



Date: 18th July, 2024

To,
Corporate Relations Department,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort, Mumbai - 400 001
Scrip code: 500 825

Listing Department,
National Stock Exchange of India Limited,
Exchange Plaza, C/1, G-Block, Bandra Kurla Complex,
Bandra (East), Mumbai – 400 051
Symbol: BRITANNIA

Dear Sir/Madam,

Sub : Business Responsibility and Sustainability Report for the Financial Year 2023-24
Ref : Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations 2015')

Pursuant to Regulation 34(2)(f) and other applicable provisions of the SEBI Listing Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ('BRSR') for the financial year 2023-24 ('FY 2023-24') along with the Reasonable Assurance Report issued by M/s. Grant Thornton Bharat LLP as per SEBI circular no. SEBI/HO/CFD/ CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.

The BRSR also forms the part of the Annual Report for FY 2023-24, submitted to the stock exchanges vide letter dated 18th July, 2024.

Request you to take the above information/documents on records.

Thanking You
Yours faithfully,
For Britannia Industries Limited

T. V. Thulsidass
Company Secretary
Membership No.: A20927

Encl: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L15412WB1918PLC002964
2.	Name of the Listed Entity	Britannia Industries Limited
3.	Year of incorporation	1918
4.	Registered office address	5/1A, Hungerford Street, Kolkata, West Bengal-700017
5.	Corporate address	Prestige Shantiniketan, The Business Precinct, Tower C, 16 th & 17 th Floor, Whitefield Main Road, Mahadevapura Post, Bengaluru - 560048
6.	E-mail address	investorrelations@britindia.com
7.	Telephone	080 3768 7100
8.	Website	www.britannia.co.in
9.	Financial year for which reporting is being done	1 April 2023 to 31 March 2024 ('FY 2023-24')
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-Up Equity Share Capital	₹24,08,68,296/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. T.V. Thulsidass Designation: Company Secretary Telephone: 080 3768 7232 Email Id: thulsidasstv@britindia.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 made on consolidated basis, unless otherwise specified.
14.	Name of assurance provider	Grant Thornton Bharat LLP
15.	Type of assurance obtained	Reasonable Assurance has been obtained on BRSR Core which is a sub-set of BRSR consisting of a set of key performance indicators under 9 ESG attributes as per SEBI circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.

II. Products/Services

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

Sl.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	FMCG	Manufacturing, trading and selling of food products	100%

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

Sl.	Product/Service	NIC Code*	% of Total Turnover Contributed
1.	Bakery Products (includes biscuits, cakes, rusks, bread and other bakery products) and Salted Snacks	10711, 10712, 10719 and 1030	~97%
2.	Dairy Products (includes milk powder, butter, cheese, ghee, flavoured milk and other dairy products)	10501, 10502, 10504 and 10509	~3%

*As per National Industrial Classification (All Economic Activities), issued by the Ministry of Statistics and Programme Implementation.

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	20*	7	27
International	4**	1**	5

*Only 19 plants are considered in the reporting boundry. Bihta Plant at Bihar, commissioned during the reporting period is excluded from the scope of this report.

**The International Plants and Offices are not considered under the scope of this report.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	The products of the Company are exported to over 80 Countries across the world.

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

The contribution of International Business to the consolidated turnover is ~6 % for FY 2023-24.

c. A brief on types of customers

The heart of Britannia's customer base lies in every household, where individuals and families enjoy Britannia products as part of their daily life. These products are widely available through extensive retail channels including supermarkets, grocery stores, convenience stores and online platforms. This broad distribution network ensures accessibility to Britannia's quality products in both urban and rural markets. Britannia also supplies to institutional buyers and extends its reach globally through exports.

As the Company progresses towards its ambition of becoming a 'Responsible Global Total Foods Company', it remains committed to offer delightful products that are good for consumers and the planet.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently-abled)

Sl.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	2,483	2,171	87.43%	312	12.57%
2.	Other than Permanent (E)	897	822	91.64%	75	8.36%
3.	Total Employees (D+E)	3,380	2,993	88.55%	387	11.45%
Workers						
4.	Permanent (F)	2,854	2,733	95.76%	121	4.24%
5.	Other than Permanent (G)	17,603	8,013	45.52%	9,590	54.48%
6.	Total Workers (F+G)	20,457	10,746	52.53%	9,711	47.47%

b. Differently-abled Employees and Workers

Sl.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently-abled Employees						
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than Permanent (E)	1	0	0%	1	100%
3.	Total Differently-abled Employees (D+E)	3	2	66.67%	1	33.33%
Differently-abled Workers						
4.	Permanent (F)	8	8	100%	0	0%
5.	Other than Permanent (G)	14	8	57.14%	6	42.86%
6.	Total Differently-abled Workers (F+G)	22	16	72.73%	6	27.27%

21. Participation/Inclusion/Representation of Women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	13*	1	7.69%
Key Management Personnel (KMPs)	4*	0	0%

*KMPs i.e., Executive Vice-Chairman & Managing Director, Executive Director & Chief Executive Officer and Executive Director & Chief Financial Officer are also part of the Board of Directors of the Company.

22. Turnover rate for Permanent Employees and Workers:

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.15%	19.87%	24.49%	23.10%	26.60%	23.50%	21.60%	29.90%	22.50%
Permanent Workers	9.29%	18.18%	9.67%	5%	0%	4.70%	7.30%	0%	7%

V. Holding, Subsidiary, Associate and Joint Venture Companies

23. a. Names of Holding/Subsidiary/Associate/Joint Venture Companies:

Sl.	Name of the Holding/Subsidiary/Associate/ Joint Venture Companies (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture Company	% 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.	Associated Biscuits International Limited	Holding	Nil	No
2.	Bannatyne Enterprises Pte. Ltd	Holding	Nil	No
3.	Dowbiggin Enterprises Pte. Ltd	Holding	Nil	No
4.	Nacupa Enterprises Pte. Ltd	Holding	Nil	No
5.	Spargo Enterprises Pte. Ltd	Holding	Nil	No
6.	Valletort Enterprises Pte. Ltd	Holding	Nil	No
7.	International Bakery Products Limited	Subsidiary	100%	Yes
8.	J B Mangharam Foods Private Limited	Subsidiary	100%	Yes
9.	Manna Foods Private Limited	Subsidiary	100%	Yes
10.	Sunrise Biscuit Company Private Limited	Subsidiary	99.16%	Yes
11.	Britchip Foods Limited	Subsidiary	60%	Yes
12.	Boribunder Finance and Investments Private Limited	Subsidiary	100%	No
13.	Flora Investments Company Private Limited	Subsidiary	100%	No
14.	Gilt Edge Finance and Investments Private Limited	Subsidiary	100%	No
15.	Britannia Employees Educational Welfare Association Private Limited*	Subsidiary	Nil	No
16.	Britannia Employees Medical Welfare Association Private Limited*	Subsidiary	Nil	No
17.	Britannia Employees General Welfare Association Private Limited*	Subsidiary	Nil	No
18.	Snacko Bisc Private Limited	Subsidiary	100%	No
19.	Vasana Agrex and Herbs Private Limited	Subsidiary	100%	No
20.	Ganges Vally Foods Private Limited	Subsidiary	98.87%	No
21.	Strategic Food International Co. LLC.	Subsidiary	100%	No

Sl.	Name of the Holding/Subsidiary/Associate/ Joint Venture Companies (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture Company	% 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)
22.	Britannia and Associates (Dubai) Private Company Limited	Subsidiary	100%	No
23.	Strategic Brands Holding Company Limited	Subsidiary	100%	No
24.	Britannia and Associates (Mauritius) Private Limited	Subsidiary	100%	No
25.	Britannia Dairy Holdings Private Limited	Subsidiary	100%	No
26.	Britannia Nepal Private Limited	Subsidiary	100%	No
27.	Al Sallan Food Industries Company SAOC	Subsidiary	65.46%	No
28.	Britannia Bangladesh Private Limited	Subsidiary	100%	No
29.	Britannia Egypt LLC	Subsidiary	100%	No
30.	Strategic Foods Uganda Ltd	Subsidiary	100%	No
31.	Kenafric Biscuits Limited	Subsidiary	51%	No
32.	Catalyst Britania Brands Limited	Subsidiary	100%	No
33.	Nalanda Biscuit Company Limited	Associate	35%	No
34.	Sunandaram Foods Private Limited	Associate	26%	No
35.	Britannia Bel Foods Private Limited (formerly known as Britannia Dairy Private Limited)	Joint Venture	51%	No

*Company Limited by Guarantee.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 ('Act'): Yes
- (ii) Turnover (on standalone basis): ₹15,938.87 Crores for FY 2023-24
- (iii) Net Worth (on standalone basis): ₹3,527.52 Crores as on 31 March 2024

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors* (other than Shareholders)	Yes	35	0	-	58	0	-
Shareholders	Yes	171	3	-	124	0	-
Employees and Workers	Yes	8	1	-	1	0	-
Customers	Yes	9,872	1,229	-	10,069	1,040	-
Value Chain Partners	Yes	0	0	-	0	0	-

*Debenture holders are considered under this head.

Weblinks:

- <https://www.britannia.co.in/contact>
- <https://www.britannia.co.in/investors/corporate-governance/policies>
- <https://www.britannia.co.in/investors/contact-us/nodal-officer>
- <https://www.britannia.co.in/investors/corporate-governance/code-of-conduct>

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

The material responsible business conduct and sustainability issues pertaining to the environmental and social matters that present a risk or an opportunity to the Company's business, the rationale for identifying such risks/opportunities and the approach to adapt or mitigate the risk along-with the financial implications of such risks/opportunities are given below:

Sl.	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.	Product Safety and Quality	Risk	Quality and Food Safety is fundamental to the Company's business and any issues on the same can adversely affect the Company.	The Company's manufacturing facilities comply with the Global Food Safety and Quality Standards and its 44 factories have received American Institute of Baking ('AIB') certification. Consumer Quality Index is also used to track and maintain the quality of products in the market.	Negative- Failure to meet product safety and quality can lead to severe reputational and financial risks for the Company.
2.	Business Ethics and Culture	Risk	Unethical behaviour may lead to non-compliances and have an adverse impact, financial or otherwise.	The Company conducts regular training sessions and obtains affirmation to the Code of Business Conduct. This helps in reinforcement of ethical principles, ensuring that everyone in the organization understands their responsibilities and conducts business with integrity.	Negative- Non-compliance with Code of Conduct may result in penalties and loss of brand reputation.

Sl.	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)
3.	Sustainable Packaging	Opportunity	Plastic pollution and its related hazards have been at the forefront as a major concern for a long time in the Environment, Social and Governance ('ESG') landscape. Sustainable packaging is critical to Britannia, being a food product Company.	-	<p>Positive-</p> <p>The Company has achieved plastic neutrality for the third consecutive year, proving to its ethos of delivering 'Responsible Goodness' to the consumers.</p> <p>Transition to sustainable packaging will bring positive environmental outcomes and strengthen the Company's Sustainability Goals.</p>
4.	Renewable Energy	Opportunity	Protection of environment and optimum utilisation of resources are critical for long term prospects of the Company.	-	<p>Positive-</p> <p>Being conscious of the use of natural resources and the environment in which it operates, the Company has adopted various sources of renewable energy.</p> <p>Increase in the usage of renewable energy mix will help in reduction of GHG emissions and operational costs, especially considering its expanding business.</p>
5.	Community Nutrition	Opportunity	<p>Britannia, being a food company, understands that it has a significant role to play in improving the health of the community.</p> <p>Food products can help improve health and alleviate malnourishment.</p>	-	<p>Positive-</p> <p>Through its Malnutrition Reduction Program, the Company focuses on improving the nutritional status of children, adolescents, pregnant women and lactating mothers.</p> <p>This will improve the lives of millions of people.</p>

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 National Guidelines for Responsible Business Conduct ('NGRBC') Principles and Core Elements. These guidelines issued by the Ministry of Corporate Affairs advocates 9 (nine) Principles as given below:

Sl.	Principle Description
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Sl.	Disclosure Questions	Responses								
		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								
	b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies mandated under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, are approved by the Board and other applicable policies are approved by the Management Committees, Managing Director or Functional Heads of the Company, as appropriate.								
	c. Web Link of the Policies, if available.	Policies: https://www.britannia.co.in/investors/corporate-governance/policies Code of Conduct: https://www.britannia.co.in/investors/corporate-governance/code-of-conduct								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Yes								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, wherever applicable.								

Sl.	Disclosure Questions	Responses								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Principle 1:</p> <ul style="list-style-type: none"> • Costco Standard • National Guidelines for Responsible Business Conduct • Other applicable laws and regulations <p>Principle 2:</p> <ul style="list-style-type: none"> • FSSC 22000 - Food Safety Management System • ISO 14001:2015 - Environment Management System • ISO 45001:2018 - Occupational Health and Safety Management Systems • BRC Food Certification • Environment Impact Assessment • American Institute of Baking • United States Food and Drug Administration Certification • Foreign Supplier Verification Programs • Global Reporting Initiative Standards <p>Principle 3:</p> <ul style="list-style-type: none"> • Costco Standard • ISO 45001:2018 - Occupational Health and Safety Management Systems • Global Reporting Initiative Standards <p>Principle 4:</p> <ul style="list-style-type: none"> • International Standard on Assurance Engagements 3000 • Global Reporting Initiative Standards <p>Principle 5:</p> <ul style="list-style-type: none"> • National Guidelines for Responsible Business Conduct • Global Reporting Initiative Standards <p>Principle 6:</p> <ul style="list-style-type: none"> • ISO 14000: Environment Management System • Global Reporting Initiative Standards 								

Sl.	Disclosure Questions	Responses								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
		<p>Principle 7:</p> <ul style="list-style-type: none"> National Guidelines for Responsible Business Conduct Global Reporting Initiative Standards <p>Principle 8:</p> <ul style="list-style-type: none"> National Guidelines for Responsible Business Conduct Global Reporting Initiative Standards <p>Principle 9:</p> <ul style="list-style-type: none"> ISO 10002:2018 - Global Standards on Quality Management for Complaint Handling in Organisations Costco Standard Halal Certification BRC Food Certification Environment Impact Assessment American Institute of Baking United States Food and Drug Administration Certification Foreign Supplier Verification Programs Global Reporting Initiative Standards 								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company's sustainability strategy is built on 4 core pillars, supported by 8 levers and further split into 26 programs. Annual targets are assigned and Key Performance Indicators (KPIs) are set for these programs for evaluating progress in meeting the sustainability goals.</p> <p>The Company has also set certain aspirational goals and targets to achieve positive Environmental, Social and Governance ('ESG') outcomes through its business. Some of them include:</p> <ul style="list-style-type: none"> 59% renewable electricity in total electricity consumption by 2024. 30% reduction in specific water consumption by 2024. Collection and recycling of 80% of plastic waste by 2024. ESG assessment of 100% suppliers of raw materials and packaging materials by 31 March 2024. 50% representation of women in factory workforce and 20% in senior management by 2024. 								

Sl.	Disclosure Questions	Responses								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The Company has made significant progress towards meeting its goals and commitments during the reporting year in the following areas:</p> <ul style="list-style-type: none"> • 28% of electricity requirement was obtained through renewable sources in FY 2023-24. • Reduction of specific water consumption to 0.84 kL/Ton of production, which is ~32.84% reduction from the base line of 2019-20 (1.25 kL/Ton of production). • Achieved plastic neutrality for the third consecutive year and has collected & responsibly processed ~45,000 tonnes of plastic during the year, representing more than 100% of the plastic used across all operations of the Company. • ESG assessments were conducted for 453 suppliers, representing 87% of the total spend in FY 2023-24. • 47.47% representation of women in factory workforce in FY 2023-24. 								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>The Company firmly believes that success is not just about financial achievement but also encompasses its responsibility towards environment, its employees, communities and other stakeholders.</p> <p>The Company's ESG strategy forms the foundation of its operations, reflecting its commitment to sustainability, ethical conduct and long term value creation.</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors led by the Executive Vice-Chairman & Managing Director and Executive Director & Chief Executive Officer.								
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, Mr. Varun Berry - Executive Vice-Chairman & Managing Director and Mr. Rajneet Singh Kohli - Executive Director & Chief Executive Officer of the Company are responsible for making decisions on 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									Policies are reviewed quarterly, half yearly and at such intervals as may be required.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Compliance checks are conducted quarterly, to ensure that the Company is in compliance with the applicable laws and regulations.								
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
										Yes, the Company has robust review mechanisms and internal audit processes to monitor the implementation of key policies. The internal audits and assessments are conducted by the independent firms and major concerns are reported to the Audit Committee.								

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

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.

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors ('BOD')	7	Updates on Company's business including developments in the global environment, industry scenarios, key operational matters, risk management, financial performance, strategic planning, innovation, sustainability initiatives and regulatory changes are presented and discussed at the Meetings of Management Committees, Executive Committees and the Board of Directors.	100%
Key Managerial Personnel ('KMPs')			

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Employees other than BOD and KMPs	12	Awareness and training sessions on Code of Business Conduct, Human Rights Policy, Anti-Sexual Harassment Policy, EHS Policy and on other Principles of National Guidelines for Responsible Business Conduct.	40.5%
Workers	12,111		59.2%

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, during the financial year:

Monetary					
Particulars	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	During FY 2023-24, there were no material fines/penalties/settlements/compounding fees other than those reported to the Stock Exchanges under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.				
Settlement					
Compounding fee					
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	During FY 2023-24, there were no such cases of imprisonment/punishment as specified under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.				
Punishment					

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

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’s Code of Business Conduct contains stringent provisions to prevent corruption/bribery and is applicable to all the directors, employees and others associated with the business of the Company. The principles of business conduct are strongly embedded into the working environment of the Company.

Weblink: <https://www.britannia.co.in/investors/corporate-governance/code-of-conduct>

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

Category	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable.

8. Number of days of accounts payables ((Average Accounts payable *365)/Cost of goods/services procured) are given below:

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	54.62	48.31

9. Open-ness of business - Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties are given below:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	13%	13.4%
	b. Number of trading houses where purchases are made from	379	425
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	25%	19%
Concentration of Sales	a. Sales to dealers/distributors (including institutional customers) as % of total sales	100%	100%
	b. Number of dealers/distributors to whom sales are made	4,687	4,321
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	10.6%	9.6%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	15.2%	14.0%
	b. Sales (Sales to related parties/Total Sales)	1.3%	0.6%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	56.5%	100%
	d. Investments (Investments in related parties/ Total Investments made)	20.6%	17.2%

LEADERSHIP INDICATORS

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**
The Company did not conduct any capacity building sessions for suppliers on any of the Principles during FY 2023-24. However, a Supplier Assessment Tool is developed by the Company to evaluate whether supplier's sustainability practices conform to the Company's sustainability goals. The assessment is conducted periodically and evaluates suppliers on parameters like energy/water/waste management, GHG emissions, carbon footprint, sustainable packaging and social accountability.
- 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 adopted a Code of Conduct for the Board of Directors (including Independent Directors) which requires that the Directors shall not engage in any business relationship or activity which might detrimentally conflict with the interest of the Company. All the Members of the Board have affirmed compliance with the Code of Conduct for FY 2023-24.

PRINCIPLE 2

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

ESSENTIAL INDICATORS

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

Particulars	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	During the year, ₹46.11 Crores was spent on R&D, out of which, ₹0.64 Crores (1.45%) was spent on water conservation and other ESG initiatives.	During the year, ₹45.76 Crores was spent on R&D, out of which, ₹0.28 Crores (0.62%) was spent on technologies to improve environmental and social impact of the products and processes.	Installation of flow meter across all internal lines helped the Company to monitor the water wastage and control raw water consumption thereby resulting in reduction of water consumption by 10.41% in FY 2023-24. (144 kL water per week to 132.56 kL water per week). During FY 2023-24, the Company removed 19.10 MT of plastic trays from its product portfolio. Additionally, the Company transitioned 22 MT of PVC (polyvinyl chloride) trays to recyclable PP (Polypropylene) trays used in its product portfolio.
Capex	Total capex invested for the reporting year was ₹412.72 Crores, out of which, capex in the improvement of environmental and social impacts of products/processes was ₹2.09 Crores which is (0.5% of the total capex).	Total capex invested for the reporting year was ₹1,142.49 Crores, out of which, capex in the improvement of environmental and social impacts of products/processes was ₹8.89 Crores which is (0.8% of the total capex).	During the year, the Company made capital expenditures on various ESG initiatives such as renewable energy, energy efficient equipments, water management and treatment systems (including Rain Water Harvesting Systems).

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

Yes, the Company has established procedures for sustainable sourcing which are set out in the 'Sustainable Sourcing Policy'. The Company encourages all suppliers to adhere to ESG standards and assesses critical suppliers on compliance and regulatory standards covering ESG aspects. Local sourcing is prioritized by the Company in view of the lower environmental impact associated with storage and shipping of materials.

A comprehensive 'Supplier Code of Conduct' which contains certain expectations/requirements from suppliers with respect to ESG aspects has also been adopted by the Company. Elements like business integrity, environmental sustainability, human rights, occupational health and safety, product quality and data privacy are covered in the Code. Suppliers are expected to have internal policies which comply with and complement the Company's policies. Any suggestions given by the Company based on supplier audits conducted by the Company are also required to be implemented by the Suppliers.

A Supplier Assessment Tool developed by the Company is also used to evaluate whether supplier's sustainability practices conform to the Company's sustainability goals. The assessment is conducted periodically and evaluates suppliers on parameters like energy/water/waste management, GHG emissions, carbon footprint, sustainable packaging and social accountability. In furtherance of the Company's commitment to sustainably source its inputs, the Company does not use or produce Genetically Modified Organisms (GMOs).

The Company prioritizes local sourcing and considers it as an opportunity to minimize the environmental impact associated with storage and shipping of materials/ingredients. In FY 2023-24, 97.7% of procurement budget was spent on sourcing in India.

b. What percentage of inputs were sourced sustainably?

During FY 2023-24, 453 critical suppliers were assessed based on self-declaration. These suppliers contributed to 87% of the total volume sourced during the year.

3. Describe the processes in place to safely reclaim the Company's 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:

All the units of the Company have established systems and procedures to ensure that the waste is disposed through authorised agencies in line with the applicable regulations.

- a. Plastics (including packaging): The Plastic waste generated from the manufacturing facilities is collected, stored in a dedicated location and disposed to authorized agencies.
- b. E-waste: The E-waste generated from the manufacturing facilities is safely collected, stored and disposed to authorized recyclers/refurbishers.
- c. Hazardous waste: The Hazardous waste generated from the manufacturing facilities is safely collected, stored in a dedicated location and disposed to authorized recyclers/TSDF (treatment, storage, and disposal facilities) agencies.
- d. Other waste: The other waste such as non-hazardous solid waste generated from the manufacturing facilities is separated based on its characteristics and is collected, stored in a dedicated location and disposed to authorized agencies.

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

Yes, EPR is applicable to the Company's activities. The Company continues to be a plastic neutral for FY 2023-24 and has collected and responsibly processed ~45,000 tonnes of plastic (>100% of plastic used by the Company in India).

The Company is committed to be 100% EPR compliant and to further reduce the virgin plastic consumption across its supply chain.

LEADERSHIP INDICATORS

- 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 as prescribed:

Not Applicable, given the nature of the Company's products.

- If there are any significant social or environmental concerns and/or risks arising from production or disposal of Company's 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:

Not Applicable.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Final products not meeting shape/size criteria	2.11%	2.11%

- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed:

The Company has collected and responsibly processed ~45,000 tonnes of plastic waste during FY 2023-24. The amount of plastic processed exceeded the amount of plastic used by Company during the year, enabling it to sustain its plastic neutrality status for the third consecutive year.

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

Not Applicable.

PRINCIPLE 3

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

ESSENTIAL INDICATORS

- 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	2,171	2,171	100%	2,171	100%	NA	NA	2,171	100%	-	-
Female	312	312	100%	312	100%	312	100%	NA	NA	312	100%
Total	2,483	2,483	100%	2,483	100%	312	12.57%	2,171	87.43%	312	12.57%
Other than Permanent Employees											
Male	822	-	-	-	-	NA	NA	-	-	-	-
Female	75	-	-	-	-	75	100%	NA	NA	75	100%
Total	897	-	-	-	-	75	8.36%	-	-	75	8.36%

*Includes ESI, wherever applicable.

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

Category	% of Workers covered by										
	Total (A)	Health Insurance*		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	2,733	2,586	94.62%	2,731	99.93%	NA	NA	796	29.13%	2,487	91%
Female	121	119	98.35%	120	99.17%	121	100%	NA	NA	121	100%
Total	2,854	2,705	94.78%	2,851	99.89%	121	4.24%	796	27.89%	2,608	91.38%
Other than Permanent Workers											
Male	8,013	6,177	77.09%	7,059	88.09%	NA	NA	-	-	6,862	85.64%
Female	9,590	6,996	72.95%	8,206	85.57%	9,590	100%	NA	NA	9,588	99.98%
Total	17,603	13,173	74.83%	15,265	86.72%	9,590	54.48%	-	-	16,450	93.45%

*Includes ESI, wherever applicable.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) are given below:

Particulars	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.12%	0.09%

2. Details of retirement benefits:

Benefits	FY 2023-24			FY 2022-23		
	No. of Employees covered as a % of Total Employees	No. of Workers covered as a % of Total Workers	Deducted and deposited with the Authority (Y/N/N.A.)	No. of Employees covered as a % of Total Employees	No. of Workers covered as a % of Total Workers	Deducted and deposited with the Authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	-	76.73%	Y	0.20%	77.89%	Y

3. Accessibility of workplaces:

Are the premises/offices of the entity accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the Company's premises/offices are accessible to Persons with Disabilities (PwDs) as per the requirements of the Rights of Persons with Disabilities Act, 2016. The Company provides wheelchair and evacuation chair at its premises/offices.

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

The Company is an equal opportunity employer and it hires employees on the basis of merit and does not discriminate on the basis of race, sexual orientation, colour, religion, physical disability etc.

Weblink: <https://www.britannia.co.in/investors/corporate-governance/code-of-conduct>

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	100%	88%	100%	100%
Female	100%	100%	100%	100%
Total	100%	89.69%	100%	100%

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.

Yes, the Company has mechanisms in place to receive and redress grievances for the following categories of employees and workers. A brief overview of these mechanisms is provided below:

Permanent Workers	<ul style="list-style-type: none"> • Grievance Redressal Committee • Canteen Committee • Safety Committee • Townhalls • Internal Complaints Committee under Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ('POSH') Act • Works Committee: Grievance related to the work environment is addressed through the works committee • Grievance Redressal through workers' union members: Individual worker's issues are being resolved through this mechanism
Other than Permanent Workers	<ul style="list-style-type: none"> • Internal Complaints Committee • Safety Committee • Canteen Committee
Permanent Employees	<ul style="list-style-type: none"> • Ethics Committee under Code of Business Conduct • Internal Complaints Committee under POSH Act • Vigil Mechanism under Whistle Blower Policy • Townhalls • Employee Surveys • Ethics Portal • Ticketing System • Amber – Britannia's Digitized Engagement Bot for new joiners
Other than Permanent Employees	<ul style="list-style-type: none"> • Ethics Committee under Code of Business Conduct • Internal Complaints Committee under POSH Act • Vigil Mechanism under Whistle Blower Policy

7. Membership of Employees and Workers in Association(s) or Unions recognised by the listed entity:

Category	FY 2023-24			FY 2022-23		
	Total Employees /Workers in respective category (A)	No. of Employees/ Workers in respective category, who are part of Association(s) or Union (B)	% (B/A)	Total Employees /Workers in respective category (C)	No. of Employees/ Workers in respective category, who are part of Association(s) or Union (D)	% (D/C)
Total Permanent Employees	2,483	-	-	2,372	-	-
Male	2,171	-	-	2,099	-	-
Female	312	-	-	273	-	-
Total Permanent Workers	2,854	1,970	69.03%	2,198	1,361	61.92%
Male	2,733	1,962	71.79%	2,092	1,350	64.53%
Female	121	8	6.61%	106	11	10.38%

8. Details of training given to Employees and Workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees*										
Male	2,171	16	0.74%	1,341	61.77%	2,099	369	17.58%	408	19.44%
Female	312	1	0.32%	206	66.03%	273	87	31.87%	54	19.78%
Total	2,483	17	0.68%	1,547	62.30%	2,372	456	19.22%	462	19.48%
Workers										
Male	10,746	8,006	74.50%	5,222	48.59%	7,774	4,062	52.25%	3,286	42.27%
Female	9,711	8,720	89.80%	4,198	43.23%	5,870	2,434	41.47%	3,200	54.51%
Total	20,457	16,726	81.76%	9,420	46.05%	13,644	6,496	47.61%	6,486	47.54%

*Permanent Employees only.

9. Details of performance and career development reviews of Employees and Workers:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees*						
Male	2,171	2,171	100%	2,099	2,099	100%
Female	312	312	100%	273	273	100%
Total	2,483	2,483	100%	2,372	2,372	100%
Workers						
Male	Not Applicable					
Female						
Total						

*Permanent Employees only.

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 of such system?**

Yes, a well-established Occupational Health and Safety ('OHS') Management System is in place covering all the Manufacturing facilities of the Company. 16 Manufacturing Sites of the Company are certified under ISO 45001: 2018 - Occupational Health and Safety Management System.

Health and Safety of the employees are of the highest priority for the Company and its OHS management system covers all manufacturing facilities in India. The Company's Environment, Health and Safety (EHS) Policy encourages a Zero Accident work culture and extends safety, training and monitoring to all employees.

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

OHS risks are identified through hazard identification and identified risks are then prioritized and integrated into action plans with quantified targets to address the risks. The Company regularly evaluates the progress in reducing or preventing the risks against the identified targets. In addition to this, appropriate mechanisms to report unsafe acts/conditions and near misses have been established to prevent accident at workplace. The Company also tracks safety performance through certain KPIs like Lost Time Injury ('LTI'), Medical Treatment Cases ('MTC') and Total Recordable Accident Frequency Rate ('TRAFR'). TRAFR is a more comprehensive measure compared to Lost Time Injury Frequency Rate ('LTIFR') as it records the rate of not only LTIs, but includes MTCs as well.

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

Yes, the Company strongly encourages employee participation in EHS aspects such as unsafe act/condition, near miss reporting through workplace inspections, critical machine audits and process confirmation audits such as Lockout and Tagout ('LOTO') & Permit to Work ('PTW') systems.

Integrated EHS Maturity Assessment has been implemented at all factories through Britannia Self-Assessment Tool ('B-SAT') to identify material issues in the workplace. Through these assessments, all work-related injuries, ill health, diseases and incidents are investigated thoroughly. The Company is also focusing on behaviour based safety programs for all employees and providing coaching using planned-personal-contact techniques.

To improve employee participation, the Company also conduct monthly Theme-Based EHS campaigns like National Safety month, Fire Safety month, World Environment month, Slip-Trip-Fall month, etc. The Company also appreciates the active participation of employees and workers through its Reward & Recognition programs which are conducted periodically.

- d. **Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Y/N)**

Yes, all the manufacturing facilities are equipped with Occupational Health Centers with doctors and full time paramedic staff. All the employees and workers have access to non-occupational medical and healthcare services.

Apart from the OHC services mentioned inside the facilities, employees are also provided with an access for virtual consultation with doctor on their health and well-being. Employees and Workers are covered under ESI and Medical Insurance based on their eligibility to get occupational & non-occupational medical and health care services.

11. Details of safety related incidents are given below:

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate ('LTIFR') (per one million-person hours worked)	Employees	0	0.64
	Workers	1.09	
Total recordable work-related injuries	Employees	1	16
	Workers	42	11
No. of fatalities	Employees	1	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company follows well-established processes to identify and manage health & safety hazards at work sites. Regular risk assessments, workplace inspections, internal/external audits and tracking of information such as the types and rates of injuries, occupational diseases, lost days and absenteeism, work related fatalities are also carried out to improve the EHS performance in all the activities, processes, products and services.

The Company is also strengthening its EHS technical standards with the Self-Assessment Tool ('SAT'), which measures and records the process maturity of sites regarding EHS programs.

The advancement of these EHS programs is managed through the X-Matrix program, which includes an annual plan detailing defined roles and responsibilities for effectively driving these programs.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety						

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% (by Company and third party)
Working Conditions	100% (by Company)

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.

There are no significant risks arising from the above assessments of health & safety practices and working conditions. However, corrective actions and preventive measures are taken as a continuous journey to improve Company's EHS management systems which are being tracked through a tool (CAPA Tracker) and the progress is monitored regularly.

LEADERSHIP INDICATORS

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

Yes.

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

The Company sensitise its value chain partners, from time to time, on compliance matters.

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/Worker		No. of Employees/Workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	1	1	1	1
Workers	1	0	1	0

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

Britannia continuously works towards creating an inclusive work environment that encourages ownership mindset, empowerment, innovation and capability building skills thereby providing employees with a diverse range of experiences. At Britannia, the Company also conducts sessions to enhance employees’ physical, emotional, financial and social well-being which enhances the employability of the workforce and enable a smooth transition to alternate opportunities, wherever sought by them. In addition, the Company also provide pension benefits and post retiral benefits to its employees.

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	453 Suppliers were assessed who contributed to 87% of total spend during FY 2023-24.
Working Conditions	

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

The Company is collaborating with high-risk suppliers to develop and implement action plans aimed at enhancing their ESG performance.

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 Company's key stakeholder groups, both internal and external, have been identified based on two main criteria:

- a. The impact that they have on the value Company creates, and
- b. The impact of Company's business operations on the stakeholders.

These include employees, shareholders, consumers, investors, communities, suppliers, and vendors. Various communication channels have been established to allow open discussions and understanding of the issues that are critical to their respective interests. This enables the Company to create shared value and make a positive contribution to build a sustainable society.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Consumers	No	Consumer feedback mechanism, consumer satisfaction surveys, market research, brand campaigns and consumer promotions.	Regularly	Engagement with consumers is aimed at building awareness and receiving feedback from the consumers. The scope of interaction includes product quality, tastes and preferences of consumers etc.
Employees	No	Trainings, awareness sessions on physical, mental, financial and social well-being, engagement surveys, townhalls, development conversations, learning cafes and interactions at Workplace (employees' social media platform).	Regularly	The purpose is to have an inclusive employee development, gather valuable feedback and effective communication of Company's strategy and vision to all the employees.
Suppliers	No	Supplier meets, reviews and audits, need based engagements.	Regularly	The scope includes capacity and capability building, competitive pricing, value chain efficiencies, sustainability and adherence to Company's standards and policies.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders	No	Annual report, press releases, stock exchange communications, investors' presentations, investors' meet, newspaper publications, general meetings and website disclosures.	Regularly	Communications made to the investors of the Company majorly includes updates on the financial performance, business growth, future plans, ESG initiatives, key organizational changes and investor service related information.
Government and Regulatory Authorities	No	Emails, Letters, Meetings, etc.	As and when required	To address regulatory concerns.
Community	Yes	Corporate Social Responsibility ('CSR') and Sustainability Initiatives.	Regularly	CSR initiatives are undertaken in the areas of promoting health care including preventive health care, village development, nutrition awareness, reduction of malnutrition, water and sanitation. Sustainability initiatives are aimed at community development, improved quality of life and preservation of environment.

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:

For Britannia, an effective stakeholder engagement process is necessary for achieving its goal of sustainable and inclusive growth. The Company has constituted various Board and Management Committees to ensure Stakeholder Engagement on economic, environmental and social aspects. Further, various communication channels/mechanisms are in place such as Investor Meets, Shareholders' Meetings, Press Conferences, Consumer Care Cell, Feedback Mechanisms, Surveys, Chatbots, Emails etc., to maintain and improve regular interactions with the Stakeholders.

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 used to support identification and management of environmental and social issues. To create long term value, the Company has established systems and processes to identify environmental and social needs of the stakeholders and has incorporated them into its activities.

Some of the instances are Introduction of products to address the growing health concerns, Innovative marketing campaigns to adopt digital transformation, Launch of 'My Startup Contest' & a platform called 'Her Store' to encourage women entrepreneurs, Malnutrition Reduction Program to improve Community Nutrition, Achievement of Plastic Neutrality through Extended Producer Responsibility Programs.

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

Your Company recognizes the value of being a Responsible Corporate Citizen and has undertaken a number of projects which are targeted at improving the health of vulnerable/marginalized communities through investments in medical infrastructure and improvement of community nutrition.

Britannia Nutrition Foundation ('BNF') implemented programs to address malnutrition among children, adolescents, pregnant women and lactating mothers with the main focus on prevention and management of malnutrition and iron deficiency anemia.

The Company has undertaken various CSR projects to increase accessibility and affordability of basic and specialized medical services for vulnerable women and children in India through Nowrosjee Wadia Maternity Hospital and Bai Jerbai Wadia Hospital for Children. Further, various CSR projects have been undertaken to provide healthcare & education, relief & rehabilitation to affected populations and fostering community development.

For further details on CSR activities undertaken by the Company, please refer to Annexure – B to the Board's Report.

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, details of which are given below:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of Employees/Workers covered (B)	% (B/A)	Total (C)	No. of Employees/Workers covered (D)	% (D/C)
Employees						
Permanent	2,483	2,483	100%	2,372	1,010	42.58%
Other than permanent	897	897	100%	771	-	-
Total Employees	3,380	3,380	100%	3,143	1,010	32.13%
Workers						
Permanent	2,854	1,008	35.32%	2,198	812	36.94%
Other than permanent	17,603	6,433	36.54%	11,429	3,319	29.04%
Total Workers	20,457	7,441	36.37%	13,627	4,131	30.31%

2. Details of minimum wages paid to Employees and Workers are given below:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2,483	-	-	2,483	100%	2,372	-	-	2,372	100%
Male	2,171	-	-	2,171	100%	2,094	-	-	2,094	100%
Female	312	-	-	312	100%	278	-	-	278	100%
Other than Permanent	897	-	-	897	100%	771	-	-	771	100%
Male	822	-	-	822	100%	701	-	-	701	100%
Female	75	-	-	75	100%	70	-	-	70	100%
Workers										
Permanent	2,854	539	18.89%	2,315	81.11%	2,198	518	23.57%	1,680	76.43%
Male	2,733	475	17.38%	2,258	82.62%	2,092	459	21.94%	1,633	78.06%
Female	121	64	52.89%	57	47.11%	106	59	55.66%	47	44.34%
Other than Permanent	17,603	15,784	89.67%	1,819	10.33%	11,429	10,090	88.28%	1,339	11.72%
Male	8,013	6,485	80.93%	1,528	19.07%	5,665	4,326	76.36%	1,339	23.64%
Female	9,590	9,299	96.97%	291	3.03%	5,764	5,764	100%	-	0%

3. Details of remuneration/salary/wages:

a. Median remuneration/wages

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors ('BOD')*	12	1,23,42,500	1	16,29,000
Key Managerial Personnel ('KMPs')**	4	4,31,17,381	-	-
Employees other than BOD and KMPs	2,171	9,52,875	312	7,27,799
Workers	2,733	2,83,966	121	2,21,503

*BOD includes Executive Directors who are KMPs.

**Only KMPs of Britannia Industries Limited are considered.

b. Gross wages paid to females as % of total wages paid by the entity are given below:

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as a % of total wages	26.5%	23.6%

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

Yes, the Company has a Human Rights Policy in place to address issues related to human rights. The policy extends to all internal and external stakeholders which includes employees, vendors, contractors and business partners. Various Management Committees and Committees of the Board reviews and addresses human rights issues.

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

Respecting and upholding human rights and values is deeply integrated into the Company's culture, ways of working and value system over the years. The human rights concerns/grievances can be reported to the Direct Manager, Principal Manager or the Compliance Officer. Further, the Company's policies provides for various mechanisms to effectively redress grievances relating to human rights. Under these policies, the Company has established web portal, Email Ids and contact details for handling the complaints.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	8	1	-	1	0	-
Discrimination at workplace	1	1	-	-	-	-
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, are given below:

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ('POSH')	8	1
Complaints on POSH as a % of female employees/workers	0.08%	0.02%
Complaints on POSH upheld	8	1

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

The Company believes in providing equal opportunity and has zero tolerance towards any kind of discrimination on the basis of age, gender, religion or other factors. The Code of Business Conduct and Anti-Sexual Harassment Policy of the Company provides adequate mechanisms for redressal of complaints of harassment without fear or threat of reprisals in any form or manner to all employees irrespective of their gender and sexuality.

The Whistle Blower Policy provides vigil mechanism for Directors and Employees to voice their concerns in a responsible and effective manner regarding unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. It also provides adequate safeguards against victimization of Directors and Employees who avail the mechanism.

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

Yes, all the business agreements require compliance with applicable laws including labour laws by suppliers and business partners. Further, the Company obtains declarations from all suppliers regarding the prohibition of child labour, forced or involuntary labour and anti-discrimination and also encourages suppliers to follow fair wage and overtime pay regulations.

10. Assessments for the year:

Particulars	% 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%

*Assessment was carried out by the Company.

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

The Company did not find any significant risks or concerns arising from the assessments conducted. Further, the Company's Statutory and Internal Auditors' observations of the audits carried out at the plants and offices are placed before the Audit Committee on quarterly basis.

LEADERSHIP INDICATORS

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

There were no instances of addressing human rights grievances/complaints requiring any change in the Company's business processes.

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

The Company constantly reviews its Human Rights Policy and conducts due diligence as and when required.

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, your Company's premises/offices are accessible to Persons with Disabilities, as per the requirements of the Rights of Persons with Disabilities Act, 2016. The Company provides wheelchair and evacuation chair at its premises/offices.

4. Details on assessment of value chain partners:

Particulars	% of Value Chain Partners (by value of business done with such partners) that were assessed
Sexual harassment	Total 453 Suppliers were assessed who contributed to 87% of total spend during FY 2023-24.
Discrimination at workplace	
Child labour	
Forced/Involuntary labour	
Wages	

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

The Company is collaborating with high-risk suppliers to develop and implement action plans aimed at enhancing their ESG performance.

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, are given below:

Parameter	Unit of Measurement	FY 2023-24	FY 2022-23
From renewable sources			
Total electricity consumption (A)	GJ	1,27,543	1,13,249
Total fuel consumption (B)	GJ	3,75,747	2,00,384
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	5,03,290	3,13,633
From non-renewable sources			
Total electricity consumption (D)	GJ	3,33,880	2,23,366
Total fuel consumption (E)	GJ	14,41,966	11,00,756
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	17,75,846	13,24,122
Total energy consumed (A+B+C+D+E+F)	GJ	22,79,136	16,37,755
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	GJ/INR	0.000014	0.0000105
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/INR	0.00032	0.000239
Energy intensity in terms of physical output	GJ/Ton of production	2.95	2.60

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, Reasonable Assurance of BRSR Core has been carried out by Grant Thornton Bharat LLP.

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

Not Applicable.

3. Details of the following disclosures related to water are given below:

Parameter	Unit of Measurement	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)			
(i) Surface water	kL	0	0
(ii) Groundwater	kL	2,75,106	2,08,549
(iii) Third party water	kL	5,74,142	2,18,775
(iv) Seawater/desalinated water	kL	0	0
(v) Others	kL	1,63,011	1,37,519
Total volume of water withdrawal (i+ii+iii+iv+v)	kL	10,12,259	5,64,843
Total volume of water consumption	kL	10,12,259	5,22,878
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	kL/INR	0.0000063	0.00000335
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	kL/INR	0.00014	0.00008
Water intensity in terms of physical output*	kL/Ton of production	0.84	0.83

*Specific water consumption has been considered for manufacturing units excluding dairy operations.

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, Reasonable Assurance of BRSR Core has been carried out by Grant Thornton Bharat LLP.

4. Details related to water discharged are given below:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

No.

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

Yes, Zero Liquid Discharge mechanism has been implemented in all manufacturing facilities of the Company whereby the treated wastewater is recycled for gardening and other suitable purposes.

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

Currently air emissions are not monitored by the Company.

7. Details of Green House Gas emissions (Scope 1 and Scope 2 emissions) & its intensity are given below:

Parameter	Unit of Measurement	FY 2023-24	FY 2022-23
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	93,583	75,814
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	66,405	50,257
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Tonnes of CO ₂ equivalent/INR	0.00000099	0.000000807
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)	Tonnes of CO ₂ equivalent/INR	0.0000225	0.0000184
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/Ton of production	0.207	0.200

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, Reasonable Assurance of BRSR Core has been carried out by Grant Thornton Bharat LLP.

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

The Company has entered into long-term Power Purchase Agreements (PPAs) to source solar and wind power for few of its facilities across India. Biomass is used in its Perundurai, Khurda and Ranjangaon units. It is planning to further enhance its renewable energy consumption in future through captive generation, sourcing through open access & power purchase agreements.

During the year, the Company has been able to save ~99,004 GJ of energy through various conservation initiatives.

9. Details related to waste management by the entity are given below:

Parameter	Unit of Measurement	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)			
Plastic waste (A)	MT	4,858	3,398
E-waste (B)	MT	8.13	1.42
Bio-medical waste (C)	MT	0.12	0.13
Construction and demolition waste (D)	-	-	-
Battery waste (E)	MT	3.37	391 [#]
Radioactive waste (F)	-	-	-

Parameter	Unit of Measurement	FY 2023-24	FY 2022-23
Other Hazardous waste. Please specify, if any. (G)	MT	Waste Oil - 11.62 Waste Oil Cotton - 0.40	Waste Oil - 4.28 Waste Oil Cotton - 0.42
	Nos*	DG Filter - 52 Hazardous waste containers - 2,680	DG Filters - 44 Hazardous waste containers - 9,664
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	MT	14,506	12,836
Total (A+B+C+D+E+F+G+H)	MT	19,388	16,240
	Nos	2,732	10,099
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	MT/INR**	0.00000012	0.000000104
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	MT/INR**	0.0000027	0.00000237
Waste intensity in terms of physical output**	MT/Ton of production	0.025	0.0258
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	MT	19,388	16,240
	Nos	2,732	10,099
(ii) Re-used	-	-	-
(iii) Other recovery operations	-	-	-
Total	MT	19,388	16,240
	Nos	2,732	10,099
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	MT	0.12	0.55
(ii) Landfilling	-	-	-
(iii) Other disposal operations	-	-	-
Total	MT	0.12	0.55

*Quantified in numbers due to unavailability of weight.

** Intensity value does not include DG filters & Hazardous waste containers, as they have been quantified in numbers due to unavailability of weight.

Battery waste was reported in numbers in previous year i.e., 391. However, the battery waste is reported in Metric Tonnes this year.

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, Reasonable Assurance of BRSR Core has been carried out by Grant Thornton Bharat LLP.

10. Briefly describe the waste management practices adopted in Company's establishments. Describe the strategy adopted by the Company to reduce usage of hazardous and toxic chemicals in its products and processes and the practices adopted to manage such wastes:

Food waste is a major concern in the industry and the Company has taken initiatives to ensure optimization of processes that will help to reduce waste. The Company has reduced wastage of raw materials by adopting bulk handling of raw materials in the supply chain.

To reduce food losses the Company also monitors the products' freshness after manufacture and its warehouses using a freshness index.

Based on the waste characteristics, the waste is segregated into Hazardous and Non-Hazardous and appropriate disposal methods are followed. All Hazardous waste is disposed as per the Hazardous Waste Management Rules, 2016 and Non-Hazardous waste is sent for further processing.

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:

Not applicable as the Company does not have operations or offices in/around ecologically sensitive areas.

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

Not Applicable.

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:

Yes, the entity is fully compliant with all applicable environmental laws/regulations/guidelines in India.

LEADERSHIP INDICATORS

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

The details of the facility/plant located in water stress areas are given below:

(i) Name of the area: Hajipur, Bihar

(ii) Nature of operations: Manufacturing

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

Parameter	Unit of Measurement	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)			
(i) Surface water	kL	-	-
(ii) Groundwater	kL	29,897	29,388
(iii) Third party water	kL	-	-
(iv) Seawater/desalinated water	kL	-	-
Total volume of water withdrawal (i+ii+iii+iv+v)	kL	29,897	29,388
Total volume of water consumption	kL	29,897	29,388
Water intensity per rupee of turnover (Water consumed/turnover)	kL/INR	0.000000185	0.000000188
Water intensity (optional) - the relevant metric may be selected by the entity	kL/Ton of production	0.74	0.67

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	0	0
No treatment	0	0
With treatment - please specify level of treatment	0	0
(ii) Into Groundwater	0	0
No treatment	0	0
With treatment - please specify level of treatment	0	0
(iii) Into Seawater	0	0
No treatment	0	0
With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment - please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment - please specify level of treatment	0	0
Total water discharged (in kiloliters)	0	0

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

No.

2. Details of total Scope 3 emissions & its intensity are given below:

Parameter	Unit of Measurement	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Tonnes of CO ₂ equivalent	42,56,930	25,03,981
Total Scope 3 emissions per rupee of turnover	Tonnes of CO ₂ equivalent per INR	0.0000263	0.0000160

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

No.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:

Not Applicable.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives:

While increasing the share of Renewable energy sources for the operations, the Company continuously explore opportunities to transform its processes and adopt innovative, cutting-edge technologies to enhance energy efficiencies. This approach helps the Company to reduce the use of non-renewable fuel and electricity, effectively managing its carbon footprint.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link:
Yes, the entity has a Business Continuity and Crisis Management Plan which provides for a framework and procedures to be followed to deal with any disruptions in operations of the Company.
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?
No, there are no significant adverse impacts arising from the value chain.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:
Total 453 Suppliers were assessed who contributed to 87% of total spend during FY 2023-24.

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. Number of affiliations with trade and industry chambers/associations and list of top 10 trade and industry chambers/associations (determined based on the total members of such a body) the entity is a member of/affiliated to:

Sl.	Name of the Trade and Industry Chambers/Associations	Reach of Trade and Industry Chambers/Associations (State/National)
1.	Bangalore Chamber of Industry and Commerce	State
2.	Sidcul Entrepreneur Welfare Society	State
3.	Confederation of Indian Industry ('CII')	National
4.	All India Bread Manufacturers' Association	National
5.	Federation of Biscuit Manufacturers of India	National
6.	Federation of Indian Chambers of Commerce and Industry ('FICCI')	National
7.	Ranjangaon Industries Association	State
8.	The Madras Chamber of Commerce and Industry	State
9.	Associated Chambers of Commerce and Industry of India ('ASSOCHAM')	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:
Not Applicable.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:
The Company represents and participates in the above Industry and Business Associations on various matters concerning the Company and Public at large.

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

Not Applicable.

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

Not Applicable.

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

The Company is committed to develop communities around its sites and proactively engages with them to understand and redress their concerns. To promote inclusive development, various formal and informal interactive sessions were conducted throughout the year with the communities. Community representatives including Sarpanch, Panchayat Samiti and other stakeholders are also encouraged to share any concerns that they may have to ensure that the voice of the communities is always heard.

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

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	6.4%	13%
Directly from within India	97.7%	98%

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

Location	FY 2023-24	FY 2022-23
Rural	4.10%	4.40%
Semi-urban	12.47%	10.80%
Urban	22.20%	23%
Metropolitan	61.23%	61.80%

(Place to be categorized as per RBI Classification System-rural/semi-urban/urban/metropolitan)

LEADERSHIP INDICATORS

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

Not Applicable.

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

Sl.	State	Aspirational District	Amount spent (In ₹)
1.	Uttarakhand	Udham Singh Nagar	85,62,872

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

While the Company does not have any preferential procurement policy, it is committed to source its materials from the local community in which it operates. The Company's efforts to promote local sourcing are environment friendly and also focuses on creating economic opportunities for suppliers and communities around its facilities. Sourcing from nearby areas also minimizes the transportation and storage requirements, which in turn reduces fuel consumption and greenhouse gas (GHG) emissions.

The Dairy Farmer Extension Program is another initiative by your Company which works for the economic empowerment of farmers with technology enabled and sustainable dairy farming solutions. The program aims to improve economic status of farmers through increased cattle productivity and earnings. During this financial year, ~3,000 farmers have been benefitted by this program.

- b. From which marginalized/vulnerable groups do you procure? and what percentage of total procurement (by value) does it constitute?

The Company is committed to promote inclusive development and source materials responsibly. It collaborates with local farmers to make them more sustainable and help build their adaptive capacity and resilience to emerging risks. The Company is also raising awareness and is working with the local farmers to improve their livelihoods through training on new and advanced farming techniques, distribution of hybrid seeds to farmers, promoting backyard poultry, fodder management and animal husbandry etc.

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

Not Applicable.

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

Not Applicable.

6. Details of beneficiaries of CSR Projects:

Sl.	CSR Project	No. of Persons benefitted from CSR Projects (In lakhs)	% of Beneficiaries from Vulnerable and Marginalized Group
1.	Malnutrition Reduction Programs through Britannia Nutrition Foundation	~2.32	100%
2.	Promoting Healthcare Including Preventive Healthcare through Bai Jerbai Wadia Hospital for Children and Nowrosjee Wadia Maternity Hospital	~4.98	100%
3.	Village Development and Improvement of Livelihoods through Sir Ness Wadia Foundation	~2.65	100%

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's commitment to provide quality products to consumers has made it one of the most trusted, valuable and popular brand among Indian consumers.

There is a dedicated "Consumer Care Cell," which complies with the "Global Standards on Quality Management for Complaints Handling in Organisations". Consumer complaints and feedback on the Company's products are received and redressed by the Consumer Care Cell.

Quarterly customer satisfaction surveys are also carried out to ensure that the customer feedback is considered and addressed appropriately and expeditiously. The Company also monitors social media, consumer complaints and redressal channels and has laid down strict time lines for resolving complaints.

The Company makes necessary disclosures on its products to promote consumer awareness and markets its products in a responsible manner.

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	
Recycling and/or safe disposal	

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

Particulars	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others*	9,872	1,229	-	10,069	1,040	-

*Product related complaints received on the Company's Care Cell are considered.

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

Nil, given the nature of Company's products.

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, the Company respects the privacy of its employees, business partners and others who interact with the Company. This is reflected in the Company's cyber security policy. The policy provides a framework to manage and handle all security breaches, violations and business disruptions. Cyber-security issues are overseen by the Executive Committee and Board Committees, as may be required.

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:

Robust Systems are in place for identification and timely resolution of issues by the consumers. During the year, there were no significant issues/penalties/regulatory actions relating to advertising, cyber-security and data privacy.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	Nil
b. Percentage of data breaches involving personally identifiable information of customers	
c. Impact, if any, of the data breaches	

LEADERSHIP INDICATORS

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

Information on Company's products is available on the website of the Company under Product's Section at <https://www.britannia.co.in>.

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

The Company ensures transparency in all its communications viz., advertisements, product's packaging and all other publications. The necessary information such as storage instructions, nutritional information per serving size, ingredients, manufacturing & expiry dates and consumer care cell contact details are disclosed to enable consumers to make informed decisions. The Company also makes efforts to educate consumers on responsible usage of its products.

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

Not applicable, as the Company does not provide any essential services.

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):

The Company displays additional information on the product label, over and above the mandated information e.g. product claims, storage directions etc., which varies from product to product. This additional information is provided to keep the consumers aware.

As part of the overall consumer complaint handling process, the Company carries out consumer satisfaction survey against certain defined attributes. Results are shared with the stakeholders for necessary action to improve the process.

INDEPENDENT PRACTITIONER’S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN BRITANNIA INDUSTRIES LIMITED’S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR) FOR FY 2023 – 2024

To
The Board of Directors
Britannia Industries Limited
Kolkata, West Bengal, India

- We have been engaged to perform a reasonable assurance engagement for Britannia Industries Limited (‘Britannia’ or ‘the Company’) vide our engagement letter dated 05.04.2024, in respect of the agreed sustainability information listed below (the “Identified Sustainability Information”) in accordance with the criteria stated below. This Identified Sustainability Information is as included in the Business Responsibility and Sustainability Report (‘BRSR’) of the Company for FY 2023 – 2024.

IDENTIFIED SUSTAINABILITY INFORMATION

- The Identified Sustainability Information for FY 2023-24 is summarised below:

Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	<ul style="list-style-type: none"> Total energy consumption (in Joules or multiples) and energy intensity % of energy consumed from renewable sources Energy intensity
Water footprint	Principle 6 – 3	<ul style="list-style-type: none"> Total water consumption Water consumption intensity
	Principle 6 – 4	<ul style="list-style-type: none"> Water Discharge by destination and levels of Treatment
Greenhouse (GHG) footprint	Principle 6 – 7	Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity
Embracing circularity - details related to waste management by the entity	Principle 6 – 9	<ul style="list-style-type: none"> Details related to waste generated by the entity (category wise) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	Spending on measures towards well-being of employees and workers (including permanent and other than permanent)
	Principle 3 – 11	Safety related incidents: <ul style="list-style-type: none"> Lost Time Injury Frequency Rate (LTIFR) (per one million- person hours worked) Total recordable work-related injuries No. of fatalities High consequence work-related injury or ill-health (excluding fatalities)
Enabling Gender Diversity in Business	Principle 5 – 3(b)	Gross wages paid to females as % of total wages paid by the entity
	Principle 5 – 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Enabling Inclusive Development	Principle 8 – 4	Percentage of input material (inputs to total inputs by value) sourced from suppliers
	Principle 8 – 5	Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 1 – 8	Number of days of accounts payables
	Principle 9 – 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
Open-ness of business	Principle 1 – 9	Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

3. Boundary of the report covers Britannia's operations in India which includes the following sites selected for data review and verification:
- (i) Corporate Office, Britannia Industries Limited, Bangalore, Karnataka
 - (ii) Registered Office, Britannia Industries Limited, Kolkata, West Bengal
 - (iii) R&D Office, Britannia Industries Limited, Bidadi, Bangalore, Karnataka
 - (iv) Zonal Office, Britannia Industries Limited, Chennai, Tamil Nadu
 - (v) Zonal Office, Britannia Industries Limited, Kolkata, West Bengal
 - (vi) Zonal Office, Britannia Industries Limited, Mumbai, Maharashtra
 - (vii) Zonal Office, Britannia Industries Limited, Delhi
 - (viii) Manufacturing facility, International Bakery Private Limited, Villupuram, Tamil Nadu
 - (ix) Manufacturing facility, International Bakery Private Limited, Oragadam, Tamil Nadu
 - (x) Manufacturing facility, Manna Foods Private Limited, Madurai
 - (xi) Manufacturing facility, Britannia Industries Limited, Perundurai, Tamil Nadu
 - (xii) Manufacturing facility, Britannia Industries Limited, Tirunelveli, Tamil Nadu
 - (xiii) Manufacturing facility, Britannia Industries Limited, Bidadi, Karnataka
 - (xiv) Manufacturing facility, Britannia Industries Limited, Khurda, Orissa
 - (xv) Manufacturing facility, Britannia Industries Limited, Taratala, West Bengal
 - (xvi) Manufacturing facility, Britannia Industries Limited, Hajipur, Bihar
 - (xvii) Manufacturing facility, Sunrise Biscuit Company Private Limited, Guwahati, Assam
 - (xviii) Manufacturing facility, Britannia Industries Limited, Rampur (Guwahati), Assam
 - (xix) Manufacturing facility, Britannia Industries Limited, Barabanki, Uttar Pradesh
 - (xx) Manufacturing facility, Britannia Industries Limited, Rudrapur, Uttarakhand
 - (xxi) Manufacturing facility, J B Mangharam Foods Private Limited, Gwalior, Madhya Pradesh
 - (xxii) Manufacturing facility, Britannia Industries Limited, Jhagadia, Gujarat
 - (xxiii) Manufacturing facility, Britannia Industries Limited, Mundra, Gujarat
 - (xxiv) Manufacturing facility, Britannia Industries Limited, Ranjangaon, Maharashtra
 - (xxv) Manufacturing facility, Britchip Foods India Limited, Ranjangaon, Maharashtra
 - (xxvi) Manufacturing facility, Britannia Industries Limited (Dairy), Ranjangaon, Maharashtra
4. Our reasonable assurance engagement is with respect to the FY 2023 – 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and therefore, do not express any opinion thereon.

CRITERIA

5. The criteria used by the Company to prepare the Identified Sustainability Information for the FY 2023 – 2024 are the BRSR Core – ‘Framework for assurance and ESG disclosures for value chain’ and BRSR format, issued under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (‘LODR Regulations’) read with SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023 (‘SEBI Circular’) and the Guidance note for BRSR read with National Guidelines for Responsible Business Conduct Issued by Ministry of Corporate Affairs (‘BRSR Framework’) (hereinafter referred to as ‘Criteria’).

MANAGEMENT’S RESPONSIBILITIES

6. The Company’s management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

INHERENT LIMITATIONS

7. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

AUDITOR’S INDEPENDENCE AND QUALITY CONTROL

8. We are independent of the Company and have fulfilled our other ethical responsibilities in accordance with the requirements of the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (‘IESBA’) and have the required competencies and experience to conduct this assurance engagement.
9. Our firm applies International Standard on Quality Management (ISQM) 1, “Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements” and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

AUDITOR’S RESPONSIBILITY

10. Our responsibility is to express a reasonable assurance in the form of an opinion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained. We conducted our reasonable assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), “Assurance Engagements other than Audits or Reviews of Historical Financial Information (‘ISAE 3000 (Revised)’)” issued by the International Auditing and Assurance Standards Board (‘IAASB’). This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Criteria.
11. A reasonable assurance engagement involves assessing the suitability in the circumstances of the Company’s use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Sustainability Information.
12. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.
13. Given the circumstances of the engagement, in performing the procedures listed above, we:
 - Carried out discussions at the corporate office and manufacturing facilities for data and document verification.
 - Interviewed senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.

- Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Company to support relevant performance disclosures within our scope.
- Evaluated the suitability and application of Criteria and that the Criteria have been applied appropriately to the subject matter.
- Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.
- Re-performed calculations to check accuracy of claims.
- Reviewed data from independent sources, wherever available.
- Reviewed data, information about sustainability performance indicators and statements in the report.
- Reviewed and verified information/data as per the BRSR framework.
- Reviewed accuracy, transparency and completeness of the information/data provided.

EXCLUSIONS:

14. Our reasonable assurance engagement scope excludes the following and therefore we do not express an opinion on the same:
- Any disclosure other than those mentioned in the Scope section above.
 - Data and information outside the defined reporting period.
 - Data related to Company's financial performance, strategy and other related linkages expressed in the Report.
 - The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
 - Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

OPINION

15. Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information included in the BRSR for FY 2023 – 2024 is prepared in all material respects, in accordance with the Criteria.

RESTRICTION ON USE

16. Our reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, the Assurance Statement may not be suitable for any other purpose and should not be used, referred to or distributed for any other purpose or to any other party without our prior written consent. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom the assurance report is shown or into whose hands it may come without our prior consent in writing.

Grant Thornton Bharat LLP

Abhishek Tripathi
Partner

Dated: 3 May 2024
Place: Grant Thornton Bharat LLP
Plot No. 19A, 2nd Floor, Sector – 16A,
Noida - 201301,
Uttar Pradesh, India