

Antony Waste Handling Cell Limited

CIN: L90001MH2001PLC130485



Date : September 3, 2024

Ref. AW/SEC/BSE/2024-25/37

To,
Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Fort
Mumbai - 400001
Scrip Code: 543254

Ref. AW/SEC/NSE/2024-25/38

To,
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Plot No.C-1, Block G, Bandra-Kurla Complex,
Bandra (E), Mumbai 400 051
Symbol: **AWHCL**

Dear Madam/Sir,

Sub. : Business Responsibility and Sustainability Reporting 2023-24
Ref. : Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015
("SEBI Listing Regulations")

Pursuant to Regulation 34(2)(f) of SEBI Listing Regulations, please find attached Business Responsibility and Sustainability Report ("BRSR") of Antony Waste Handling Cell Limited ("the Company") for the year 2023-24.

The BRSR is also available on the website of the Company <https://www.antony-waste.com/investors/annual-reports/>.

This is for your information and records please.

Thanking you,

Yours faithfully,
For and on behalf of
ANTONY WASTE HANDLING CELL LIMITED

HARSHADA RANE
COMPANY SECRETARY & COMPLIANCE OFFICER
A34268

Enc. a/a

Business Responsibility & Sustainability Reporting (BRSR)

SECTION A:

GENERAL DISCLOSURES

I. Details of the Company:

1.	Corporate Identity Number (CIN)	L90001MH2001PLC130485								
2.	Name of the Company	Antony Waste Handling Cell Limited (“AWHCL”)								
3.	Year of Incorporation	2001								
4.	Registered Office Address	A-59, Road No. 10, Wagle Industrial Estate, Thane (West) –								
5.	Corporate Office Address	400604, Maharashtra, India								
6.	E-mail	investor.relations@antonywaste.in								
7.	Telephone	022 – 3544 9555								
8.	Website	www.antony-waste.com								
9.	Financial year for which reporting is being done	2023-24								
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India								
11.	Paid-up Capital	₹ 14,19,10,500								
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	<table border="1"> <tr> <td>Name:</td> <td>Mr. Shiju Jacob Kallarakal</td> </tr> <tr> <td>Designation:</td> <td>Chief Risk Officer</td> </tr> <tr> <td>Contact:</td> <td>022 – 3544 9555</td> </tr> <tr> <td>Email ID:</td> <td>info@antonywaste.in</td> </tr> </table>	Name:	Mr. Shiju Jacob Kallarakal	Designation:	Chief Risk Officer	Contact:	022 – 3544 9555	Email ID:	info@antonywaste.in
Name:	Mr. Shiju Jacob Kallarakal									
Designation:	Chief Risk Officer									
Contact:	022 – 3544 9555									
Email ID:	info@antonywaste.in									
13.	Reporting boundary	Consolidated basis unless otherwise specified								
14.	Name of the Assurance Provider	Not Applicable								
15.	Type of Assurance Obtained	Not Applicable								

II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Water supply, sewerage and waste management	Waste collection, treatment and disposal activities, materials recovery and other waste management services	100%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Collection of non-hazardous waste (C&T and Mechanized Road Sweeping Projects)	38110	64%
2	Treatment and disposal of non-hazardous waste (Processing Projects)	38210	36%

III. Operations

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

Location	Number of plants	Number of Sites	Number of Offices	Total
National	4	31	6	41
International	-	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	3
International (No. of Countries)	Not Applicable

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

Not Applicable

c. A brief on types of customers

At AWHCL, our unwavering commitment is to pioneer exemplary municipal waste management solutions, meticulously curated for Urban Local Bodies (ULBs) and esteemed public entities. We epitomize unparalleled service excellence and unwavering environmental stewardship.

For corporate groups, we deliver tailored waste management solutions that cater to their specific needs and address their EPR responsibilities, promoting efficient and sustainable practices. Our services play a crucial role in enhancing urban ecosystems, creating cleaner, more livable cities, and elevating the overall quality of life for residents.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1,015	977	96%	38	4%
2.	Other than Permanent (E)	18	17	94%	1	6%
3.	Total employees (D + E)	1,033	994	96%	39	4%
Workers						
4.	Permanent (F)	8,633	8,435	98%	198	2%
5.	Other than Permanent (G)	587	585	100%	2	-
6.	Total workers (F + G)	9,220	9,020	98%	200	2%

b. Differently abled Employees and Workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	3	3	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	3	3	100%	-	-
Differently abled Workers						
1.	Permanent (F)	5	5	100%	-	-
2.	Other than Permanent (G)	-	-	-	-	-
3.	Total Workers (F + G)	5	5	100%	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67 %
Key Management Personnel ("KMP")*	2	1	50.00 %

*Note: (1) The composition denotes only for Antony Waste Handling Cell Limited as a standalone entity.
 (2) KMP includes Group Chief Financial Officer and Company Secretary & Compliance Officer.

22. Turnover rate for permanent employees and workers

	FY2023-24			FY2022-23			FY2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.85%	25.00%	12.36%	10.00%	8.79%	9.95%	29.00%	21.00%	28.00%
Permanent Workers	6.21%	3.26%	6.11%	10.75%	1.79%	10.24%	29.00%	6.00%	28.00%

Note: above data excludes exits due to completion of the projects.

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/subsidiary/associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the Entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	AG Enviro Infra Projects Private Limited	WOS	100%	Yes
2	AL Waste Bio Remediation LLP	Subsidiary	86.23%	Yes
3	Antony Infrastructure and Waste Management Services Private Limited	WOS	100%	Yes
4	Antony Lara Enviro Solutions Private Limited	Subsidiary	73%	Yes
5	Antony Lara Renewable Energy Private Limited	Subsidiary	86.23%	Yes
6	Antony Recycling Private Limited (formerly known as Antony Revive E-waste Private Limited)	WOS	100%	Yes
7	KL EnviTech Private Limited	WOS	100%	Yes
8	Mazaya Waste Management LLC	Associate	49%	No
9	Varanasi Waste Solutions Private Limited	Subsidiary	98%	Yes

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

- (ii) Turnover: ₹ 5,462.02 Lakh
(iii) Net worth: ₹ 19,291.31 Lakh

Note: The data provided above is only for Antony Waste Handling Cell Limited as a standalone entity.

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)	FY2023-24			FY2022-23		
		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	1,965	-	Refer Note 1	2,817	-	Refer Note 1
Investors (other than shareholders)	Yes https://www.antony-waste.com/contact-us/	-	-	-	-	-	-
Shareholders	Yes https://www.antony-waste.com/investors/investor-information/	-	-	-	1	-	-
Employees and Workers	Yes	43	1	-	36	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY2023-24			FY2022-23		
		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
Customers	Yes https://www.antony-waste.com/contact-us/	10,424	-	Refer Note 2	9,617	-	Refer Note 2
Value Chain Partners	No	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

Note 1: The Company receives odour complaints from its waste processing plants at Kanjurmarg and PCMC WtE. The control measures taken for controlling odour on site include (i) Spraying of Bio-enzyme during unloading and during dozing of MSW at BLF Cells (ii) The Company utilizes soil to cover fresh waste, effectively reducing odor and minimizing its environmental impact. (iii) Dispensing Odour suppressor via Misting Systems strategically positioned at BLF Cells and around the boundary, MRF - Composting plant, South Pre-processing plant and Leachate ponds. (iv) Apply odour-neutralizing fog at key locations across the site, guided by the wind direction for maximum effectiveness. (v) Increase the concentration of odour suppressants in misting and fogging systems whenever necessary for enhanced effectiveness.

Note 2: Given the nature of our industry, we frequently handle complaints about service frequency, which are promptly resolved on the same day. We place the highest priority on our customers and citizens.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Innovation in Waste Management Technologies	O	Innovation in waste management presents a strategic opportunity for AWHCL to enhance sustainability, achieve regulatory compliance, and drive economic value. By leveraging advanced technologies and waste-to-energy solutions, we can reduce environmental impact, optimize resource use, and gain a competitive edge.	-	Positive
2	Pollution Prevention & Emission Control	O	Pollution prevention and control is a pivotal opportunity for AWHCL to enhance environmental stewardship, comply with stringent regulations, and safeguard public health. By adopting advanced technologies and responsible practices, we can minimize emissions, reduce waste, and fortify our market position. This commitment also fosters innovation and drives long-term sustainability, ensuring we meet stakeholder expectations and contribute positively to environmental goals.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Circular Economy Practices	O	By prioritizing recycling, reuse, and product lifecycle extension, we can lower costs, minimize environmental impact, and strengthen our commitment. This shall not only supports our sustainability goals but also shall align us with evolving consumer and regulatory expectations, positioning us as a leader in responsible business practices.	-	Positive
4	Worker Health & Safety	R & O	Inadequate waste management infrastructure poses significant occupational health and safety risks for workers engaged in waste collection and disposal. Enhancing our waste management systems with advanced technologies and rigorous safety protocols not only protects our people but also ensures operational efficiency and regulatory compliance.	AWHCL implement regular safety drills and establish clear safety protocols. Continuous employee training and awareness programmes are essential to ensure adherence to safety practices. Additionally, a robust incident reporting system in place to address and investigate accidents promptly, with corrective actions taken to prevent recurrence.	Negative and Positive
5	Supply Chain Management	R	Supply Chain Management involves mitigating risks associated with supplier sustainability and adherence to the Supplier Code of Conduct. Failure to effectively evaluate suppliers for ESG risks can lead to regulatory non-compliance, reputational damage, and operational disruptions. Additionally, neglecting local suppliers may result in missed opportunities for community engagement and increased supply chain resilience.	AWHCL needs to diversify their supplier network to reduce reliance on any single source. Implementing stringent supplier assessments and conducting regular performance reviews ensure quality and compliance. Additionally, developing and maintaining contingency plans for potential disruptions and fostering clear, proactive communication with suppliers are critical for risk mitigation and business continuity.	Negative
6	Public Education and Awareness (IEC Activities)	O	By investing in educational initiatives and awareness campaigns focusing specifically on waste management, the organization can strengthen its role as a responsible corporate citizen, drive positive social impact, and build stronger relationships with stakeholders.	-	Positive
7	Employee Training and Development	O	By investing in continuous learning and skill advancement, we foster employee engagement, improve productivity, and ensure alignment with industry best practices. This commitment not only supports individual growth but also strengthens our organizational resilience and productivity.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Regulatory Compliance	R	Regulatory compliance is critical for maintaining organizational integrity and avoiding legal repercussions. Failure to adhere to relevant regulations can result in significant financial penalties, legal liabilities, and reputational damage. Additionally, non-compliance may lead to operational disruptions and increased scrutiny from regulatory bodies.	Implementing comprehensive internal and external audits and monitoring systems helps ensure adherence and identify potential issues early. Additionally, providing ongoing training for employees and maintaining clear documentation supports effective compliance and reduces the risk of violations.	Negative
9	ESG Governance	R	ESG governance is integral to maintaining stakeholder trust and achieving sustainable growth. Inadequate governance in environmental, social, and governance (ESG) practices can expose the organization to reputational damage, regulatory penalties, and operational inefficiencies. Moreover, failure to effectively manage ESG risks may lead to decreased investor confidence and hinder long-term strategic objectives.	Regular audits and assessments ensure adherence to ESG standards and identify areas for improvement. Additionally, engaging stakeholders and integrating their feedback into ESG strategies help enhance transparency and effectiveness.	Negative
10	Risk Management	R	Inadequate risk management practices can lead to unforeseen operational disruptions, financial losses, and reputational damage. Moreover, failure to proactively identify and mitigate risks may result in regulatory non-compliance and diminished stakeholder's expectations.	Regular risk assessments and scenario planning help identify potential threats and evaluate their impact. Implementing robust monitoring and control mechanisms ensures timely detection and response to emerging risks, while ongoing training reinforces risk awareness across the organization.	Negative

IEC - Information Education and Communication

SECTION B:**MANAGEMENT AND
PROCESS DISCLOSURES**

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC Principles and Core Elements

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The Policies of the Company are placed on the Company's website under Investors Section and the same can be accessed through the weblink: https://www.antony-waste.com/investors/corporate-governance/ Further, there are some internal policies which are circulated to the internal stakeholders only.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	No	No	No	No
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.	ISO 14001:2015 certification to enhance our environmental performance and manage our environmental responsibilities in a systematic manner. ISO 9001:2015 certification for quality management system that consistently provides products and services that meet customer and applicable statutory and regulatory requirements. ISO 45001:2018 certification for Occupational Health and Safety Management Systems demonstrates a commitment to providing a safe and healthy work environment by identifying and mitigating risks, and ensuring compliance with relevant statutory and regulatory requirements and fostering continuous improvement in workplace safety and employee well-being.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	AWHCL is committed to improving waste management practices with minimal environmental impact and a strong focus on sustainability. Our continuous efforts target reducing our carbon footprint, increasing recycling rates, and leveraging innovative technologies for better resource utilization. We prioritise creating safe and inclusive workplaces for our employees and actively engage with local communities to enhance their well-being. Our dedication to transparency and open communication ensures we listen to stakeholder feedback and integrate it into our strategic decisions. Upholding ethical business conduct, regulatory compliance, and effective risk management are integral to our governance framework.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>AWHCL is committed to advancing a sustainable and circular business model by efficiently sorting Municipal Solid Waste (MSW) and converting it into compact Refuse Derived Fuel (RDF) and recyclable materials. Our share of renewable energy consumption has increased from 1.89% in FY2022-23 to 5.03% in FY2023-24. We maintain the highest health and safety standards, with ZERO fatalities reported within our premises. Our infrastructure is designed to ensure that women feel comfortable and supported in all our work environments.</p> <p>Our governance framework is structured to promote transparency and build trust with both internal and external stakeholders. To support this, we have set up several committees, led by Independent Directors, including the Audit, Nomination and Remuneration, and Stakeholder Relationship Committees. These Committees are instrumental in overseeing the Vigil Mechanism, which enables the reporting of legitimate concerns and grievances.</p> <p>Additionally, we prioritize the continuous development of our employees through regular training sessions, ensuring their expertise in responsible waste management practices. Every employee participates in comprehensive Code of Conduct training, demonstrating our unwavering commitment to ethical standards and professional integrity.</p>								
Governance, leadership, and oversight									
<p>7. Statement by the Director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)</p> <p>As the Director responsible for the Business Responsibility and Sustainability Report at AWHCL, I am committed to integrating the Environmental, Social, and Governance (ESG) challenges and opportunities. Over the last four years, our journey in these critical areas has been marked by significant milestones, valuable learning experiences and rigorous reporting.</p> <p>We are dedicated to enhancing waste management practices to minimize environmental impact and promote sustainability. Our efforts focus on reducing our carbon footprint, increasing recycling rates, and adopting innovative technologies to optimize resource utilization. Our waste-to-energy initiative is a testament to this commitment, mitigating greenhouse gas emissions, and championing the principles of a circular economy.</p> <p>Our Waste-to-Energy (WtE) plant processes ~1,000 tonnes of municipal solid waste per day, generating 14 MW of clean energy. This project utilizes recycled water from the Chikali Sewage Treatment Plant (STP), eliminating the need for freshwater dependency. Notably, our PCMC WtE plant is the first of its kind to sell power under the Green Energy Open Access Rules, in the state of Maharashtra.</p> <p>We prioritize creating safe, inclusive working environments for all our employees and actively engage with local communities to enhance their well-being. Our open and communicative approach ensures that stakeholder feedback plays a crucial role in our strategic planning and execution.</p> <p>Our commitment to strong governance principles is demonstrated through our focus on ethical business conduct, regulatory compliance, and effective risk management. By maintaining a robust governance framework, we ensure that our operations align seamlessly with our broader ESG objectives.</p> <p>These achievements reflect our dedication to sustainable growth and responsible business practices.</p>									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Chairman of the Risk Management Committee is the highest authority responsible for all the key risks and activities that are being implemented in the Company.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.	Yes, the Company has Risk Management and Corporate Social Responsibility Committee(s). For further details with respect to composition, terms of reference etc. please refer Report on Corporate Governance Section of the Integrated Report 2023-24.								

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)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The Board Committees and Functional heads review the policies and also assess its effective implementation.									Risk Management Committee – Half yearly Audit Committee – Quarterly								
Compliance with statutory requirements of relevance to the principles, and, the rectification of any non-compliances	The Board ensures strict compliance with all legal responsibilities that are relevant to the principles, and in case of any non-compliances, looks into and rectifies the issues on priority.									Quarterly								
11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	We have a robust functional review mechanism complemented by an independent internal audit process that covers the working of all key policies. These policies are subject to internal audits by external independent firm during the year to assess and improve our adherence and outcomes.								

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

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

SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators:

1. Percentage coverage by training and awareness 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	9	Business Strategy including Diversification, ESG Performance, Risk Management, Familiarization Programme	100%
Key Managerial Personnel	12	Risk Management, Review of Financial Performance, Prevention of sexual harassment policy at workplace, Developments and Trends in Corporate Laws and Governance	100%
Employees other than BOD and KMPs	52	Workshop for AWHCL Young Leaders	100%
		Leadership Development Programme	100%
		Road Safety Training	100%
		Prevention of sexual harassment policy at workplace	100%
		National Road Safety Week	100%
		Induction for new Joinees	100%
		Essential Steps to Take During Fire Hazards	100%
		Performance Management System	100%
		Introduction of Human Resource Management system	100%
		Developments and Trends in Corporate Laws and Governance	100%
Workers	94	National Road Safety	100%
		Safety Training	100%
		Prevention of sexual harassment policy at workplace	100%
		Environment, Health and Safety (EHS)	100%
		First Aider Training	100%
		Grievance / Code of conduct	100%
		Human Rights	100%
		PPE's Importance (Personal protective equipment)	100%
		Training on how to use fire extinguisher	100%
		Loose material falling hazards	100%

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*
		Self-contained breathing apparatus training	100%
		Multi Gas Detector	100%
		Safety precaution of boiler plant	100%

*The percentage of training is calculated basis the Number of Employee or Worker attended /Total Number of Employees/Worker eligible for that training.

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

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

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

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

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

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

AWHCL's comprehensive Anti-Corruption and Anti-Bribery Policy underscores our commitment to ethical business conduct in compliance with Indian anti-corruption laws. We adopt a zero-tolerance approach to bribery and corruption, ensuring all dealings are conducted with professionalism, fairness, and utmost integrity. This policy applies to all stakeholders associated with AWHCL, including directors, employees, consultants, interns, volunteers, agents, and third parties. It strictly prohibits any form of bribery, including payments, gifts, entertainment, hospitality, recruitment opportunities, or other benefits intended for business advantage, while allowing reasonable, low-value gifts in the normal course of business.

We mandate thorough due diligence and adherence to our policy by third parties to mitigate liability for acts of bribery. Regular anti-corruption compliance training is required for all covered individuals, with disciplinary action for non-compliance. Any suspected bribery or corruption must be reported to the Compliance Officer, ensuring no retaliation for good faith reports. Violations of the policy will result in severe disciplinary measures, including potential termination and criminal proceedings. The policy is regularly monitored and reviewed to maintain its effectiveness and relevance.

The policy can be accessed at - https://www.antony-waste.com/docs/investors/corporate-governance/policies/Anti-corruption_and_anti-bribery_Policy.pdf

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

Product/Service	FY2023-24	FY2022-23
Directors	No disciplinary action was taken during the reporting year.	No disciplinary action was taken during the reporting year.
KMPs		
Employees		
Workers		

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

	FY2023-24		FY2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable as zero cases of corruption and conflict of interest were reported.

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

	FY2023-24	FY2022-23
Number of days of accounts payables	90	102

9. Open-ness of business

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

Parameter	Metrics	FY2023-24	FY2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	12.19 %	19.10 %
	b. Number of trading houses where purchases are made from	55	44
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	88.33 %	96.41 %
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPT's in	a. Purchases (Purchases with related parties / Total Purchases)	5.46%	7.49%
	b. Sales (Sales to related parties / Total Sales)	0.04%	0.05%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators:

1. 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 recognizes the importance of avoiding and managing conflicts of interest that may arise in the course of its business activities, especially involving its board members. To this end, it has established a conflict-of-interest management protocol that aligns with the provisions of the Companies Act, 2013 and the SEBI Listing Regulations. The protocol entails that Directors disclose any material, financial, or personal interest they may have in any transaction or contract involving the Company, using the MBP-1 form as prescribed by the law. These disclosures enable the Company to assess and mitigate any potential risks or biases that may affect its decision-making process. Furthermore, the protocol requires that directors who have a conflict of interest abstain from participating in the discussions and voting on the relevant matter, ensuring fairness and transparency in the Board's functioning. The Company also has a policy on Vigil Mechanism and Whistle Blower and a Code of Conduct that encourage ethical behaviour and reporting of any violations, including undisclosed conflicts of interest, among its directors and senior management. By implementing these measures, the Company strives to uphold the highest standards of corporate governance and accountability.

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

Essential Indicators:

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

Segment	FY2023-24	FY2022-23	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	18.74%	52.33%	Innovative technology for processing of non-recyclable dry waste into energy. Technology for generating Refuse Derived Fuel (RDF), resulting in avoidance of Greenhouse Gases (GHG).

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

Yes, the Company has procedures in place for sustainable sourcing.

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

Responsible Procurement from marginalized community across AWHCL's value chain: We are dedicated to sustainable sourcing and social responsibility within our value chain, recognizing the challenges and opportunities faced by marginalized communities, especially women entrepreneurs. Through various initiatives, we support these partners, creating a positive impact on their lives and businesses. These initiatives allow us to evaluate our approach's effectiveness and scale up our efforts accordingly.

Our Initiatives: We have identified marginalized communities based on criteria such as income level, gender, location, and sector. We allocate up to 10% of our total procurement in each category to these partners, ensuring stable and fair market access. Additionally, our preferential payment policy prioritizes fund distribution to these valued partners, maintaining their cash flow stability and supporting their growth.

Our Impact: Supporting marginalized communities within our value chain reinforces our commitment to circularity and sustainability. This inclusive approach enhances our social impact and underscores our dedication to environmental stewardship. By fostering entrepreneurial stewardship, we empower these communities, enhancing their economic opportunities and contributing to their overall well-being.

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

The Company provides a comprehensive range of Municipal Solid Waste (MSW) services, focusing on minimizing waste generation and promoting reuse and recycling, despite not engaging in manufacturing operations. In collaboration with local communities, we strive to reduce plastic waste through source segregation and partnerships with local recycling facilities.

One of the key aspects of our environmental responsibility is ensuring that our electronic products do not end up in landfills or incinerators, where they can cause pollution and health hazards. Our e-waste management system ensures that used products are channelled to authorized recyclers, who follow the best practices for dismantling, recycling, and recovering valuable materials. We also ensure that these recyclers adhere to the stringent environmental regulations and standards set by the government and other agencies, and provide us with certificates of safe disposal. This way, we reduce our environmental footprint, conserve natural resources, and support the circular economy.

Hazardous waste is managed with rigorous segregation and disposal protocols, utilising certified agencies for compliance and safety. Our holistic waste management strategies encompass various waste types, fostering local partnerships to enhance sustainability and minimize environmental impact.

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.

Not Applicable.

PRINCIPLE 3

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

Essential Indicators:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	977	977	100%	977	100%	-	-	977	100%	-	-
Female	38	38	100%	38	100%	38	100%	-	-	-	-
Total	1,015	1,015	100%	1,015	100%	38	4%	977	96%	-	-
Other than Permanent Employees											
Male	17	17	100%	17	100%	-	-	-	-	-	-
Female	1	1	100%	1	100%	-	-	-	-	-	-
Total	18	18	100%	18	100%	-	-	-	-	-	-

(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	8,435	8,435	100%	8,435	100%	-	-	-	-	-	-
Female	198	198	100%	198	100%	198	100%	-	-	-	-
Total	8,633	8,633	100%	8,633	100%	198	2%	-	-	-	-
Other than Permanent Workers											
Male	585	585	100%	585	100%	-	-	-	-	-	-
Female	2	2	100%	2	100%	-	-	-	-	-	-
Total	587	587	100%	587	100%	-	-	-	-	-	-

**Health Insurance, Accident Insurance and other benefits are covered through ESIC for workers, wherever applicable.

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

	FY2023-24	FY2022-23
Cost incurred on wellbeing measures as a % of total revenue of the company*	0.83	0.56

*Following costs are considered: Health and accident insurance premium, and staff welfare expenses relating to well-being.

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

Benefits	FY2023-24			FY2022-23		
	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	99%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	Y
ESI**	29%	82%	Y	79%	100%	Y
Others – please specify	NA	NA	NA	NA	NA	NA

**Workers whose wages fall within the prescribed eligibility range for mandatory ESI are fully and unequivocally covered.

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.

AWHCL prioritizes accessibility across all its offices to ensure inclusivity for differently-abled individuals. All our offices are equipped with lifts, facilitating easy movement for our differently-abled employees. We are committed to further enhancing accessibility by designing specially equipped washrooms with accessible doors, grab rails, and raised toilet seats to meet the needs of future physically disabled employees.

In line with our equal opportunity policy, we have upgraded our infrastructure at the places where differently-abled employees are working to suit their needs. These enhancements have been implemented ensuring that every employee, regardless of their physical abilities, can perform their duties effectively and comfortably. We recognize the potential and contribution of our differently abled employees and aim to provide them with the best facilities and support.

As part of our commitment to enhance accessibility, we are also in the process of installing ramps, rails, and other physical accommodations at all our other sites and locations. These measures will enable our future differently-abled employees and workers to access the work premises with ease and comfort. We believe that these steps will not only ensure compliance with the Rights of Persons with Disabilities Act, 2016, but also reflect our dedication to creating a supportive and inclusive environment for all individuals. We value the diversity of our workforce and strive to provide equal opportunities for everyone.

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 adheres to an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. This policy ensures a conducive and inclusive work environment free from discrimination, aimed at creating employment opportunities and accessible facilities for persons with disabilities. Detailed guidelines cover the identification of suitable positions, transparent selection processes based on merit, and provision of necessary training. The policy also emphasizes accessible infrastructure, awareness campaigns, and grievance mechanisms to support its implementation.

The policy can be accessed at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Equal_Opportunity_Policy.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	Yes; the Company has established a comprehensive grievance redressal system across all its sites to address grievances of employees and workers. This system includes dedicated channels such as email addresses, contact numbers, and complaint boxes, facilitating the submission of grievances.
Permanent Employees Other than Permanent Employees	There may be some cases where the employee faces some difficulty in accessing or updating their PF or ESIC accounts, even after providing the correct KYC details. For such cases/instances, the Company has established a grievance redressal mechanism, which aims to resolve the complaints of the employees in a timely and efficient manner. The employees need to contact the HR department with their complaints and supporting documents. The HR department will then liaise with the PF or ESIC authorities and ensure that the issues are resolved at the earliest. The employees can also escalate their complaints to senior management if they are not satisfied with the resolution. The Company aims to provide a smooth and hassle-free experience to its employees regarding their PF and ESIC matters. A specialized team conducts weekly reviews of received complaints, ensuring thorough investigations into each issue. Their findings and insights are compiled into a detailed report presented to the management team for necessary follow-up actions. Furthermore, AWHCL has implemented a Whistle-Blower Policy accessible at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Vigil_Mechanism_Policy.pdf This policy provides an additional mechanism for addressing concerns and grievances, emphasizing protection against any form of retaliation for individuals utilizing the policy.

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

The Company currently does not have an employee association, but it fully acknowledges and respects the right to freedom of association and supports employees in exercising this right.

8. Details of training given to employees and workers:

Category	FY2023-24					FY2022-23				
	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	994	994	100%	61	6%	1,168	1,168	100%	28	2%
Female	39	39	100%	6	15%	50	50	100%	-	-
Total	1,033	1,033	100%	67	3%	1,218	1,218	100%	28	2%
Workers										
Male	9,020	9,020	100%	911	10%	8,184	4,905	60%	-	-
Female	200	200	100%	8	4%	413	413	100%	-	-
Total	9,220	9,220	100%	919	10%	8,597	5,318	62%	-	-

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

Category	FY2023-24			FY2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	677	677	100%	923	923	100%
Female	27	27	100%	27	27	100%
Total	704	704	100%	950	950	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

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?**

AWHCL has implemented a robust occupational health and safety management system across all its operational sites. This system is designed to ensure comprehensive coverage of safety activities and protocols to safeguard the well-being of employees and contractors. Below health and safety related procedures have been implemented:

1. Safety Induction:

- Conduct comprehensive safety inductions for all new employees.
- Provide awareness of plant hazards: mechanical, electrical, fire, road safety, height work, housekeeping, etc.
- Educate on the use of Personal Protective Equipment (PPE), first aid procedures, fire equipment, assembly points, emergency exits and ongoing trainings.

2. Toolbox Talks:

- Conduct regular toolbox talks at the shop floor by Shift In-charges/Supervisors or Safety personnel.
- Topics include specific safety issues relevant to each shift and site including live demonstrations, real life case incidence.

3. Safety Training

Organize safety training sessions covering:

- Importance and proper use of PPE.
- Lockout-Tagout (LOTO) procedures.
- Identification and mitigation of mechanical and electrical hazards.
- Safety precautions, work permits, and safe work practices.
- Recognition of unsafe acts and conditions while on duty.
- Snake bite safety precautions and emergency response.

4. Fire Training:

Provide fire safety training including:

- Identify Hazards: Train to spot fire risks.
- Know Fire Types: Learn classes and extinguishing methods.
- Use Extinguishers: Practice the PASS technique.
- Evacuate Safely: Know escape routes and assembly points.
- Conduct Drills: Regularly practice fire evacuations.
- First Aid Skills: Learn basic first aid for emergencies.
- Clear Protocols: Establish fire reporting procedures.

5. First Aid:

- Ensure first aid boxes are accessible and regularly replenished.
- Provide training on basic first aid procedures to designated personnel.

6. Fire Extinguishers:

- Maintain records and conduct monthly checks of fire extinguishers.
- Arrange for annual refilling and servicing as needed.

7. Incident and Accident Reporting:

- Implement procedures for reporting incidents and accidents.
- Provide immediate first aid and transport to medical facilities as necessary.
- Conduct thorough investigations, prepare reports, and implement corrective actions.

8. Safety Week Celebration:

Organize annual Safety Week activities including:

- Flag hosting ceremony.
- Safety quizzes.
- Drawing and slogan competitions.
- Prize distribution to promote safety awareness.

9. Safety Signage:

- Install and maintain safety sign boards across all plant areas.
- Ensure road safety banners are prominently displayed on internal roads.

10. Yearly Health Check-up:

Arrange annual health check-ups of all employees:

- Blood tests.
- Height, weight, and BMI measurements.
- Audiometry and vision tests.
- Chest X-rays and other relevant medical examinations.

11. Documentation:

Prepare and maintain essential documents such as:

- First aid checklists.
- Emergency contact numbers.
- List of trained first aiders.
- Fire extinguisher inspection records.
- Minutes of Meeting (MOM) reports.
- Monthly training and statistical reports.
- Occupational Health and Safety (OHS) documentation.
- Toolbox Talk (TBT) reports.
- Work permits and associated documentation.
- Incident Reporting Procedures.
- Incident Investigation Reports.

12. Daily Site Visits:

- Conduct daily inspections by safety officers to ensure adherence to health and safety standards.
- Monitor compliance with PPE usage, machinery guarding, electrical safety, and road safety.

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

AWHCL employs a proactive approach to identify and assess work-related hazards and risks, supported by its robust Risk Management Policy. Through established protocols, we systematically categorize risks into operational, financial, ESG-related, and health & safety categories. Regular risk assessments quantify the severity and likelihood of identified risks, ensuring prompt mitigation of high-priority risks. A comprehensive Risk Register documents all identified risks and their mitigation strategies, enhancing our risk management practices. In alignment with safety standards and regulatory requirements, AWHCL integrates feedback from its workforce, incident reports, and near-miss occurrences to continuously improve risk management.

Cross-functional teams actively identify emerging risks, enabling swift implementation of mitigation strategies. Comprehensive employee training programmes further empower staff to recognize and address potential hazards effectively, reinforcing our commitment to a safe working environment. This proactive approach enhances operational resilience and contributes to the overall safety and well-being of our workforce, underscoring AWHCL's dedication to sustainable business practices. The policy can be accessed at <https://www.antony-waste.com/docs/investors/corporate-governance/policies/Risk-Management-Policy.pdf>

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

Yes, AWHCL has processes for workers to report the work-related hazards and to remove themselves from such risks. The Company maintains a proactive approach, encouraging open communication channels and providing multiple avenues for workers to report hazards. These include dedicated email addresses, contact numbers, and complaint boxes across all operational sites. The Company conducts regular safety training programmes that educate workers on recognizing and reporting hazards effectively.

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

Yes, the Company ensures that all employees and workers have access to comprehensive non-occupational medical and healthcare services across its sites. These services are either available on-site or through established tie-ups with medical facilities in close proximity. The Company prioritizes employee well-being by offering access to Group Medclaim and Group Personal Accident policies, supplemented by coverage under the Employees' State Insurance Corporation and Workman Compensation.

In addition to providing access to medical services, AWHCL invests in training personnel to effectively respond to medical emergencies within the workplace. The Company encourages a culture of safety and health through continuous training sessions on first aid, emergency response, and ergonomic practices.

AWHCL also conducts periodic audits and assessments of its healthcare provisions to ensure alignment with regulatory requirements and industry best practices. Feedback mechanisms are in place to solicit employee input and improve the effectiveness of healthcare services offered.

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

Safety Incident /Number	Category	FY2023-24	FY2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hour worked)	Employees	0.04	-
	Workers	0.31	1.23
Total recordable work-related injuries	Employees	1	24
	Workers	7	165
No. of fatalities	Employees	-	-
	Workers	-	2
High consequence of work-related injury or ill-health (excluding fatalities)	Employees	1	-
	Workers	7	18

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

AWHCL's commitment to fostering a safe and healthy workplace environment is underscored by comprehensive measures to safeguard employee well-being. Continuous training programmes ensure rigorous implementation of safety protocols, while emergency preparedness drills equip employees to respond promptly to crises. Health promotion initiatives, including wellness programmes and access to healthcare resources, further enhance employee well-being. Safety guards on machinery's moving parts, stringent illumination standards, and securely covered floor openings and pits mitigate risks and optimize safety conditions.

Regular safety assessments in high-risk areas are conducted by the Health & Safety Committee, ensuring compliance with health and safety regulations through audits and policy updates. A culture of continuous improvement evaluates safety practices based on feedback and incident reports. Additionally, daily Toolbox Talk (TBT) sessions provide essential safety training to all

personnel, reinforcing AWHCL’s dedication to creating a safe and healthy work environment. At our facility, we prioritize safety through a comprehensive approach that includes regular site inspections to identify and rectify any unsafe acts or conditions. We ensure that all personnel are issued permits only after confirming that all safety measures are in place. The installation and maintenance of firefighting equipment are carried out diligently, adhering to all rules and regulations.

We actively engage with our staff and third-party contractors in safety training and pep talks, fostering a culture of safety & awareness. New workers undergo thorough induction training to familiarize them with our safety protocols. Regular safety committee meetings are held to discuss and implement safety strategies, ensuring compliance with all EHS statutory requirements and legal documentation.

To enhance emergency preparedness, we conduct regular mock drills at the site and prepare Hazard Identification and Risk Assessment (HIRA) documents for various ongoing activities. We meticulously maintain all required records, including testing certificates for lifting tools and pressure vessels, as well as comprehensive accident records. This includes documentation of first aid cases, reportable and non-reportable incidents, and fire incident reports.

Vehicle-related records, including PUC, fitness certificates, insurance, and drivers’ licenses, are maintained in a current status. We manage the required documentation for third-party audits and ensure that all deployed first aid kits are checked and maintained monthly. Personal Protective Equipment (PPE) is provided to employees, with careful record-keeping in place.

Our dedication to environmental health involves addressing all odour complaints, maintaining comprehensive records, and managing chemical application activities to mitigate odours effectively.

Through these measures, we strive to maintain the highest standards of safety and health for everyone at our site.

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

Benefits	FY2023-24			FY2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	1	-	-	4	-	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Health and safety practices	100% Assessed by Statutory/Internal/Secretarial Auditors/Regulatory Authorities such as State Pollution Control Board
Working Conditions	100% Assessed by Internal and Secretarial Auditors

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.

AWHCL maintains a proactive approach to addressing safety-related incidents and significant risks identified through rigorous health and safety assessments. Incidents are thoroughly investigated to determine root causes, with corrective actions promptly implemented under the oversight of the Chief Risk Officer (CRO). This ensures effectiveness and alignment with established safety protocols and regulatory requirements. Continuous monitoring of these risks enables proactive management, fostering a culture of safety and vigilance across all operations.

Leadership Indicators

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

- (A) Employees: **Yes**
- (B) Workers: **Yes**

Note: There are life insurance/ compensatory package provided by the entity in the event of death to the family of the deceased.

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 is committed to ensuring that its value chain partners adhere to the legal and ethical standards of deducting and depositing the statutory dues as per the applicable laws and regulations. To facilitate this, the Company has drafted its contract terms in such a manner that the value chain partner is required to submit a proof of payment of the statutory dues along with the invoice for the services rendered. The Company verifies the proof of payment and then clears the payment of the value chain partner. Furthermore, the Company regularly conducts awareness and training sessions for its value chain partners to sensitize them on the importance and timeliness of paying the statutory dues and complying with the legal and ethical standards.

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:

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023-24	FY2022-23	FY2023-24	FY2022-23
Employees	1	-	-	-
Workers	7	20	-	10

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

The entity does not provide transition assistance programmes for employees facing retirement or termination, nor are there formal support mechanisms in place. However, in certain cases, employees nearing retirement may be offered consultancy or retainership roles for a fixed period based on job requirements. In cases of termination, the Company provides severance packages as per the terms of appointment.

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.

At AWHCL, individuals, groups or institutions contributing value to its business chain are recognized as core or key stakeholders. Our approach begins with a thorough assessment, recognising the importance of individuals and groups critical and essential for our operations and those impacted by our activities. AWHCL's key stakeholders include bankers, community organizations, customers, local municipal bodies, employees, regulators and government agencies, shareholders, and suppliers.

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

Stakeholder	Whether identified as vulnerable & marginalized (Yes/No)	Channel of Communication	Frequency of engagement (Annually / Half-yearly / Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Bankers	No	<ul style="list-style-type: none"> Email SMS Meetings 	Frequently	To discuss and decide on credit facilities, accounts related services, employee salary, vendor payments and etc.

Stakeholder	Whether identified as vulnerable & marginalized (Yes/No)	Channel of Communication	Frequency of engagement (Annually / Half-yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community/ NGOs	Yes	<ul style="list-style-type: none"> Email SMS Community Meetings Sponsored Events Newspaper Pamphlets Advertisement Workshop Events Survey 	Quarterly	The engagement happens throughout the year, as and when required—the engagement results in the Positive economic, environmental, and social impact of our business operations on communities. The engagement helps us in communicating the performance and strategy. The NGOs support to understand the areas of implementation and development for CSR initiative of the Company.
Customers/ Local Municipal Bodies	No	<ul style="list-style-type: none"> Email SMS Community Meetings Website Meetings Newspaper Pamphlets Advertisement 	Frequently	The Company engages in physical meetings as and when required. This engagement helps us understand client, industry, and business challenges, identify opportunities to acquire new customers, and provide satisfactory services to existing customers.
Employees/ Workers	No	<ul style="list-style-type: none"> Email SMS Website Meetings Newsletter HRMS Performance Reviews Various learning and development initiatives Notice Board 	Frequently	The engagement is carried out throughout the year: <ul style="list-style-type: none"> To inform employees on key developments within the Company To involve employees in decision making and aligning them to the shared purpose of the Company's Vision, Values and business strategy; To invigorate employees and enable delivery of the employee promise Providing Job satisfaction For providing Grievance Redressal Mechanism To conduct the internal surveys
Shareholders/ Investors	No	<ul style="list-style-type: none"> Email SMS Website Newspaper Meetings Site Visit 	Quarterly/ Annually/ On Request	The Company engages with investors through a structured communication strategy that includes monthly investor interactions, quarterly earnings call for financial results, timely stock exchange notifications, press releases for important announcements, and general meetings for direct dialogue. This approach fosters transparency, addresses shareholder concerns, and strengthens investor relations, ensuring that the company remains responsive to their priorities.
Govt. authorities and Regulatory Bodies	No	<ul style="list-style-type: none"> Regulatory Compliance reports One to One meet as per requirement 	Periodically as and when required	Submission of required reports and documents as per the applicable laws and regulations.

Stakeholder	Whether identified as vulnerable & marginalized (Yes/No)	Channel of Communication	Frequency of engagement (Annually / Half-yearly / Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors/ Suppliers	Yes	<ul style="list-style-type: none"> • Email • Newspaper • Meetings • Website • Survey 	Frequently	The purpose and scope of engagement is to make sure adherence to released supplier code of conduct – for fair and transparent dealings.

Leadership Indicators

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

At AWHCL, our approach for consultation begins with proactive stakeholder engagement, involving consultation rounds where stakeholders provide valuable feedback on key issues. This feedback is compiled and reported to our ESG Coordinating Group, led by senior executives and including site heads across various locations. This group plays a crucial role in facilitating ESG governance and ensuring that stakeholder perspectives meets our strategic decisions.

The ESG Coordinating Group works closely with relevant functions to align Company's approach with critical ESG topics. It develops and approves annual ESG work-plans, reviews policy proposals related to ESG matters, and ensures ongoing communication with the Board regarding ESG activities and performance.

At the Board level, AWHCL provides essential oversight on ESG matters, integrating ESG risks and opportunities into our long-term strategy. They monitor progress against set milestones, ensuring that our ESG initiatives are aligned with Company policies, purposes, and stakeholder interests.

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 the policies and activities of the entity.

Yes; AWHCL actively engages various stakeholders to shape its Environmental, Social, and Governance (ESG) strategies, ensuring transparency and sustainable practices across our operations. We consult regularly with communities, customers, employees, regulators, and NGOs to gather valuable insights on environmental and social impacts.

These inputs drive improvements in waste management, renewable energy adoption, and corporate social responsibility initiatives. Our ESG Coordinating Group integrates these perspectives into strategic decisions, aligning with evolving expectations and regulatory requirements. By fostering open dialogue, AWHCL reinforces its commitment to ethical governance, environmental stewardship, and social responsibility.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators:

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

	FY2023-24			FY2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1,015	1,015	100%	1,197	1,197	100%
Other than permanent	18	18	100%	21	21	100%
Total Employees	1,033	1,033	100%	1,218	1,218	100%
Workers						
Permanent	8,633	5,318	62%	8,181	4,902	60%
Other than permanent	587	295	50%	416	416	100%
Total Workers	9,220	5,613	61%	8,597	5,318	62%

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

Category	FY2023-24					FY2022-23				
	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										
Male	977	-	-	977	100%	1,147	-	-	1,147	100%
Female	38	-	-	38	100%	50	-	-	50	100%
Other than Permanent										
Male	17	-	-	17	100%	21	-	-	21	100%
Female	1	-	-	1	100%	-	-	-	-	-
Workers										
Permanent										
Male	8,435	8,435	100%	-	-	7,768	7,768	100%	-	-
Female	198	198	100%	-	-	413	413	100%	-	-
Other than Permanent										
Male	585	585	100%	-	-	416	416	100%	-	-
Female	2	2	100%	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages

(a) Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	4	72,33,744	-	-
Key Managerial Personnel	1	1,01,24,244	1	18,47,700
Employees other than BoD and KMP	959	3,29,856	32	3,51,612
Workers	8,441	2,96,592	192	3,28,572

Note: (i) The details of Board of Directors include executive directors remuneration only. (ii) The KMP exclude details of Chairman and Managing Director.

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

	FY2023-24	FY2022-23
Gross wages paid to females as % of total wages	5%	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 Risk Management Committee serves as the focal point for addressing human rights impacts and issues within our operations. Our commitment to human rights is unwavering, with zero tolerance for any violations. Thus, this committee is tasked with the responsibility of identifying, assessing, and mitigating any risks associated with human rights violations.

The Risk Management Committee plays a crucial role in ensuring that all human rights principles are upheld across our business activities. By proactively monitoring and addressing potential human rights issues, the committee ensures a safe and respectful work environment for all employees. This includes overseeing the implementation of our Human Rights Policy, ensuring compliance with the Whistle Blower Policy, and integrating the principles of the POSH Policy. Through regular assessments and corrective actions, the committee ensures compliance with human rights standards, fostering a culture of respect and inclusivity.

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

AWHCL has established a comprehensive Policy on Human Rights and Whistle blower Mechanisms to manage grievances related to human rights. This policy allows employees, directors, and affiliates to make Protected Disclosures while safeguarding the organization's interests. The mechanism includes clear procedures for lodging complaints, handling them, conducting investigations, assigning responsibilities, and ensuring non-retaliation.

Additionally, AWHCL's Code of Conduct and POSH policy outlines a grievance mechanism for reporting sexual harassment, detailing the scrutiny committee members, investigation procedures, and avenues for redressal. A dedicated email ID and complaint boxes at all sites are available for reporting issues. These boxes are checked weekly by a dedicated team that provides investigation reports to the management for further action. An in-house grievance redressal policy is also in place.

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

	FY2023-24			FY2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	1	1	-	1	-	-
Discrimination at the workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	42	-	-	31	-	-
Other human rights-related issues	-	-	-	3	-	-

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

	FY2023-24	FY2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.42*	0.22*
Complaints on POSH upheld	1	1

*For percentage on Complaints on POSH, Permanent employees and other than Permanent employees are considered.

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

The Company is dedicated to ensuring a safe and respectful workplace, protecting the rights and well-being of all employees. To prevent adverse consequences for complainants in cases of discrimination and harassment, we have established robust mechanisms prioritizing confidentiality, impartiality, and support. We maintain the confidentiality and anonymity of complainants throughout the investigation process, fostering a secure environment for open reporting. To ensure an unbiased and comprehensive investigation, complainants may be temporarily relieved from office duties, eliminating any potential discomfort or interference.

Based on the investigation findings, appropriate actions will be taken to address the situation. If necessary, complainants may be transferred to another location within the organization to ensure their safety and comfort. If dissatisfied with the outcome of the internal investigation, the Company conducts a third-party investigation, providing an additional layer of impartiality and fairness.

Supporting policies at AWHCL are as follows:

- **Whistle Blower Policy:** Protects employees reporting misconduct from retaliation.
- **POSH Policy:** Enforces strict protocols for handling sexual harassment complaints, ensuring prompt and respectful resolution.
- **Code of Conduct and Ethics Policy:** Maintains the standards of business conduct of the Company
- **Human Rights Policy:** Recognizes and protects the dignity of all human being

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

Yes, human rights requirement form as an integral part of business agreements and contracts.

10. Assessments for the year:

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

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

No significant risks or concerns were identified in the assessment. The Company maintains its dedication to regularly reviewing its policies and procedures to address any potential human rights risks or concerns that may arise and to take proactive steps in implementing corrective actions when necessary.

Leadership Indicators

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

AWHCL conducts Human Rights survey, covering feedback from the various stakeholders. A comprehensive report summarizing suggestions and areas for improvement is shared with senior management, who discusses and implements corrective actions. Survey results are transparently communicated within the organization, and findings are integrated with policies such as the Code of Conduct and Whistle-blower Policy.

2. 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?

AWHCL prioritizes accessibility across all its offices to ensure inclusivity for differently-abled individuals. All our offices are equipped with lifts, facilitating easy movement for our differently-abled visitors. We are committed to further enhancing accessibility by designing specially equipped washrooms with accessible doors, grab rails, and raised toilet seats to meet the needs of future physically disabled visitors.

As part of our commitment to accessibility, we are in the process of installing ramps, rails, and other physical accommodations at our site locations. These measures will enable our differently-abled visitors to access the premises with ease and comfort. We believe that these steps will not only ensure compliance with the Rights of Persons with Disabilities Act, 2016, but also reflect our dedication to creating a supportive and inclusive environment for all individuals.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators:

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

Parameter	FY2023-24	FY2022-23
From renewable sources (in TJ)		
Total electricity consumption (A)	18.91 TJ	5.75 TJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	18.91 TJ	5.75 TJ
From non-renewable sources (in TJ)		
Total electricity consumption (D)	20.27 TJ	8.89 TJ
Total fuel consumption (E)	337 TJ	289.36 TJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	357.27 TJ	298.25 TJ
Total energy consumed (A+B+C+D+E+F)	376.18 TJ	304.00 TJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000000043	0.000000036
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000000097	0.000000079
Energy intensity in terms of physical output	NA	NA
Energy intensity per tonne of Waste managed in a year	0.000074	0.000066

*The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY2022-23 and FY2023-24 published by International Monetary Fund (IMF) for India which is 22.17 and 22.4 respectively.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

Not Applicable

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

Parameter	FY2023-24	FY2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	49,388	37,007
(iv) Seawater / desalinated water	-	-
(v) Others (Rain Water Harvesting)	3,945	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	53,333	37,007
Total volume of water consumption (in kilolitres)	53,333	37,007
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000061	0.0000043
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000137	0.000096
Water intensity in terms of physical output	NA	NA
Water intensity in terms vehicles fleet	23.18	17.67

*The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY2022-23 and FY2023-24 published by IMF for India which is 22.17 and 22.4 respectively.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

4. Provide the following details related to water discharged:

Parameter	FY2023-24	FY2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of Treatment*	NA	NA
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

Yes, at one of our facilities, we collect leachate from bioreactor landfills (BLF) and windrow composting through a high-density polyethylene (HDPE) pipeline network, directing it to a raw leachate collection pond for subsequent treatment. Our treatment process integrates a unique microbe-based biological system to degrade organic matter effectively. Following this, tertiary treatments including sand and activated carbon filtration further purify the effluent, ensuring it meets disposal standards. The treated water is then repurposed for dust suppression and irrigation of green spaces within the facility.

To maintain optimal moisture levels crucial for the decomposition of MSW, especially as BLFs age and moisture content declines, we implement a leachate recirculation system. Excess leachate is reintroduced into the BLF through a network of infiltration galleries. This process accelerates the decomposition of remaining waste, thereby enhancing the efficiency of our waste management operations.

At our PCMC WtE plant, we source treated water from the sewage treatment plant and further purify it through our in-house water treatment system. This water is then utilised as boiler feed water for steam generation, which powers the turbine and generates electricity. The wastewater from the in-house treatment system is collected and recycled for irrigation purposes within the plant premises, thereby promoting a green environment. In doing so, we not only conserve freshwater resources but also prevent water pollution, achieving zero wastewater discharge.

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

Parameter	Please specify unit	FY2023-24	FY2022-23
NOx	Microgram /cubic meter (µg/m³)	25.07	26.90
SOx	Microgram /cubic meter (µg/m³)	22.18	20.48
Particulate matter (PM)	Microgram /cubic meter (µg/m³)	52.98	55.74
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others –	-	-	-

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**

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

Parameter	Unit	FY2023-24	FY2022-23
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	24,519	21,045
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	4,162	2,000
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000033	0.0000027
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000074	0.000060
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity per tonne of Waste managed in a year		0.006	0.005

*The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY2022-23 and FY2023-24 published by IMF for India which is 22.17 and 22.4 respectively.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

Yes, AWHCL has implemented several projects aimed at reducing Greenhouse Gas (GHG) emissions. During FY2023-24, the total GHG emissions avoided through initiatives like renewable energy at Kanjurmarg and WtE and aerobic composting amounted to 8,132 tCO₂e.

One of the key initiatives is the PCMC Waste to Energy plant, which started operations in October 2023. This facility processes ~1,000 tonnes of waste per day using advanced technologies such as anaerobic digestion and biomass gasification. It generates approximately 14 MW of green energy by incinerating municipal solid waste (MSW), with about 11.9 MW of net power exported to the grid. The plant also captures and utilizes methane generated from Bioreactor Landfill (BLF) cells and the leachate treatment plant to produce electricity, thereby preventing methane emissions. The Pimpri-Chinchwad Municipal Corporation (PCMC) has become the first municipality to purchase power under the Green Energy Open Access Rules, in the state of Maharashtra, with over 37 million green units generated from the Waste to Energy Plant in FY2023-24.

Additionally, the Kanjurmarg site generated 1,225.92 MWh of electricity from renewable sources, further contributing to GHG emissions reduction. At this site, AWHCL can manage ~7,500 metric tonnes of waste per day through an integrated solid waste management system. The MRF technology segregates waste, while the bioreactor landfill captures methane for power generation, currently producing approximately 960 KW.

The leachate recirculation process accelerates waste degradation and reduces emissions, significantly lowering GHG emissions and generating renewable energy. Also, the emissions were avoided by exporting RDF from the Kanjurmarg site to cement factories.

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

Parameter	FY2023-24	FY2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	-	-
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-

Parameter	FY2023-24	FY2022-23
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (in terms of full time employees) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

AWHCL adopts best practices for waste management and complies with local urban body regulations and SWM Rules, 2016.

Waste Management Practices at Kanjurmarg site: Bioreactor Landfill at Kanjurmarg can handle up to ~7,500 MT/day of MSW, capturing methane and avoiding attributable emissions. In-house waste is segregated as per ULB rules; primary vehicles collect dry, wet, and hazardous waste separately. The Leachate is treated in a Leachate Treatment Plant from which recycled water is used for landscaping and road sprinkling. Vehicles are designed to ensure the separate collection of dry, wet, and hazardous waste from generators. Information, Education and Communication activities include conducting to raise awareness about waste segregation, reuse, and recycling.

Integrated Waste to Energy Project (PCMC): PCMC handles ~1,000 MT/day of MSW, capturing methane and converting non-recyclable waste into renewable energy, reducing landfill strain and promoting circular waste management. Key features of the project include: Advanced waste segregation technology, efficient moving grate mechanism, closed-loop water system, optimised land use, eco-friendly operations, and electricity savings.

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

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Kanjurmarg site	Composting unit	Yes, the composting unit at the Kanjurmarg site processes the segregated organic waste transported from the MRF system. The leachate collection pond and leachate treatment plant thus minimize the emissions to the environment and thus also aerating and controlling odour. The leachate is treated further to reduce its Biochemical Oxygen Demand (BOD) levels within permissible limits.

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

No

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

Yes, we comply with all applicable laws and regulations.

Leadership Indicators

1. **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.**

The leachate at Kanjurmarg facility is treated to reduce its Biochemical Oxygen Demand (BOD) levels and bring it to within permissible limits.

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

Sr. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
1.	Waste-to-Energy	AWHCL's waste-to-energy facility at PCMC processes approximately 1,000 tonnes of mixed waste daily using mass burn technology to generate green energy. This advanced method converts a variety of waste materials into around 14 MW of clean energy, with ~11.9 MW being exported to the grid. The entire operation utilises recycled water sourced from the Chikali Sewage Treatment Plant, promoting sustainability while effectively managing waste.	Reduced reliance on fossil fuels, decreased greenhouse gas emissions (~7 lakh tonnes of CO ₂ saved annually) and minimized freshwater dependency.
2.	Integrated Solid Waste Management	At the Kanjurmarg site, AWHCL has a facility to manage ~7,500 metric tonnes per day of waste, incorporating a Material Recovery Facility (MRF), bioreactor landfill, compost plant, Leachate Treatment Plant, and sanitary landfill. MRF technology segregates waste, while the bioreactor landfill captures methane for power generation. Leachate recirculation accelerates waste degradation and reduces emissions.	Significant reduction in greenhouse gas emissions from methane capture and from RDF utilization and generation of renewable energy and effective waste management contributing to a cleaner environment.
3.	Bio-Mining Facility	The GNIDA Bio-mining facility adopted a combination of mechanical and biological processes to separate and recover useful materials from legacy waste, which is old and untreated waste accumulated in landfills over the years. The facility has successfully bio mined ~2.5 lakh tonnes of waste, reducing the volume and toxicity of the waste, and reclaiming precious land resources.	This process mitigates environmental hazards like groundwater contamination, leachate formation, and methane emissions, which are common in unmanaged landfills. Additionally, biomining helps restore degraded land, making it suitable for other uses, and contributes to the overall reduction of pollution and environmental degradation associated with long-term waste disposal.
4.	Sustainable Waste Processing	Processing and disposal services ensure sustainable management of municipal solid waste, promoting a cleaner and greener future.	Enhanced resource recovery from municipal waste and a reduced environmental impact in the communities served by AWHCL.

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

By proactively identifying and addressing business continuity risks, AWHCL has managed to enhance its resilience to disruptions, minimize the impact on operations, and ensure the continuity of essential services for their customers and communities.

- Diversifying services and revenue streams across different waste management segments and customer bases.
- Investing in resilient infrastructure and backup systems to ensure operational continuity and efficiency.
- Managing supply chain relationships and contingency plans to reduce dependency and disruption risks.
- Communicating and engaging with stakeholders to build trust and confidence in the Company's risk management capabilities.
- Reviewing and updating insurance coverage and business continuity plan regularly to mitigate financial losses and improve preparedness.

The Company's promoters have extensive engineering qualifications and experience in waste management, which gives them an edge in navigating the complexities and opportunities of the field. They are committed to delivering innovative and sustainable solutions that meet the needs of their clients and communities.

PRINCIPLE 7

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

Essential Indicators:

1. a. **Number of affiliations with trade and industry chambers/ associations.**

The Company is affiliated with one industry association.

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

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industries (CII)	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 as there are zero instances of anti-competitive conduct by the Company.

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.**

No such Assessment was applicable and done by the Company in the current financial year.

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

Not Applicable

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

AWHCL has a Grievance Resolution System that facilitates the communication, documentation, and resolution of grievances. The system has the following features:

- It provides toll-free numbers for specific operational zones to enable accessible and cost-free grievance communication. The toll-free numbers are displayed on the vehicles, Notice Board and, and project sites.
- It assigns a unique reference number to each complaint, which can be used to track the status and progress of the grievance resolution process.
- It reviews each complaint closely and routes it to a dedicated resolution team, who are responsible for acknowledging, investigating, and resolving the grievance within a reasonable time.
- It maintains a record of all the grievances received, along with the details of the resolution process, such as the date, time, mode, and outcome of the communication with the complainant.
- It monitors and evaluates the effectiveness and efficiency of the grievance resolution process and identifies areas for improvement and learning.

AWHCL is committed to providing affordable and quality solutions to its customers and stakeholders, and to creating a positive and lasting impact on the communities it serves. We have a robust and responsive grievance redressal mechanism that ensures that any complaint or concern related to its services, operations, or social and environmental impacts, is heard and resolved in a timely and fair manner. We also value the feedback and participation of the community members, and strives to build and maintain a relationship of trust and mutual respect with them.

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

	FY2023-24	FY2022-23
Directly sourced from MSMEs/ small producers	54%	13%
Directly from within India	46%	87%

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	FY2023-24	FY2022-23
Rural	-	-
Semi-urban	-	-
Urban	26%	27%
Metropolitan	74%	73%

(Place to be categorized as per RBI Classification System - Rural / Semi-urban / Urban / Metropolitan)

Leadership Indicators

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

Yes

b. From which marginalized /vulnerable groups do you procure?

We recognize the challenges and opportunities faced by marginalized communities, especially women entrepreneurs, who count amongst our value chain partners. We have implemented various initiatives to support them and create a positive impact on their lives and businesses. Our initiatives allows us to test and evaluate the effectiveness and impact of our approach. Based on these initiatives, we plan to further scale up our efforts.

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

Approximate 10% of specified articles.

For more details, please refer Social and Relationship Capital Section of Integrated Report 2023-24.

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.

Please refer answer to the question no. 3 of Essential Indicators of Principle 8.

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

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

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

Complaints	FY2023-24			FY2022-23		
	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	10,424	-	Refer Note below	9,617	-	Refer Note below
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

Note: Given the nature of our industry, we frequently handle complaints about service frequency, which are promptly resolved on the same day. We place the highest priority on our customers and citizens.

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

Not applicable pertaining to the nature of business.

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 to the policy.

The Cyber Security Policy outlines the strategies and procedures AWHCL employs to safeguard its technological resources and information assets. The policy aims to identify potential risks and establish directives to ensure security. The Company has assessed risks related to IT assets, including physical security, malware protection, social engineering attacks, phishing emails, application whitelisting, vulnerability assessments, penetration testing, firmware updates, administrative privilege restrictions, antivirus installation, restricted website access, USB access prohibition, data backup protocols, robust password practices, firewall installation, port access management, and VPN utilization for secure connections.

Regarding the Company’s website, cookies are used for various purposes, and visits are logged to generate security analysis reports, enhancing defences against cyber-attacks. No personal data, except IP addresses, is collected or used for this purpose. IP addresses are analysed only in the event of a cyber-attack, and log data is routinely and promptly deleted.

More detailed information can be accessed at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Privacy_Policy.pdf

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

AWHCL prioritizes customer feedback and actively implements corrective actions to enhance service quality. This holistic approach includes refining processes, continuous workforce training, integrating advanced technologies, expanding communication channels, and fostering community engagement. These efforts aim to prevent future challenges and improve overall service delivery.

AWHCL upholds rigorous standards in cybersecurity and data privacy to safeguard customer information and operational integrity. Through robust measures such as application whitelisting, vulnerability assessments, regular patching, and comprehensive user training, the Company mitigates potential risks. The Cyber Security Policy is regularly reviewed to align with evolving threats and regulatory requirements. Additionally, AWHCL adheres to strict regulatory guidelines in the event of product or service safety concerns, ensuring transparency and accountability. The Privacy Policy ensures compliance with data privacy laws, reflecting the company’s dedication to protecting customer privacy.

7. Provide the following information relating to data breaches:

a	Number of instances of data breaches:	-
b	Percentage of data breaches involving personally identifiable information of customers:	-
c	Impact, if any, of the data breaches:	Not Applicable

Leadership Indicators

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

The services offered by the Company can be accessed at the website of the Company i.e. www.antony-waste.com

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

AWHCL believes that waste management is not only a technical issue, but also a social and behavioural one. Therefore, we conduct targeted campaigns to educate and empower citizens on waste management, emphasising the importance of source segregation. Source segregation refers to the practice of separating and segregating waste at the point of generation into different categories, such as wet, dry, and domestic hazardous waste. This helps to reduce the quantity of waste that ends up in the landfills, increase the efficiency of waste collection and transportation, and facilitate the recycling and recovery of valuable resources.

To facilitate the adoption of source segregation and other waste management practices in their daily lives, we organise practical hands-on training sessions for various groups, including residential societies, schools, colleges, offices, and hotels. These sessions, supported by local NGOs, cover essential topics such as the benefits of source segregation, the different types and categories of waste, proper methods for storing and disposing of waste, and available options for waste reduction, reuse, and recycling.

Additionally, the Company leverages social media and its website to run continuous digital campaigns, promoting best practices in waste management and encouraging responsible behaviour. The social media and website campaigns feature success stories, testimonials, feedback, and suggestions from the citizens, as well as updates, news, and announcements from the Company. The campaigns also invite the citizens to participate in quizzes, surveys, contests, and challenges related to waste management. The social media and website campaigns aim to create awareness, engagement, and action among the citizens, and to foster a sense of ownership and pride in the waste management system.