis on the safe disposal of packaging material for our natural products.</p> <p>The end product is not to reuse, recycle or dispose as it is a consumable, however, to ensure the safe disposal of our packaging material, we work closely with designated waste recyclers who collect and dispose of our waste in an environmentally friendly manner.</p> <p>In addition to our efforts around packaging waste, we also work to minimize production waste by reusing materials wherever possible.</p> <p>We believe that sustainable production practices are critical to our long-term success, and we will continue to explore new ways to minimize waste and promote sustainable business practices in all areas of our operations.</p>
---	--

4. Extended Producer Responsibility (EPR) plan:

<p>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.</p>	<p>Yes, Extended Producer Responsibility (EPR) is applicable to the entity's activities. The waste collection plan is in line with the EPR plan submitted to Pollution Control Board.</p>
--	---

PRINCIPLE 3:

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



A) ESSENTIAL INDICATORS:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	713	713	100	713	100	0	0	0	0	0	0
Female	30	30	100	30	100	30	100	0	0	0	0
Total	743	743	100	743	100	30	4	0	0	0	0
Other than Permanent employees											
Male	12	12	100	12	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	12	12	100	12	100	0	0	0	0	0	0

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	565	565	100	565	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	565	565	100	565	100	0	0	0	0	0	0
Other than Permanent workers											
Male	222	222	100	222	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	222	222	100	222	100	0	0	0	0	0	0

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

	Current Financial Year	Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company.	0.21	0.20

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	8.17	35.10	Yes	17	23	Yes
Others – Mediclaim	40.20	16.54	NA	44	16	NA

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, our manufacturing plants are fully accessible to all employees, including those with disabilities. Ensuring equal access and opportunities for all our team members is a fundamental aspect of our company's commitment to diversity and inclusion. We have implemented various measures to guarantee accessibility throughout our facilities, wide doorways, accessible rest rooms, and wide parking spaces.
---	--

4.. Equal Opportunity Policy:

Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	<p>Aligned with our commitment to Human Rights principles, we affirm our stance as an equal opportunity employer. Our company's policy underscores the values of mutual respect and inclusivity, fostering a workplace environment that staunchly opposes all forms of discrimination and harassment. These include, but are not limited to, factors such as race, colour, religion, disability, gender, sexual orientation, age, or any other legally protected status.</p> <p>To reinforce these principles, our policy document is readily accessible on the company's intranet platform, exclusively designated for internal reference and usage. We are dedicated to upholding these standards and ensuring that every member of our team feels valued, respected, and empowered to thrive.</p>
---	--

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100	100	100	100
Total	100	100	100	100

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>The company has established a Standard Operating Procedure (SOP) to address any concerns that may arise. This SOP serves as a comprehensive guide for employees to follow when raising complaints or grievances. Initially, employees are encouraged to bring their concerns to their reporting manager. However, if the issue remains unresolved, they are welcome to escalate it to the HR department via e-mail or written communication.</p> <p>We take every grievance seriously and are committed to resolving them fairly and in a timely manner. Additionally, we prioritize maintaining the utmost confidentiality throughout the grievance resolution process, ensuring the privacy and dignity of all parties involved. Our goal is to foster an environment where employees feel comfortable expressing their concerns and confident that they will be addressed appropriately. We encourage open communication and constructive dialogue as we work together to uphold our company's values and principles.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	743	Nil	NA	744	Nil	NA
Male	713	Nil	NA	713	Nil	NA
Female	30	Nil	NA	31	Nil	NA
Total Permanent Workers	565	Nil	NA	613	Nil	NA
Male	565	Nil	NA	613	Nil	NA
Female	0	Nil	NA	0	Nil	NA

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	725	650	90	692	95	713	630	89	700	98
Female	30	30	100	30	100	31	31	100	31	31
Total	755	680	90	722	96%	744	661	89	731	98
Workers										
Male	787	702	89	687	87	613	523	85	474	77
Female	0	0	0	0	0	0	0	0	0	0
Total	787	702	89	687	87	613	523	85	474	77

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	725	725	100	713	713	100
Female	30	30	100	31	31	100
Total	755	755	100	744	744	100
Workers						
Male	787	787	100	613	613	100
Female	0	0	0	0	0	0
Total	787	787	100	613	613	100

10. Health and safety management system:

S. No.	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	<p>Indeed, the company has established an occupational health and safety management system to ensure the well-being of its employees. In addition to offering regular safety sessions for our workforce, we also provide training in Hazard Analysis Critical Control Point (HACCP).</p> <p>At our organization, the health and safety of our employees are paramount. We are committed to promoting their overall well-being by organizing a variety of programs and discussions with well-being experts and medical professionals. These initiatives aim to enhance awareness, provide valuable insights, and empower our employees to prioritize their health and safety both at work and in their personal lives.</p> <p>Through ongoing education and engagement, we strive to cultivate a culture of safety, health, and wellness within our workplace, fostering a conducive environment where every individual can thrive.</p>

S. No.	Particulars	Response
b)	<p>What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>As a conscientious organization, we recognize the critical importance of identifying and addressing work-related hazards and risks. In alignment with this commitment, our company conducts routine safety drills to assess the effectiveness of our safety protocols and identify any potential hazards that may arise during work-related activities.</p> <p>Moreover, we actively engage with our field staff to gather feedback and evaluate any risks they have encountered or envisaged. This feedback is carefully analysed to identify potential risks and formulate strategies to mitigate them effectively.</p> <p>Additionally, we conduct quarterly risk assessments to proactively identify and address any potential risks facing our company. This process involves identifying potential safety hazards and implementing appropriate safety measures and protocols to mitigate or eliminate them.</p>
c)	<p>Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)</p>	<p>Yes, the Company has dedicated process for workers to report the work-related hazards and to remove themselves from such risks.</p> <p>At our Company, we believe that the best way to ensure a safe working environment is by encouraging feedback from our workers. One of the measures we have put in place is to actively encourage reporting of near misses, unsafe acts, and unsafe conditions. This dual benefit approach not only increases Health & Safety engagement but also helps to reduce risks through prompt rectification of the issues raised.</p> <p>To facilitate this reporting process, each facility has a safety representative meeting on a quarterly basis, where safety representatives from the workforce can provide formal feedback on all safety matters. This provides a structured platform for workers to voice their concerns, make suggestions and receive feedback from management.</p>
d)	<p>Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Each site has pursued diverse certifications and adheres to the Group's policy concerning employee safety and well-being. Upholding these standards underscores our commitment to ensuring a secure and supportive environment for all our employees.</p> <p>Furthermore, we continuously evaluate and update our safety protocols to align with evolving industry standards and best practices. Our dedication to employee safety extends beyond mere compliance; it reflects our unwavering commitment to fostering a culture of care and accountability across all locations. Through ongoing training, communication, and collaboration, we strive to empower every individual within our organization to prioritize their well-being and contribute to a safer workplace environment.</p>

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work- related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work- related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	0	0
	Workers	0	0

12. Measures to ensure a safe and healthy workplace:

Describe the measures taken by the entity to ensure a safe and healthy workplace.
<p>The Company has voluntarily undergone a health and safety audit conducted by a third party as part of its ongoing commitment to providing a safe and healthy workplace. Emphasizing the significance of maintaining such an environment, we prioritize the well-being of all our employees.</p> <p>Our comprehensive health and safety policies and procedures are meticulously implemented to ensure a safe and healthy workplace for everyone. We firmly believe that a secure and healthy work environment is crucial for enhancing employee well-being and productivity. To uphold these standards, our workplace undergoes regular evaluations and assessments to ensure compliance with the highest safety and health standards.</p> <p>In addition to our proactive measures, we offer continuous training and support to our employees and workers, equipping them with the knowledge and skills to work safely and maintain their health on the job. Moreover, we have established a robust reporting and investigation process to swiftly address any incidents or concerns that may arise, further reinforcing our commitment to maintaining a safe and healthy workplace environment for all.</p>

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

	FY (2023-24) Current Financial Year			FY (2022-23) Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

15. Corrective Actions:

<p>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.</p>	<p>This section is not applicable to the Company. The Company has been following standard operating procedures to comply with state/local level regulations and ensure safety and hygiene protocols.</p>
--	--

PRINCIPLE 4:

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



A) ESSENTIAL INDICATORS:

1. Identification of stakeholders group:

Describe the processes for identifying key stakeholder groups of the entity	<p>Avanti has developed a Stakeholder Engagement Framework for identification of Stakeholders. In line with this framework, the stakeholder identification process at Avanti considers the following scope in identifying the stakeholders:</p> <p>Dependency – groups or individuals who are directly or indirectly dependent on the organisation’s activities, products or services and associated performance, or on whom the organisation is dependent in order to operate.</p> <p>Responsibility – groups or individuals to whom the organisation has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities.</p> <p>Attention – groups or individuals who need immediate attention from the organisation about financial, wider economic, social or environmental issues.</p> <p>Influence – groups or individuals who can have an impact on the organisations or a stakeholder’s strategic or operational decision-making.</p> <p>Diverse perspectives – groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.</p>
---	--

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 (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> Annual General Meeting Shareholder meets E-mail Stock Exchange (SE) intimations Investor/analysts meet/ conference calls Annual report, quarterly results, media releases and Company’s website 	Quarterly, Half yearly and annually	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, risks, growth prospects.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (E-mail, 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
Government/ Regulatory authorities	No	<ul style="list-style-type: none"> • Reporting / Filings. • Submissions / Applications. • Industry forum meets. • Representations in person • Attending Workshops conducted by the authorities. 	On periodical basis as provided under relevant legislations	In relation to Compliances with applicable laws, Industry concerns, changes in regulatory frameworks, skill and capacity building, employment.
Dealers	No	<ul style="list-style-type: none"> • E-mails. • Regular Meets • Personal Visits / Interviews • Satisfaction Surveys 	Regular	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines / manufacturing, Safety awareness.
Suppliers	No	E-mails, supplier meetings.	Regular	Production plans, Invoices, Bill payments, Long term relationship.
Employees/ Workers	No	<ul style="list-style-type: none"> • E-mails • Team Engagement • Website • Engagement through Health Programs • Notice Board. 	Periodically	<ul style="list-style-type: none"> • Empowered and engaged workforce drives to achieving business targets and serve as a key for successful business • Satisfied and motivated talent have higher productivity • Right Talent gives a competitive advantage. • Career management and growth prospects. • Work culture, health and safety matters.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (E-mail, 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
Bankers	No	<ul style="list-style-type: none"> • Periodical Meetings • Periodical Reports • E-mails 	Requirement basis.	<ul style="list-style-type: none"> • Understand the banking compliance • Maintaining rapport with our bankers • Banking / Credit facilities.
Communities	No	<ul style="list-style-type: none"> • Meets of community / local authorities/ location heads. • Community visits and projects, partnership with local charities. • Volunteerism, seminars/ conferences, CSR Partner's meet directly or through Avanti foundation. 	Periodically	Integrated water management, clean water, Natural Resource Management, community development, livelihood support, disaster relief, support of the UN SDGs, Education, Skill development, Farmer Safety etc.
Farmers	Yes	<ul style="list-style-type: none"> • Periodical Meets • Personal Visits • Satisfaction Surveys 	Periodically	Product quality and availability, responsiveness to needs, after sales service.
Board of Directors	No	<ul style="list-style-type: none"> • E-mails • Regular meetings 	Quarterly and on any event/ need basis.	Company's business operations, planning, strategies etc.
Industry & Trade Associations	No	<ul style="list-style-type: none"> • E-mails • Regular meetings • Periodical Reports 	Periodically	Deliberations on policies,
Professionals/ Consultants	No	<ul style="list-style-type: none"> • E-mails • Need based meetings. • Periodical Reports. 	Quarterly and need basis.	Compliance to legal requirements, advice on business, legal, tax and environment etc related issues.

**PRINCIPLE 5:
Businesses should Respect and Promote Human Rights**



A) ESSENTIAL INDICATORS:

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	743	698	94	736	625	85
Other than permanent	12	12	100	8	7	88
Total Employees	755	710	94	744	632	85
Workers						
Permanent	565	488	86	463	385	83
Other than permanent	222	187	84	150	112	75
Total Workers	787	675	86	613	497	81

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	743	0	0	740	100	736	0	0	736	100
Male	713	0	0	713	100	705	0	0	705	100
Female	30	0	0	30	100	31	0	0	31	100
Other than Permanent	12	0	0	12	100	8	0	0	8	100
Male	12	0	0	12	100	8	0	0	8	100
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	565	0	0	565	100	463	0	0	463	0
Male	565	0	0	565	100	463	0	0	463	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	222	211	95	11	5	150	100	67	50	33
Male	222	211	95	11	5	150	100	67	50	33
Female	0	0	0	0	0	0	0	0	0	0

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	18 Lakhs	1	20.48 Lakhs
Key Managerial Personnel	3	1923.58 Lakhs	-	-
Employees other than BoD and KMP	713	4.74 Lakhs	30	3.90 Lakhs
Workers	565	3.24 Lakhs	-	-

b. Gross wages paid to Female as % of total wages paid by the entity, in the following format

	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	3.73	3.82

4. Focal point for addressing human rights:

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

Avanti is deeply committed to upholding human rights, placing paramount importance on this fundamental principle. To ensure the safeguarding of these rights within our operations, we have designated a dedicated individual - the HR Manager at our plant. Entrusted with the responsibility of receiving and addressing any issues related to human rights, this individual not only possesses the necessary expertise but also harbours a profound passion for ensuring that our business practices consistently align with our unwavering commitment to human rights.

Moreover, our commitment extends beyond mere rhetoric; we actively engage in frequent assessments and maintain an open dialogue with stakeholders. Through collaborative efforts with relevant organizations and stakeholders, we diligently identify and confront any potential adverse impacts on human rights. Our aim is not only to rectify any shortcomings but also to champion exemplary practices throughout our organization, thereby setting a standard for ethical conduct in our industry.

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

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

Avanti has instituted a range of internal mechanisms aimed at effectively addressing grievances related to human rights issues. Foremost among these is the establishment of a confidential and easily accessible complaint system, allowing individuals to report any concerns they may have regarding human rights violations. These reports are meticulously investigated by a designated focal point, working in collaboration with the HR & Admin Manager, to ensure thorough scrutiny. Subsequently, appropriate remedial measures are swiftly implemented to address the issues raised, reaffirming our commitment to upholding human rights within our operations.

Furthermore, Avanti prioritizes transparency and open communication with all stakeholders, including local communities, civil society organizations, and relevant government agencies. Through these transparent channels, we actively solicit feedback and engage in constructive dialogue, ensuring that any grievances brought forward are promptly acknowledged and addressed in a timely and efficient manner. By fostering an environment of trust and accountability, we endeavour to uphold the principles of human rights and social responsibility across all facets of our organization.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	Current Financial Year	Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH).	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

Avanti stands resolute in its commitment to fostering a workplace environment free from harassment, with a particular emphasis on combating sexual harassment. We adamantly uphold a zero-tolerance policy towards any form of such misconduct, deeming it entirely intolerable. We actively promote a culture of transparency and support, encouraging the prompt reporting of any incidents of harassment or instances of unwelcome or offensive behaviour.

In our pursuit of maintaining a safe and respectful workplace, Avanti has implemented dedicated committees across multiple locations tasked with handling cases of sexual harassment. These committees play a crucial role in thoroughly investigating complaints and recommending appropriate actions to address the situation effectively. Moreover, we regularly conduct awareness and training sessions to ensure that all employees are well-versed in understanding the complexities of sexual harassment and are fully aware of the available avenues for seeking assistance and redressal. Through these proactive measures, we aim to uphold our commitment to providing a work environment where every individual feels valued, respected, and protected.

9. Human rights requirements forming part of your business agreements and contracts: (Yes/No).

Yes, In the process of on boarding suppliers, dealers, and vendors, Avanti diligently integrates human rights requirements. This entails a stringent adherence to pertinent laws, labour standards, environmental regulations, as well as upholding principles of human rights, ethics, and integrity in their operations. These stipulations serve as a cornerstone of the on boarding process, emphasizing the importance of aligning with Avanti's steadfast commitment to human rights and responsible business practices.

By incorporating these requirements into our on boarding procedures, we ensure that our business partners share our values and demonstrate a genuine commitment to ethical conduct. This not only fosters trust and transparency within our supply chain but also reinforces our collective efforts towards promoting social responsibility and sustainable practices across our operations. Through collaboration and mutual adherence to these standards, we strive to create a more equitable and just global business ecosystem.

10. Assessments for the year

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	100
Right to clean air and Water	
Right to Privacy	
Slavery	

11. Corrective Actions to address significant risks / concerns arising from the assessments:

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

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

PRINCIPLE 6:
Businesses Should Respect and Make Efforts to Protect and Restore the Environment

ESSENTIAL INDICATORS:

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	3,913.61	280.40
Total fuel consumption (B)	1,69,620.51	1,46,530.65
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1,73,534.12	1,46,811.05
From non-renewable sources		
Total electricity consumption (D)	1,85,242.85	1,72,542.68
Total fuel consumption (E)	71,906.15	90,584.92
Energy consumption through other sources (F)	2,825.20	2,599.61
Total energy consumed from non-renewable sources (D+E+F)	2,59,974.20	2,65,727.21
Total energy consumed (A+B+C+D+E+F)	4,33,508.32	4,12,538.26
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000101	0.0000102
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00000045	0.00000046
Energy intensity in terms of physical output	0.80	0.82
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

The total production quantity of feed is considered for calculating intensity in terms of physical outputs.

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, an evaluation was conducted by Avanti In-house and J Sundharesan & Associates provided limited Assurance on the specified parameter.

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

Not applicable, as the entity has not been identified as designated consumers under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2023-2024	FY 2022-2023
Water withdrawal by source (in kilolitres)		
i. Surface water	-	-
ii. Groundwater	1,28,678	1,21,178
iii. Third party water	-	-
iv. Seawater / desalinated water	1,07,250	80,000
v. Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,35,928	2,01,178
Total volume of water consumption (in kilolitres)	2,35,928	2,01,178
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000054	0.0000049
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00000024	0.00000022
Water intensity in terms of physical output	0.43	0.40
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

The total production quantity of feed is considered for calculating intensity in terms of physical outputs.

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 an evaluation was conducted by Avanti In-house and J Sundharesan & associates provided limited assurance on the specified parameter.

4. Provide the following details related to water discharged:

Parameter	FY 2023-2024	FY 2022-2023
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
i. To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	19,840 (ETP Treatment)	19,200 (ETP Treatment)
iii. To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	1,07,250 (ETP Treatment)	80,000 (ETP 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)	1,27,090	99,200

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 an evaluation was conducted by Avanti In-house and J Sundharesan & associates provided limited assurance on the specified parameter.

5. Mechanism for Zero Liquid Discharge:

<p>Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.</p>	<p>Avanti has successfully implemented a comprehensive zero liquid discharge program, which has the objective of completely eliminating liquid waste from our operations. This program encompasses all aspects of our business activities and is specifically designed to minimize the discharge of pollutants into the environment.</p> <p>To achieve this, significant investments have been made in advanced treatment and discharge systems. The water processed through our effluent treatment plant(s) is efficiently treated and subsequently utilized for in-house plantation purposes.</p> <p>Furthermore, Avanti maintains an ongoing commitment to continuous improvement, constantly exploring innovative approaches to enhance our processes and further reduce our environmental footprint.</p>
--	---

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

Parameter	Please specify unit	FY 2023-2024	FY 2022-2023
NOx	MT	230.79	305.05
Sox	MT	260.51	377.30
Particulate matter (PM)	MT	341.42	400.65
Persistent organic pollutants (POP)	Nil	-	-
Volatile organic compounds (VOC)	Nil	-	-
Hazardous air pollutants (HAP)	Nil	-	-
Others – please specify	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, SV Enviro Labs and consultants has provided independent external assessment on the specified parameter.

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

Parameter	Unit	FY 2023-2024	FY 2022-2023
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	36,461.10	36,681.34
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	31,269.96	29,126.10
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent	0.0000015	0.0000016
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)		0.000000070	0.000000073
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.12	0.13
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

The total production quantity of feed is considered for calculating intensity in terms of physical outputs.

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 an evaluation was conducted by Avanti In-house and J. Sundharesan & associates provided limited assurance on the specified parameter.

8. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	In a dedicated effort to embrace sustainability and lessen reliance on non-renewable energy sources, our company has implemented several eco-conscious initiatives. Among these initiatives, rooftop solar panels have been installed to harness clean, renewable energy directly from the sun. This strategic investment not only reduces our carbon footprint but also contributes to long-term cost savings and energy independence. Additionally, we have implemented rainwater harvesting systems across our facilities to conserve water resources and alleviate strain on municipal water supplies. These combined efforts underscore our unwavering commitment to reduce Green House Gas.
--	---

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

Parameter	FY 2023-2024	FY 2022-2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2374.90	2213.31
E-waste (B)	0.17	0.29
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	2.31
Radioactive waste (F)	0	0
Other Hazardous waste (G)	1.54	0
Used Oil (H)	0.51	0.30
Total (A+ B + C + D + E + F + G + H)	2377.12	2216.21
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000054	0.000000054
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000024	0.000000024
Waste intensity in terms of physical output	0.0044	0.0044
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		

Parameter	FY 2023-2024	FY 2022-2023
Category of waste		
i. Recycled	2,374.90	2,213.31
ii. Re-used	-	-
iii. Other recovery operations	-	-
Total	2,374.90	2,213.31
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i. Incineration	-	-
ii. Landfilling	-	-
iii. Other disposal operations	2.22	2.9
Total	2.22	2.9

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

The total production quantity of feed is considered for calculating intensity in terms of physical outputs.

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 an evaluation was conducted by Avanti In-house and J Sundharesan & associates provided limited assurance on the specified parameter.

10. Waste management practices adopted in the establishment:

<p>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.</p>	<p>We have implemented a range of waste management practices to minimize our waste and ensure that all of our waste is managed in an environmentally responsible manner.</p> <p>We have also established partnerships with authorised organizations and recycling facilities to ensure that all our waste is properly managed and recycled.</p> <p>Our goal is to minimize the amount of waste we generate and to ensure that all our waste is properly managed and disposed of in an environmentally responsible manner.</p> <p>We will continue to prioritize waste reduction and responsible waste management in all our operations.</p> <p>However, Avanti refrain from utilizing any form of toxic chemicals, both in the production process and on the plant premises.</p>
---	--

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

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

S. No.	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
Environmental impact assessment is not applicable for Avanti during the reporting financial year.						

- 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 non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, Avanti is fully compliant with all the applicable environmental laws/regulations/guidelines in India including but not limited to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules.				

PRINCIPLE 7:

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



A) ESSENTIAL INDICATORS:

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

Number of affiliations with trade and industry chambers/ associations.	7
--	---

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.	Federation of Indian Chambers of Commerce and Industry	National
2.	The Federation of Telangana and Andhra Pradesh Chambers of Commerce and Industry	State
3.	The Andhra Pradesh Chambers of Commerce & Industry Federation	State
4.	Indian Wind Power Association	National
5.	Compound Livestock Feed Manufacturers Association of India	National
6.	Federation of Indian Export Organization.	National
7.	Soya bean Processors Association of India	National

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

Name of authority	Brief of the case	Corrective action taken
Avanti has not engaged in any anti-competitive conduct		

PRINCIPLE 8:
Businesses Should Promote Inclusive Growth and Equitable Development

A) ESSENTIAL INDICATORS:

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

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

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

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 ₹)
Not Applicable						

3. Community redressal mechanism:

Describe the mechanisms to receive and redress grievances of the community.
Grievance Redressal Mechanism (GRM) is an important aspect of assuring our strong relation with the community as it provides us social license the to operate and execute the community initiative projects. As part of our grievance redressal mechanism, we have deployed our local employees who regularly visit the community and interact with people to gauge and address community concerns. Based on these interactions, we have not encountered any specific grievances from the community at present.

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	38	31
Sourced directly from within India	-	-

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 2023-2024 (Current Year)	FY 2022-2023 (Previous Year)
Rural	41.37	42.66
Semi- Urban	32.46	33.35
Urban	-	-
Metropolitan	26.17	23.99

**PRINCIPLE 9:
Businesses Should Engage with and Provide Value to their Consumers
in a Responsible Manner**



A) ESSENTIAL INDICATORS

1. Consumer Complaints and feedback:

Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
Avanti has a robust system in place to handle consumer feedback, offering various channels for consumers to connect with them, including e-mail, telephone, website, and feedback forms.
Furthermore, each of Avanti's businesses has dedicated technicians in the field to address customer queries and gather feedback on products, enabling continuous improvement of both products and services. Avanti actively collects consumer feedback after a thirty-day period from product dispatch, and regular follow-up calls are made, particularly in the Hatchery domain, to ensure a comprehensive understanding of consumer experiences.

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

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

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

Category	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		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	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	0	0	None	0	0	None

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	Nil
Forced recalls	0	Nil

5. Cyber security policy:

Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.
Yes, Avanti's exposure to cyber security is insignificant, however, a policy on cyber security is adopted by Avanti to ensure that the due process is followed avert any potential issues. Avanti has a dedicated information technology team which checks and tracks IT related issues on a daily basis which is accessible via the internal platform specifically provided for internal usage.

6. Corrective Actions:

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
Not Applicable

7. Provide the following information relating to data breaches:

Particulars	For the Current Financial Year (2023-2024)	For the Previous Year (2022-2023)
Number of instances of data breaches	0	0
Percentage of data breaches involving personally identifiable information of customers	0	0
Impact, if any, of the data breaches	Nil	Nil