

RKL/SX/2024-25/49

July 15, 2024

BSE Ltd. Phiroze Jeejeebhoy Towers Dalal Street Mumbai – 400 001  <b>Scrip Code: 532497</b>	National Stock Exchange of India Ltd. Exchange Plaza, 5 <sup>th</sup> Floor, Plot no. C/1, G Block Bandra-Kurla Complex, Bandra (E) Mumbai – 400 051  <b>Symbol: RADICO</b>
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Dear Sir/ Madam,

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

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular dated May 10, 2021, we enclose herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

This is for your information and records.

Thanking you,

Yours faithfully,

**For Radico Khaitan Limited**

**(Dinesh Kumar Gupta)**  
**Senior Vice President – Legal &**  
**Company Secretary**

Email Id: [investor@radico.co.in](mailto:investor@radico.co.in)

**RADICO KHAITAN LIMITED**

Plot No. J-I, Block B-1, Mohan Co-op. Industrial area  
Mathura Road, New Delhi-110044

Ph: (91-11) 4097 5444/555 Fax: (91-11) 4167 8841-42

Registered Office: Rampur Distillery, Bareilly Road, Rampur-44901 (UP.)

Phones: 0595-2350601/2, 2351703 Fax: 0595-2350008

E-mail: [info@radico.co.in](mailto:info@radico.co.in), website: [www.radicokhaitan.com](http://www.radicokhaitan.com)

CIN No-L26941UP1983PLC027278

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L26941UP1983PLC027278
2. Name of the Listed Entity	RADICO KHAITAN LIMITED
3. Year of incorporation	July 21, 1983
4. Registered Office Address	Rampur Distillery, Bareilly Road, Rampur - 244901, Uttar Pradesh
5. Corporate Office Address	Plot No. J-I, Block B-I, Mohan Co-operative Industrial Area, Mathura Road, New Delhi-110044
6. E-mail	investor@radico.co.in
7. Website	www.radicokhaitan.com
8. Telephone	011 40975444/555
9. Financial year for which reporting is being done	2023-24
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	₹ 26,74,30,650
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Dinesh Kumar Gupta Contact: 011 40975444 E-mail: investor@radico.co.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosure under this Report are made on Standalone Basis for Radico Khaitan Limited
14. Whether the company has undertaken reasonable assurance of the BRSR Core?	No
15. Name of assurance Provider	Not Applicable
16. Type of assurance obtained	Not Applicable

### II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacturing	Alcohol and Alcoholic Products	98.80%

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

Product/Service	NIC Code	% of total Turnover contributed
Manufacturing of Alcohol and Alcoholic Products	1101	98.80%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	42	19	61
International	Nil	Nil	Nil

## 20. Markets served by the entity:

### a. Number of locations

Locations	Number
National (No. of States)	29
International (No. of Countries)	100

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

6.56%

### c. A brief on types of customers

- State government / state-owned corporation
- Canteen Stores Department
- Private distributors / retailers in open market
- Export customers

## IV. Employees

### 21. Details as at the end of Financial Year: FY2024

#### 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)	1194	1170	97.99%	24	2.01%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	<b>1194</b>	<b>1170</b>	<b>97.99%</b>	<b>24</b>	<b>2.01%</b>
<b>WORKERS</b>						
4.	Permanent (F)	275	275	100.00%	0	0
5.	Other than Permanent (G)	2326	2266	97.00%	60	3.00%
6.	<b>Total workers (F + G)</b>	<b>2601</b>	<b>2541</b>	<b>98.00%</b>	<b>60</b>	<b>2.00%</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	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	3	3	100.00%	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	<b>Total differently abled workers (F + G)</b>	<b>3</b>	<b>3</b>	<b>100.00%</b>	<b>0</b>	<b>0</b>

### 22. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	4	0	0

Note: Key Management Personnel includes two directors.

**23. Turnover rate for permanent employees and workers**

Particulars	FY2024			FY2023			FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.50%	0.70%	17.20%	12.92%	0.47%	13.39%	10.69%	0.42%	11.11%
Permanent Workers	10.90%	0	10.90%	4.21%	0	4.21%	4.26%	0	4.26%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****24. (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	Radico Spiritzs India Private Limited	Subsidiary	100%	No
2	Accomreal Builders Private Limited	Subsidiary	100%*	No
3	Compaqt Era Builders Private Limited	Subsidiary	100%*	No
4	Destihomz Buildwell Private Limited	Subsidiary	100%*	No
5	Equibuild Realtors Private Limited	Subsidiary	100%*	No
6	Proprent Era Estates Private Limited	Subsidiary	100%*	No
7	Binayah Builders Private Limited	Subsidiary	100%*	No
8	Firstcode Reality Private Limited	Subsidiary	100%*	No
9	Radico NV Distilleries Maharashtra Limited	Joint Venture	36%	No

\*100% holding through Wholly-owned Subsidiary, Radico Spiritzs India Private Limited

**VI. CSR Details**

25. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

(ii) Turnover: ₹ 15,48,388 Lakhs (FY 2023-24)

(iii) Net worth: ₹ 2,37,737 Lakhs (FY 2023-24)

**VII. Transparency and Disclosures Compliances**

**26. 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)	FY2024			FY2023		
	(If Yes, then provide web-link for grievance redress policy)	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	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	81	0	NA	225	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes	26	0	NA	0	0	NA
Value Chain Partners	No	0	0	NA	0	0	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

The Company has comprehensive Grievance Redressal Mechanism in place and the weblink is <https://www.radicokhaitan.com/wp-content/uploads/2024/07/Stakeholder-Grievance-Redressal-Policy.pdf>.

**27. 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 and conservation: <ul style="list-style-type: none"> <li>• Re use</li> <li>• Recycle</li> </ul>	R	High water usage in liquor manufacturing process can lead to resource scarcity and increased cost	<ul style="list-style-type: none"> <li>• Water recharge facility in village ponds with the “Art of Living”</li> <li>• Maintaining over 150 water recharging structure in 38 villages.</li> <li>• Recycling of processed water back in to process, which reduces the fresh water consumption.</li> <li>• Adopted zero liquid discharge mechanism</li> </ul>	Negative

S. No. identified	Material issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Value Engineering and Sustainability	O	<p>Leveraging improved glass technology to produce glass bottles at lower weight reduce pressure on depleting of natural resources and cost optimization.</p> <p>Removal of mono-carton in certain brands reducing paper usage leading to saving of natural resources.</p> <p>Use of PET bottles in premium brands, reducing energy consumption and landfill.</p>	-	Positive
3.	Waste Management: <ul style="list-style-type: none"> <li>• Glass Bottle</li> <li>• Plastic Bottle</li> <li>• E-waste</li> <li>• Process Waste</li> </ul>	R&O	<p><b>Risk:</b> Inadequate waste management may lead to regulatory non-compliances &amp; will have negative impact on environment.</p> <p><b>Opportunity:</b> Effective waste management optimizes cost and reduces environmental impact.</p>	<ul style="list-style-type: none"> <li>• Use of licensed vendor for effective waste disposal to ensure regulatory compliance.</li> <li>• Recycle of glass &amp; plastic bottles will also have positive impact on cost.</li> </ul>	<p>Negative: Cost to ensure effective disposal and regulatory compliance.</p> <p>Positive: Cost reduction due to recycling.</p>
4.	Regulatory Compliance	R	Non-compliance with environmental and social regulations can result in fines and operational disruptions.	Establishment of a compliance monitoring team and regular audits.	Negative: Costs of compliance monitoring; Positive: Avoidance of fines and legal issues.

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)
5.	Human Capital	R	Human capital being one of the important pillars of growth, it is imperative for the Company to attract and retain the right talent to ensure strategic business growth	<ul style="list-style-type: none"> <li>Talent acquisition and onboarding-effective recruitment and structured on boarding</li> <li>Skill development training-continuous learning and skill gap analysis</li> <li>Performance management-clear expectation and 360-degree feedback system</li> <li>Employee engagement and retention-recognition and reward, work life balance, career growth opportunity</li> </ul>	Negative
6.	Climate Change <ul style="list-style-type: none"> <li>Energy Efficiency</li> <li>Carbon Footprint</li> </ul>	R	High energy consumption contributes to carbon emissions and increased operational costs.	<ul style="list-style-type: none"> <li>Transition to renewable energy</li> <li>Planting trees</li> <li>Adopting green technology</li> <li>Replacing coal with Husk and generating power</li> </ul>	Negative: Capital expenditure for new technology; Positive: Reduced energy costs and potential carbon credits.
7.	Health and Safety of Employees	R	Ensuring a safe working environment is crucial to avoid accidents and ensure compliance with regulations.	Regular safety training programs and investment in safety equipment.	Negative: Costs of training and equipment; Positive: Reduced risk of accidents and associated costs.
8.	Product Responsibility and Ethical Marketing	R	Promoting responsible drinking and ethical marketing can enhance brand trust and loyalty.	Development of responsible marketing campaigns and educational initiatives	Positive: Increased customer loyalty and brand value; Negative: Costs of campaign development.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Lowering Carbon Foot Print	O	In both the manufacturing unit, major power consumption is generated through captive power plants, utilising renewable energy sources and bio-fuels. One plant is 100% self-sufficient.	-	Positive: Use of captive power by utilization of bio fuel saved cost and protects environment
10.	Corporate Governance	O	Good governance practices contribute towards improving our ESG rating and attract investors, ensure regulatory compliances.	-	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.

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.radicokhaitan.com/investor-relations/">https://www.radicokhaitan.com/investor-relations/</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)	Policies of the Company have been communicated with the key value chain partners.								

**4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**

All the policies have been developed considering relevant national & International standards covering:

- ISO 9001:2015 (Quality Management System)
- ISO 22000:2005 (Food Safety Management System)

**5. Specific commitments, goals and targets set by the entity with defined timelines, if any.**

The Company is committed to reducing Greenhouse Gas (GHG) emissions and have short-term and long-term targets in this regard.



**6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**

In brief, the Company’s performance is consistent with its stated commitment to achieving the goals as covered in point 5 above

**Governance, leadership and oversight**

**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).**

We are steadfast in our belief that true value lies in sustainability. Our mission is to create lasting benefits that are economically viable, environmentally friendly, and socially responsible. By harnessing renewable energy sources and reducing resource consumption per unit of production, we strive to implement responsible practices within our industry.

Our initiatives are meticulously aligned with the United Nations Sustainable Development Goals (UN SDGs). We are committed to deepening this integration, ensuring that our efforts contribute meaningfully to a brighter, greener future.

Radico Khaitan is deeply committed to ensuring environmental sustainability in all our operations, by way of recycling of glass bottles, value engineering, lowering carbon foot print, recycling of plastic waste and tree plantation.

Recognizing the critical importance of water as a scarce natural resource, our plants consistently incorporate rainwater harvesting and ground-level recharging initiatives. These efforts are central to our approach, reflecting our commitment to water conservation and management. The Company has adopted a collaborative and hands-on strategy to effectively address the water-related challenges faced by the communities in the vicinity of its operations.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**

Sustainability & Corporate Social Responsibility Committee

**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 constituted an Environment, Social and Governance Committee (ESG Committee) along with a Sustainability and Corporate Social Responsibility Committee to oversee the Sustainability issues. Details of the Committees are given in the Corporate Governance Section of this Annual Report.

**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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
	The Managing Director, Whole-time Director and Key Managerial Personnel consistently evaluate the Company’s performance in accordance with its policies. The results of these reviews are periodically communicated to the Board and its Committees, by highlighting the key aspects of the assessments.									Ongoing basis and reviewed by the committee periodically (Quarterly)								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with all applicable statutory requirements. No non-compliance was observed against any NGRBC Principles.																	

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	N	N	N	N	N	N	N	N

The working of the Policies is reviewed from time to time by the Board, Audit Committee and the Management in their respective areas. However, no external evaluation of working of the Policies was carried out.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**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 programs on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	2	<ul style="list-style-type: none"> <li>Review on regulatory developments</li> <li>Familiarization with the policies of the Company</li> <li>Workshop on Risk Management</li> </ul>	100.00%
Key Managerial Personnel	2	<ul style="list-style-type: none"> <li>Review on regulatory developments</li> <li>Familiarization with the policies of the Company</li> <li>Workshop on Risk Management</li> </ul>	100.00%
Employees other than BOD and KMPs	98	Premium Brand Selling, Hazardous Waste Management, Food Safety Management, Safety Management, and Skill updation etc.	52.00%
Workers	7	<ul style="list-style-type: none"> <li>Sensory Evaluation,</li> <li>Fire Fighting</li> <li>Hazardous Waste Management</li> </ul>	4.00%

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

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

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

Case Details	Name of 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 adopted an Anti- bribery Policy and the same is available on website at <https://www.radicokhaitan.com/wp-content/uploads/2021/03/Radico-Anti-bribery-Policy.pdf>.

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

**Programs**

Particulars	FY2024	FY2023
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Particulars	FY2024		FY2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

None

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

Particulars	FY2024	FY2023
Number of days of accounts payables	40	48

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:

Particulars		FY2024	FY2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not identifiable	Not identifiable
	b. Number of trading houses where purchases are made from	Not identifiable	Not identifiable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not identifiable	Not identifiable
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Not identifiable	Not identifiable
	b. Number of dealers / distributors to whom sales are made	Not identifiable	Not identifiable
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not identifiable	Not identifiable
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.35%	Not identifiable
	b. Sales (Sales to related parties / Total Sales)	N.A.	Not identifiable
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	18.86%	Not identifiable
	d. Investments ( Investments in related parties / Total Investments made)	100%	Not identifiable

**Leadership Indicators**

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

Total Number of Awareness programmes held	Topics/ Principal covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	NA	NA

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has a Code of Conduct for Directors and Senior Management, consisting guidelines for avoiding conflict of interests of the Company with the members of the Board and to ensure that all Directors shall always act in the interest of the Company. The Code of Conduct may be accessed on the website of the Company at <https://www.radicokhaitan.com/wp-content/uploads/2019/09/Code-of-Conduct-for-Directors-and-Senior-Management.pdf>.

**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.

	FY2024	FY2023	Details of improvements in environmental and social impacts
R&D	Nil	Nil	
Capex	22.00%	42.00%	

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

Yes

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

The resources involved in the manufacturing processes are efficient and sustainable. The Company gives preference in selection of vendors for procurement of raw material, who comply with the various principles of sustainability. Majority of suppliers of raw material are located within a radius of 200 Kilometers of the manufacturing units of the Company which helps to minimize transportation.

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.

S. No.	Material	Mode	Description
1	Plastics	Recycler	Under Extended Producer Responsibility (EPR) program through registered recycler in accordance with Plastic Waste Management Act
2	E-waste	Recycler	Scrap of E-waste being sold to registered recycler as per E-Waste Management Rules, 2022
3	Batteries	Buyback	Disposed under buy back policies with OEMS.
4	Hazardous Waste	Recycler	Used/Spent Oil, discarded empty drums sent to authorized vendor as per central pollution control board for recycling.
5	Other Non-Hazardous Waste	NA	NA

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.

During FY2024, as part of its Extended Producers Responsibility, Radico Khaitan recycled 6724 MT of post-consumer used plastic waste, resulting in significant sustainability impact.

**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? - No

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.
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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	

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	
	FY2024	FY2023
Glass Bottle*	20.80%	22.60%

\*% recycled bottles used for key brands

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:

	FY2024			FY2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) (MT)	0	6724.00	0	0	7202	1702.58
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	228.00

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
Glass Bottle*	20.80%

\* % recycled bottles used for certain key brands

**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	1170	1170	100.00%	1170	100.00%	0	0	0	0	0	0
Female	24	24	100.00%	24	100.00%	24	100.00%	0	0	0	0
<b>Total</b>	<b>1194</b>	<b>1194</b>	<b>100.00%</b>	<b>1194</b>	<b>100.00%</b>	<b>24</b>	<b>100.00%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	275	275	100%	275	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>275</b>	<b>275</b>	<b>100%</b>	<b>275</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent workers</b>											
Male	2266.00	2266.00	100.00%	2266.00	100.00%	0	0.	0	0%	0	0%
Female	60.00	60.00	100.00%	60.00	100.00%	60.00	100.00%	0	0%	60.00	100.00%
<b>Total</b>	<b>2326.00</b>	<b>2326.00</b>	<b>100.00%</b>	<b>2326.00</b>	<b>100.00%</b>	<b>60.00</b>	<b>2.58%</b>	<b>0</b>	<b>0%</b>	<b>60.00</b>	<b>2.58%</b>

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

Particulars	FY2024	FY2023
Cost incurred on well-being measures as a % of total revenue of the company	0.10%	0.10%

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

Benefits	FY2024			FY2023		
	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	100.00%	100.00%	Y*	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	8.00%	12.00%	Y	10.00%	17.00%	Y

\*Radico maintains a trust authorized by the EPFO under the ministry of labour.

**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, the Company is dedicated to ensure that all employees and workers with disabilities have access to the essential resources and facilities at their respective premises and offices. This commitment includes the provision of specialized equipment, accessible workspaces, and any necessary accommodations to support their daily functions effectively. Radico aims to foster an inclusive and supportive environment that acknowledges and respects the diverse needs and abilities of differently-abled employees and workers, thereby enabling them to perform their roles efficiently and comfortably within the organization.

**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 is deeply committed to provide equal opportunities in employment and fostering an inclusive workplace where all employees are treated with the utmost respect and dignity. This commitment is reflected in the Equal Opportunity Policy adopted by the Company, which adheres to the provisions outlined under the Disabilities Act, 2016 and the Disabilities Rules, 2017.

The Policy ensures that individuals with disabilities are given fair and equitable consideration in all aspects of employment, including recruitment, hiring, training, and career development. We, at Radico strive to eliminate any barriers that might hinder their full participation in the workplace. By doing so, we aim to create an environment where the talents and contributions of differently-abled employees are recognized and valued.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

Particulars	Yes/No (If yes, then give details of the mechanism in detail)
Permanent Workers	Yes, the Company has a complaint and grievance reporting process in place. Workers are free to reach functional head or HR team directly or through union at their respective locations.
Other than Permanent Workers	
Permanent Employees	Yes, the Company has a complaint and grievance reporting process in place. All the employees, whether or not permanent, are free to reach their HOD first to resolve their grievances, if not satisfied, they can directly reach out to the HR/Unit Head as the case may be.
Other than Permanent Employees	

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

Category	FY2024			FY2023		
	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	1194	0	0	1068	0	0
Male	1170	0	0	1042	0	0
Female	24	0	0	26	0	0
Total Permanent Workers	275	143	52.00%	261	149	57.08%
Male	275	143	52.00%	261	149	57.08%
Female	0	0	0	0	0	0

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

Category	FY2024					FY2023				
	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	1170	95	8.00%	510	44.00%	1042	469	45.00%	653	62.66%
Female	24	11	46.00%	10	41.66%	26	26	100%	0	0
<b>Total</b>	1194	106	9.00%	520	43.95%	1068	495	47.00%	653	61.14%
<b>Workers</b>										
Male	275	196	71.27%	173	62.90%	261	247	94.70%	180	69.00%
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	275	196	71.27%	173	62.90%	261	247	94.70%	180	69.00%



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

Category	FY2024			FY2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	Under Review	Under Review	Under Review	1042	796	76.00%
Female	Under Review	Under Review	Under Review	26	20	77.00%
<b>Total</b>	Under Review	Under Review	Under Review	1068	816	76.00%
<b>Workers</b>						
Male	Under Review	Under review	Under Review	261	202	77.00%
Female	Under Review	Under review	Under Review	0	0	0
<b>Total</b>	Under Review	Under review	Under Review	261	202	77.00%

**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?

The occupational health and safety management system has been implemented in accordance with the requirements of the Factories act to cover the following location:

- Rampur Plant, Uttar Pradesh
- Bajpur Plant, Uttarakhand
- Bahadurgarh Plant, Haryana
- Reengus Plant, Rajasthan
- Sitapur Plant, Uttar Pradesh
- All lease units and tie-up units

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

The Company focuses on monitoring of health and safety related condition for employees and workers. The Company undergoes audit on yearly basis to ensure health and safety environment assessment, hygiene and upholding of human rights.

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

Yes, reporting and monitoring of leakage, induction and fire safety trainings are performed to inform workers about risks and safety processes to be followed.

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

Yes

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

Safety Incident/Number	Category*	FY2024	FY2023
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)	Employees	0	0
	Workers	0	0

\* including in the contract workforce

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

The Company has a policy on safety health and environment (SHE), which covers all the operations of the Company. Further, regular safety related trainings are provided to employees periodically as per annual calendar. Continuous efforts are being made to reduce green house gas emission, creating a safe & healthy working environment. Periodic health check ups and on site medical support are also provided by the Company.

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

Particulars	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

**14. Assessments for the year**

Particulars	% 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.**

Not Applicable

**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.**

Before making payment to supply chain we ensure that all statutory dues have been paid by supply chain by taking the challans and return form of relevance statutory dues.

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

Particulars	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	
	FY2024	FY2023	FY2024	FY2023
Employees	Nil	Nil	NA	NA
Workers	Nil	Nil	NA	NA

**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:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

**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.**

The process for identifying key stakeholder groups of the entity involves systematically recognizing all groups of people who are affected by the Company and have an interest in its various operations. This includes a thorough assessment to ensure comprehensive inclusion.

Key stakeholder groups encompass a wide array of individuals and entities, such as vendors, suppliers, and the local community. The Company aims to foster transparency, accountability, and inclusivity in its operations. Radico Khaitan promotes sustainable and responsible business practices and ensures that the interests and concerns of all key stakeholder groups shall be duly acknowledged and addressed.

**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	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Website, E-mail and one to one/ group meet	As and when required	<ul style="list-style-type: none"> <li>Assessment of Product quality and development</li> <li>Addressing grievances and concerns</li> <li>Providing assurance and solutions</li> <li>Feedback and suggestions</li> </ul>
Employees	No	Website, E-mail, Training Sessions, Performance review meet, Employee surveys and periodical work meet	On-going basis	<ul style="list-style-type: none"> <li>Empowering work environment</li> <li>Personal Development and Growth</li> <li>Health and Safety</li> <li>Grievance Resolution</li> <li>Compensation</li> <li>On-job Trainings</li> </ul>
Statutory Bodies	No	Ongoing Meetings and Dialogues	On-going basis	<ul style="list-style-type: none"> <li>Regulatory Compliances</li> <li>Transparency in Disclosures</li> <li>Corporate Governance Practices</li> </ul>
Investors	No	Earnings Call, Investors/ Analysts Meet, One to One Meet and General Meetings	Earnings Call - Quarterly Investors/ Analysts Meet, One to One Meet - As and when required General Meeting - Annual	<ul style="list-style-type: none"> <li>Updates on Financial Results and Business Performance</li> <li>Addressing Investors' Concerns and queries</li> <li>Providing Insights on Corporate Governance Mechanism</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	No	Website, E-mail and Public Hearings	As and when required	<ul style="list-style-type: none"> <li>• Communication regarding Sustainable growth</li> <li>• Addressing grievances and concerns</li> <li>• Providing assurance and solutions</li> </ul>
Suppliers and Vendors	No	Website and E-mail, one to one/ group meet	As and when required	<ul style="list-style-type: none"> <li>• Communication regarding Sustainable use of natural resources</li> <li>• Addressing grievances and concerns</li> <li>• Providing assurance and solutions</li> <li>• Infrastructural Support</li> </ul>
Industrial Association	No	Participation in various Trade Associations and events, Membership in various Committees and Forums	On-going basis	<ul style="list-style-type: none"> <li>• Responsible Corporate Citizenship</li> <li>• Discussion on Best Industrial Practices</li> <li>• Updatations with Regulatory Amendments</li> <li>• Compliance and Transparaency</li> </ul>
Media	No	Press Conference, Press Release, Media Events, Conclaves, Participation in Forums and Summits and one-to-one interaction by Senior Management	On-going basis	<ul style="list-style-type: none"> <li>• Addressing stakeholders</li> <li>• Product Launch</li> <li>• Branding and Sponsorships</li> <li>• Corporate and Brand Image Building Process</li> <li>• Sharing Management views</li> </ul>

**Leadership Indicators**

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company endeavors to update all its stakeholders on economic, environmental, and social topics on a periodic basis. To facilitate effective consultation, the Board has empowered various committees within the organization to engage with stakeholders regularly on ESG matters. These committees are responsible for conducting consultations and gathering feedback from stakeholders. The feedback collected during these interactions is communicated to the Management to ensure that stakeholder perspectives are considered in decision-making processes.

- 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, Stakeholder consultation is actively used to support the identification and management of environmental and social topics. Interaction with stakeholders is a continuous process, and actions are initiated based on the feedback received. ESG activities are implemented wherever feasible. When necessary, the inputs from stakeholders are incorporated into the Company's policies and SOPs to ensure that their concerns and suggestions are adequately addressed and integrated into our strategic approach.

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

Not Applicable

**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	FY2024			FY2023		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1194	31	2.60%	1068	188	17.60%
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	1194	31	2.60%	1068	188	17.60%
<b>Workers</b>						
Permanent	275	29	10.55%	261	53	20.30%
Other than permanent	0	0	0	0	0	0
<b>Total Workers</b>	275	29	10.55%	261	53	20.30%

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

Category	FY2024					FY2023 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	1194	0	0	1194	100.00%	1068	0	0	1068	100.00%
Male	1170	0	0	1170	100.00%	1042	0	0	1042	100.00%
Female	24	0	0	24	100.00%	26	0	0	26	100.00%
<b>Other than Permanent</b>	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>	275	0	0	275	100.00%	261	0	0	261	100.00%
Male	275	0	0	275	100.00%	261	0	0	261	100.00%
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>	2326	2326	100.00%	0	0	0	0	0	0	0
Male	2266	2266	100.00%	0	0%	0	0	0%	0	0%
Female	60	60	100.00%	0	0%	0	0	0%	0	0%

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

#### a. Median remuneration/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (INR in Lakhs)
Board of Directors (BoD)	3	929	0	0
Key Managerial Personnel	2	190	0	0
Employees other than BOD and KMP	1165	6.9	24	11.5
Workers	275	3.6	0	0

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

Parameter	FY2024	FY2023
Gross wages paid to females as % of total wages*	1.60%	1.60%

\*Note: Wages includes female worker and employee both.

### 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, we have designated the Human Resources (HR) and Industrial Relations (IR) team at each of our locations as the focal point responsible for addressing human rights impacts or issues. This team is tasked with identifying, assessing, and managing any human rights concerns that arise due to our business activities. They ensure that all such situations are handled promptly and effectively, adhering to our Company's commitment to uphold human rights standards.

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

Radico Khaitan upholds human rights standards by embedding them into relevant policies, processes, and guidelines throughout its business operations. The Company conducts training sessions to enhance internal awareness and education on human rights practices. Our grievance mechanism ensures that employees, vendors, suppliers, and customers have secure, 24/7 access to raise concerns and report breaches confidentially and anonymously, without fear of retaliation.

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

Particulars	FY2024			FY2023		
	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	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

Particulars	FY2024	FY2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The various policies of the Company like anti-discrimination at work place, anti-harassment at work place, whistle blower policy have adequate process defined to ensure that the identity of the complainant is kept secret and concerns/complains are addressed by an independent committee.

**9. Do human rights requirements form part of your business agreements and contracts?**

Yes

**10. Assessments for the year:**

<b>Particulars</b>	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	

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

Not Applicable

**Leadership Indicators**

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

Not Applicable

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

Not Applicable

**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, the plants of the entity is accessible to differently abled visitors, as per the requirements or the Rights of Persons with Disabilities Act, 2016

**4. Details on assessment of value chain partners**

<b>Particulars</b>	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual harassment	NA
Discrimination at workplace	NA
Child Labour	NA
Forced Labour/Involuntary Labour	NA
Wages	NA
Others	NA

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

Not Applicable

**PRINCIPLE 6: 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	FY2024	FY2023
<b>From renewable sources</b>		
Total electricity consumption (A) (in KWH)	71773932.00	36294418.40
Total fuel consumption (B) (in KWH)	58992.00	116232.00
Energy consumption through other sources (C) (in KWH)	0.00	0.00
<b>Total energy consumed from renewable sources (A+B+C)</b> (in KWH)	71832924.00	36410650.40
<b>From non-renewable sources</b>		
Total electricity consumption (D) (in KWH)	43688212.00	17083874.00
Total fuel consumption (E) (in KWH)	126958.00	278094.00
Energy consumption through other sources (F) (in KWH)	3450186	0.00
<b>Total energy consumed from nonrenewable sources (D+E+F)</b> (in KWH)	47265356	17361968.00
<b>Total energy consumed (A+B+C+D+E+F)</b> (in KWH)	119098280.00	53772618.40
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	76.91	42.19
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	1759.87	965.42
<b>Energy intensity in terms of physical output</b>	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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

Note 1: The energy consumption reported in the table above includes data pertaining to Owned Manufacturing sites.

Note 2: For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per the Audited Standalone Financial Statements.

Note 3: The Purchasing Power Parity (PPP) factor considered is 22.88 as recommended by OECD (Organisation for Economic Co-operation and Development).

**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 Company does not fall in the category (as Designated Consumer) of industries mandated under the Performance, Achieve and Trade (PAT) scheme.

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

Parameter	FY2024	FY2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0.00	0.00
(ii) Groundwater	566267.00	688445.00
(iii) Third party water	22152.00	25218.00
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	588419.00	713663.00
<b>Total volume of water consumption (in kilolitres)</b>	963179.00	713663.00
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.62	0.56



Parameter	FY2024	FY2023
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	14.23	12.81
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity	-	-

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

Note 1: The water withdrawal and consumption reported in the table above includes data pertaining to Owned Manufacturing sites.

Note 2: For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per the Audited Standalone Financial Statements.

Note 3: The Purchasing Power Parity (PPP) factor considered is 22.88 as recommended by OECD (Organisation for Economic Co-operation and Development).

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

Parameter	FY2024	FY2023
<b>Water discharge by destination and level of treatment (in kilolitres)*</b>		
(i) To Surface water		
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
(ii) To Groundwater		
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
(iii) To Seawater		
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
(iv) Sent to third-parties		
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
(v) Others		
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
<b>Total water discharged (in kilolitres)</b>		

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

\*Radico Khaitan has Zero Liquid Discharge mechanism. The entire process cycle ensures that all the water is either reused or evaporated, leaving behind only solid residues. This means there is no liquid discharge to any external bodies of water, including rivers, sea, or the ground.

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

Yes, Radico Khaitan has installed a new condensate processing unit at the cost of about ₹ 1,963 Lakhs for reutilizing process condensate across all plant in evaporators, lees, RO permeate water and all other inorganic waste-water stream for cooling tower make up and molasses dilution, flour dilution in Liquefaction. It will reduce our ground water pumping and help us in maintaining zero liquid discharge. We have increased Bio gas production (green energy) from 3000 to 3500 M3/Day with CPU upgradation with benefit of fresh water saving due to recycling of CPU-treated water.

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

Parameter	Please specify unit	FY2024	FY2023
NOx	Micro gram/m <sup>3</sup>	62.95	67.00
Sox	Micro gram/m <sup>3</sup>	53.28	36.00
Particulate matter (PM)	Micro gram/m <sup>3</sup>	150.45	87.00
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others - please Specify		NA	NA

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 **N**

Note: Air emission details in the table above include data pertaining to Radico Khaitan owned plants.

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

Parameter	Unit	FY2024	FY2023
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent (Million Kg)	91.82*	12.2
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent (Million Kg)	0.00	0.00
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	(MT/₹ in Lakh)	0.06	0.01
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	(MT/₹ in Lakh)	1.42	0.23
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		-	-
<b>Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity</b>		-	-

\*Purchasing Power Parity (PPP) taken 24.059

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. **N**

\* The above figure contain CO<sub>2</sub> - 0.0195 and CH<sub>4</sub> - 91.80

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

The Company is committed to reduce Greenhouse Gas (GHG) emissions and have short-term and long- term targets in this regard. The steps taken in this regard are:

**USING RECYCLED GLASS BOTTLES:**

Given the nature of our industry, our operations involve a significant use of glass bottles. We have made it a priority to champion the use of recycled glass in our business. This approach helps preserve valuable resources such as sand and non-renewable energy sources, aligning with our broader environmental goals. Our focused efforts have yielded impressive results, increasing the proportion of recycled glass bottles from 4.5% in FY2019 to 20.8% in FY2024 for our key brands.

**VALUE ENGINEERING:**

Radico Khaitan has implemented various value-engineering opportunities to optimise raw material cost without compromising on product quality. Leveraging improved glass technology to produce glass bottles at lower weight is an example which has not only helped to optimise raw material cost but will also reduce pressure on depleting of natural resources used in the manufacture of glass bottles. This has resulted in savings of about 1,450 MT of glass consumption during the year. Removal of monocarton in certain brands has reduced paper usage by 3,100 MT and resulted in saving natural resources. Furthermore, we moved to 26.5 gm, PET bottles in 180 ml SKU of 8PM Premium Black whisky which will reduce the energy consumption on manufacturing and PET being 100% recyclable.

**LOWERING CARBON FOOT PRINT:**

In FY2024, we made significant strides towards this goal at our Rampur plant. Impressively, 84% of our total power consumption was generated through our captive power plants, utilising renewable energy sources and bio-fuels. An additional 14% was produced using low-sulphur coal, adhering strictly to the Ministry of Environment and Forests (MoEF) guidelines. Only 2% of our power needs were met through external sources such as the grid or diesel generators. Today, the Rampur campus proudly stands as 100% self-sufficient in power generation, underpinned by our captive power plants.

Our Sitapur distillery operations commenced in September 2024. Prior to this, the Sitapur plant relied entirely on outsourced power. Since the distillery operations began, the campus has achieved 100% self-sufficiency through its captive power plants. Impressively, 98% of the total power consumed at Sitapur since September 2024 has been generated using bio-fuels.

**RECYCLING PLASTIC WASTE:**

In FY2024, we recycled 6,724 metric tonnes of post-consumer plastic waste. This initiative significantly reduces environmental pollution and underscores our commitment to responsible waste management and business sustainability.

**TREE PLANTATION:**

In FY2024, we enhanced our environmental stewardship by planting over 6,000 trees across various locations in Rampur District. Apart from that we are taking care of the growth of about more than 13000 plants, planted during the previous years. This initiative contributes to local biodiversity, improves air quality, and underscores our dedication to fostering a greener, healthier environment.

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

Parameter	FY2024	FY2023
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	6724.00	8,904.58
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	63.00	228
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G+ H)</b>	6787.00	9132.58
<b>Waste intensity per rupee of turnover</b> (Total waste generated /revenue from operation)	0.004	0.01
<b>Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP)</b> (Total Revenue waste from generated / operations adjusted for PPP)	0.10	0.17
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity</b> (optional) - the relevant metric may be selected by the entity	-	-

Parameter	FY2024	FY2023
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	6724.00	7202.00
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>6,724.00</b>	<b>7,202.00</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

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

Note 1: The waste details reported in the table above includes data pertaining to Owned Manufacturing sites

Note 2: For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per the Audited Standalone Financial Statements.

Note 3: The Purchasing Power Parity (PPP) factor considered is 22.88 as recommended by OECD (Organisation for Economic Co-operation and Development).

Note 4: The waste quantity reported in the table above is accounted for at the time of disposal and therefore waste disposed has been considered as waste generated.

**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 organization has established a standardized methodology for the purpose of identifying, segregating, and quantifying generated waste. Additionally, it has implemented the principles of the 3Rs (Reduce, Reuse, Recycle) in managing generated waste prior to its disposal. Notably, this involves the implementation of the Effluent Treatment Plant within the plant, enabling primary and secondary water treatment, followed by the internal reutilization of treated water within the facility. After volume reduction through MEE<sup>(1)</sup> & R.O.<sup>(2)</sup>, remaining effluent is stored in intermediate Holding Tank and transfer to impervious Holding Lagoon (designed as per CPCB norms) ensuring no impact on underground water quality and hand pumps are installed for periodically checks of water quality through inspecting authorities. Effluent is sent for Bio-Composting, using sugar mill press mud to manufacture highly valuable and micro-nutrient rich organic manure as Bio-compost. The Bio-compost manufactured in the Distillery is being packed in bags and largely selling to company like fertilizer companies.

<sup>(1)</sup> MEE plant refers to a Multiple-Effect Evaporator plant. This is a system used to evaporate water or other solvents from a solution, usually to concentrate the remaining solutes.

<sup>(2)</sup> R.O. plant refers to a Reverse Osmosis plant, which is a water purification system that uses the reverse osmosis process to remove contaminants from water. This process involves forcing water through a semipermeable membrane, which filters out impurities, such as salts, bacteria, and other dissolved substances, resulting in purified water.

**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.
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Not Applicable: All our operations and offices are in designated industrial parks/areas. None of them are in or around ecologically sensitive areas. Environmental clearance is not required for any manufacturing facility or offices.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
New Green Field Distillery" M/s Radico Khaitan Limited. Sitapur Uttar Pradesh.	EC22A022UP176988	July 14, 2022	Yes	Yes	www.radicokhaitan.com

**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: Yes. The entity is compliant with all applicable environmental laws, regulations, guidelines and provisions of India such as the Water (Prevention and Control of Pollution) Act, 1974, Air (Prevention and control of pollution) Act, 1981, the Environment Protection Act, 1986, Hazardous Wastes (Management and Handling Rules, 2003/2008/2016, public liability Insurance act, 1991 along with their amendments and rules.**

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
				Not Applicable

**Leadership Indicators**

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable**

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

(i) Name of the area: Rampur

(ii) Nature of operations: Manufacturing Unit

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY2024	FY2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0.00	0.00
(ii) Groundwater	185040	190440
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
<b>Total volume of water withdrawal (in kilolitres)</b>	185040	190440
<b>Total volume of water consumption (in kilolitres)</b>	559800	621259
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.36	0.49
<b>Water intensity</b> (optional) relevant metric may be selected by the entity	0.00	0.00
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0.00	0.00
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00

Parameter	FY2024	FY2023
(ii) Into Groundwater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) Into Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third parties	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
<b>Total water discharged (in kilolitres)</b>	<b>0.00</b>	<b>0.00</b>

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

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

Parameter	Unit	FY2024	FY2023
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
<b>Total Scope 3 emissions per rupee of turnover</b>		NA	NA
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity		NA	NA

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.

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 the initiative
1	Cogen Power plant of 11.75 MW installed & commissioned, power generating using rise husk	Cogen III Power plant of 11.75 MW was installed & commissioned, here using rise husk /coal as fuel in place of highly costly outsourcing power fuel Diesel / UPPCL. Now RKL Rampur has become self-reliant on power Generation	Sustainable energy practices by using renewable source (rice husk) for power generation and helps in reduction in Green House Gas Emission

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

Yes. Radico Khaitan is committed to ensuring uninterrupted operations and the safety of its stakeholders. It covers the identification of critical business functions, risk assessments, and the implementation of preventive measures. It involves regular risk assessments, employee training, and the establishment of an Incident Response Mechanism. The Business Continuity Plan includes backup systems, and data recovery processes. Post-incident, a detailed assessment and recovery plan will restore operations swiftly.

**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 adverse impact to the environment.

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

Nil

**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.**

5

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	All India Distillers Association	National
2	PHD Chambers of Commerce and Industry	National
3	Uttar Pradesh Distillers' Association	State
4	Confederation of Indian Alcoholic Beverage Companies (CIABC)	National
5	Indo-American Chamber of Commerce	International

**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
Not Applicable		

**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
Not Applicable					



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

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

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 INR)
Not Applicable						

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

A process at plant/unit level is defined and grievances if any are heard by the head of the plant along with other senior members as defined. The grievances are to be addressed on priority. All grievance are to be recorded and reported to the grievance committee.

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

Parameter	FY2024	FY2023
Directly sourced from MSMEs/ small producers	26.46%	28.05%
Directly from within India	95.79%	Not Identifiable*

\*Note: Percentage (%) of material procured from within the district and neighboring district for the FY 2022-23 is not identifiable.

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	FY2024	FY2023
Rural	0.00%	0.00%
Semi-urban	0.00%	0.00%
Urban*	2.80%	5.40%
Metropolitan*	0.40%	0.40%

\*Job creation here taken as vacancies arises and filled by new employee/worker

**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

Sr. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			



3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No
- (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 current financial year), based on traditional knowledge

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

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 benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Radico Bhujal Shakti Project - Water Literacy Programme	315	Not identifiable
2.	Radico Art of Living Skill Development Skill	5500	Not identifiable
3.	Sustainability Commitments - Sitapur	2000	Not identifiable

**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 has a well defined mechanism in place to address concern of consumers. The Company also takes feedback about its products. Contact details for any complain/suggestion are printed on each bottle.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

Particulars	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:**

Particulars	FY2024			FY2023		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other (Legal)	4	Nil	NA	Nil	Nil	NA

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

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

**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

**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.**

Not Applicable

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

- Number of instances of data breaches - Nil
- 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).**

www.radicokhaitan.com

 <https://www.facebook.com/officialradicokhaitan>
 <https://www.instagram.com/radicokhaitan>
 <https://twitter.com/radicokhaitan>
 [https://www.youtube.com/channel/UCVVWh6\\_IqUSVswj6E6KalmQ](https://www.youtube.com/channel/UCVVWh6_IqUSVswj6E6KalmQ)
 [www.linkedin.com/company/officialradicokhaitan](http://www.linkedin.com/company/officialradicokhaitan)

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

**Customer Responsibility Initiatives**

From time to time, drives are initiated for responsible consumption amongst its consumers. The Company displays all the information regarding its products, its ingredients etc. in line with the applicable laws.

Our promotional materials at the retail outlets also include a health warning in English as well as vernacular language. Products also carry the warning about responsible drinking and harmful impact of alcohol consumption.

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

Not Applicable

**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. We carry out surveys to gauge customer/consumer satisfaction for our product. Additional information about the product is displayed on the labels, over and above what is mandated. Radico Khaitan periodically assesses consumer trends, consumer choice, preference, and consumer satisfaction through need-based surveys.