

06<sup>th</sup> September 2024

**Bombay Stock Exchange Ltd.,**  
1<sup>st</sup> Floor New Trading Ring  
Rotimda Building  
P.J.Towers, Dalal Street, Fort,  
**MUMBAI – 400 001**

**Scrip Code: KSCL**

**National Stock exchange of India Ltd.**  
Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No.C/1, G Block,  
Bandra Kurla Complex, Bandra (E)  
**MUMBAI – 400 051**

**Scrip Code: 532899**

Dear Sir,

**Sub:- Business Responsibility & Sustainability Report for the FY 2023-24 - Reg.,**

Pursuant to Regulations 34 (2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility & Sustainability Report of the Company for the Financial Year 2023-24.

The Business Responsibility & Sustainability Report is made available on website of the Company at [https://www.kaveriseeds.in/wp-content/uploads/2024/09/Kaveri-Seed-Company-Limited-BRSR\\_06.09.2024\\_without-navigation.pdf](https://www.kaveriseeds.in/wp-content/uploads/2024/09/Kaveri-Seed-Company-Limited-BRSR_06.09.2024_without-navigation.pdf)

This is for your information and record.

Yours faithfully,

**For KAVERI SEED COMPANY LIMITED**

**V. SREELATHA**  
**COMPANY SECRETARY**



Encl: a/a

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L01120TG1986PLC006728
2.	Name of the Company	Kaveri Seed Company Limited
3.	Year of Incorporation	27th August 1986
4.	Registered Office Address	#513-B, 5th Floor, Minerva Complex, S.D. Road, Secunderabad - 500003, Telangana, India
5.	Corporate Address	#513-B, 5th Floor, Minerva Complex, S.D. Road, Secunderabad - 500003, Telangana, India
6.	Email Address	cs@kaveriseeds.in
7.	Telephone	040 – 27721457
8.	Website	www.kaveriseeds.in
9.	Financial Year Reported	1st April 2023 to 31st March 2024
10.	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited BSE Limited
11.	Paid-up Capital	Rs.10,28,78,142/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name : Mr. G.V.Bhaskar Rao Designation: Managing Director DIN Number : 00892232 Tel.No.040-49192344/27842405 Email ID: cs@kaveriseeds.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

## II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Produce the Cotton, Maize, Paddy and Vegetable seeds.	Production, Distribution, Sales & Marketing of Seeds including Vegetable seeds	100

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Seed production and process	011/3808	100

## III. Operations

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

Location	Number of plants	Number of offices	Total
National	8	1	9
International	0	0	0

19. Markets served by the Company

a. Number of locations

Locations	Total
National (No. of States)	21
International (No. of Countries)	4

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

6.19%

c. Types of customers

Kaveri Seed Company Limited is one of the leading seed producing Company in the country. The Company specializes in the production of multi crop product portfolio crop seeds including maize, cotton, rice, pearl millet, mustard, wheat, sorghum, sunflower and a number of vegetables and is involved in both B2C and B2B markets. The Company serves various customers including farmers, retailers, distributors through its domestic and export business.

## 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1342	1286	96%	56	4%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D+E)</b>	<b>1342</b>	<b>1286</b>	<b>96%</b>	<b>56</b>	<b>4%</b>
<b>WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	538	411	76%	127	23%
6.	<b>Total workers (F+G)</b>	<b>538</b>	<b>411</b>	<b>76%</b>	<b>127</b>	<b>23%</b>

## b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	2	2	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D+E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	4	1	25%	3	75%
6.	<b>Total differently abled workers (F+G)</b>	<b>4</b>	<b>1</b>	<b>25%</b>	<b>3</b>	<b>75%</b>

## 21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	2	20
Key Management Personnel	3	1	33

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

	FY2024			FY2023			FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.2	12.8	18.9	19.0	14.3	18.8	15.4	11.8	15.3%
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Note: This includes employees/workmen who have retired during the year.

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

## 23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Kaveri Microtech Private Limited	Subsidiary	100	yes
2	Aditya Agritech Private Limited	Subsidiary	70	yes
3	Genome Agritech Private Limited	Subsidiary	51	yes
4	Genomix Agri Genetics Private Limited	Subsidiary	100	yes
5	Kaveri Seed Company Bangladesh Pvt Ltd	Subsidiary	100	yes

**VI. CSR Details**

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

(ii) Turnover (in Rs. Lacs): 1,06,243.14

(iii) Net worth (in Rs. Lacs): 1,23,247.79

**VII. Transparency and Disclosure Compliances**

25. Complaints/Yes, A group comprised the senior leadership/ HR head interacts with the community leaders to understand and address their concerns. Further, a register is also maintained at the plant sites where grievances can be lodged by the community members evinces on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, A group comprised the senior leadership/ HR head interacts with the community leaders to understand and address their concerns. Further, a register is also maintained at the plant sites where grievances can be lodged by the community members	NIL	NIL	-	NIL	NIL	-
Investors (other than shareholders)	Yes <a href="https://www.kaveriseeds.in/investors/investorcontact/">https://www.kaveriseeds.in/investors/investorcontact/</a>	NIL	NIL	-	NIL	NIL	-
Shareholders	Yes <a href="https://scores.gov.in">https://scores.gov.in</a>	NIL	NIL	-	NIL	NIL	-
Employees and workers	Yes <a href="https://www.kaveriseeds.in/images/pdf/images/whistle-blower-policy.pdf">https://www.kaveriseeds.in/images/pdf/images/whistle-blower-policy.pdf</a>	-	-	-	-	-	-
Customers	Yes <a href="https://www.kaveriseeds.in/contact-us/">https://www.kaveriseeds.in/contact-us/</a>	NIL	NIL	-	NIL	NIL	-
Value Chain Partners	Yes	NIL	NIL	-	NIL	NIL	-
Other (please specify)	NA	NIL	NIL	-	NIL	NIL	-

27. Overview of the Company’s material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

<b>S. No.</b>	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk / opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
1	Innovative, Process of the Product	Opportunity	The organization’s product development process prioritizes innovation to meet the evolving needs of customers and other stakeholders. This approach ensures relevance and drives sustainable growth.	<ol style="list-style-type: none"> <li>1. The organization maintains an ongoing process for developing new products throughout the year.</li> <li>2. A specialized team is responsible for technology transfer within the company.</li> <li>3. In the initial stages, process and product studies take precedence.</li> </ol>	Positive
2	Supply Chain	Risk	To account for unprecedented, fast developing market disruptions	<ol style="list-style-type: none"> <li>1. Optimising outbound logistics and modes to reduce freight cost.</li> <li>2. Manufacture quality product and build inbound/outbound logistics to ensure efficient supply chain</li> </ol>	Negative
3	Learning and Development	Opportunity	Training plays a pivotal role in equipping employees to make sustainable contributions.	NA	Positive - Persistent training in quality, product development, and environment, health, and safety equips the workforce to effectively handle increased business demand

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Weblink of the policies, if available	<a href="https://www.kaveriseeds.in/investors/corporate-governance-policies/">https://www.kaveriseeds.in/investors/corporate-governance-policies/</a>								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes								
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes								
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 the Company and mapped to each principle.	The company follows the Indian Minimum Seed Certification Standards (IMSCS) . • The company also conducts seed testing in accordance with all International Seed Testing Association (ISTA) standards.								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	Long-Term Sustainability Goals/Targets have been identified and the action plan for achieving the same is tracked on a year-on-year basis.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	Performance of such principles is also reviewed periodically by the Senior Management.								

### Governance, leadership and oversight

7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>In today's business landscape, sustainability is not just an option but a responsibility. The company is dedicated to minimizing its environmental footprint as part of its broader ESG objectives. Through the implementation of sustainable practices, resource optimization, and eco-friendly initiatives, the company is actively reducing its carbon footprint and contributing positively to the environment.</p> <p>Additionally, the company places a strong emphasis on attracting and developing top talent through comprehensive training, performance management, and employee engagement initiatives. It fosters a positive work environment that encourages continuous learning and recognizes employee contributions. Moreover, the company's CSR efforts are focused on enhancing community welfare through educational programs, skill development, and rural infrastructure projects.</p> <p>In essence, the company is committed to driving growth and success while upholding its responsibilities to the environment, its employees, and the communities it serves.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. G.V. Bhaskar Rao, Managing Director (DIN 00892232) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.								
9. Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes Name : Mr. G.V. Bhaskar Rao Designation: Managing Director DIN Number : 00892232 Tel.No.040-49192344 Email ID: cs@kaveriseeds.in								

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 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Performance against above policies and follow up action																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

11. Has the entity carried out 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

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

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

**Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**Essential Indicator:**

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	During the year the Board of Directors of the Company invested their time on various updates pertaining to the Business, regulations, environmental social governance matters etc., These topics comprise insights on the said principles.	100
Key Managerial Personnel	3	Code of Conduct and Ethics Whistle Blower Policy Prevention of Sexual Harassment at the Workplace and other policies of the company.	100



Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than Board of Directors and KMPs	4	Code of Conduct and Ethics Whistle Blower Policy Prevention of Sexual Harassment at the Workplace and other policies of the company.	90
Workers	4	Code of Conduct and Ethics Prevention of Sexual Harassment at the Workplace Safety training	95

**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:**

(Note: the entity shall make disclosures on the basis of 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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA		NA	NA	NA
Settlement	NA		NA	NA	NA
Compounding fee	NA		NA	NA	NA

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

Kaveri Seed fosters a work culture rooted in high ethical principles and standards. Employees are encouraged to uphold integrity, commitment, and a strong sense of ownership. The company places paramount importance on conducting its business ethically and legally, considering it a foundational pillar of its operations. To address these matters, Kaveri Seeds has established a comprehensive code of conduct and a whistle-blower policy.

<https://www.kaveriseeds.in/wp-content/uploads/2023/08/Policy-on-prevention-of-fraud.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:**

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

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

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

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

Nil

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Number of days of accounts payables	151	149

**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	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	77.63	80.25
	b. Number of dealers / distributors to whom sales are made	3919	3819
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	10.85	11.27
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.47%	0.51%
	b. Sales (Sales to related parties / Total Sales)	13.54%	12.51%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments ( Investments in related parties / Total Investments made)	0.007%	-

**Leadership Indicators-**

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
	NA	

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

Yes, the Board of Directors is obligated to disclose any interests or concerns in other companies, corporate bodies, firms, or associations using Form MBP 1. If a Director has a vested interest in any agenda item during a meeting, they are required to step aside to prevent any conflict of interest.

**Principle 2: Business should provide goods and services in a manner that is sustainable and safe**

**Essential Indicator:**

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

	FY2024	FY2023	Details of improvements in environmental and social impacts
R & D	3.00	2.00	Development for sustainable crop nutrition product.
Capex	2.00	1.50	Solvent recovery and recycling across all products.

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

The company has made consistent efforts to retain its seed suppliers by ensuring their active participation in two seed production seasons across multiple geographies. As a result, the company has achieved grower base retention, loyalty, and reliable production. Additionally, the company hires a significant number of frontline employees and daily labour from local villages, contributing to local employment opportunities. The company follows similar procedures for sourcing non-seed products, emphasizing reliability, reasonable costs, high quality, and timely supply. These efforts demonstrate the company's commitment to maintaining strong supplier relationships and promoting sustainable business practices

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

The company has established a supplier and third-party selection process that considers several parameters, including a preference for vendors who adhere to sustainability principles.

- 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.**

(a) Plastics (including packaging)	The company has implemented several systems to promote recycling and reduce waste generation. For example, it recycles chemical wash water used in seed treatment, effectively addressing hazardous waste disposal challenges. Additionally, the maize shanks produced during dry cob shelling are repurposed in the heat generation process, achieving the critical temperature needed for drying harvested wet cobs while minimizing energy requirements. The company also recycles used chemical containers to minimize chemical waste and protect the environment. Furthermore, the cotton delinking process utilizes dilute sulphuric acid, which is reused multiple times to minimize waste generation and ensure a safe and environmentally friendly procedure. These initiatives reflect the company's strong commitment to sustainability and responsible environmental practices.
(b) E-waste	
(c) Hazardous waste	
(d) other waste.	

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

Yes

**Leadership Indicators –**

- 1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

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

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
	NA	

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

Indicate input material	Recycled or re-used input material to total material	
	FY2024	FY2023
NA	0	0

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY2024			FY2023		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	1211	0	0	0.500
E-waste	0	0	0.50	0	0	0.070
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0
Battery waste	0	0	0	0	0	0
Bio-medical waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable	0

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains

**Essential indicators:**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities#	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1286	1286	100%	1286	100%	NA	NA	Nil	Nil	Nil	Nil
Female	56	56	100%	56	100%	56	100%	Nil	Nil	Nil	Nil
<b>Total</b>	<b>1342</b>	<b>1342</b>	<b>100%</b>	<b>1342</b>	<b>100%</b>	<b>56</b>	<b>100%</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Other than Permanent employees</b>											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

## 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)
<b>Permanent Workers</b>											
Male	0	0%	0	0%	0	0%	0	0%	0	0%	0
Female	0	0%	0	0%	0	0%	0	0%	0	0%	0
<b>Total</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>
<b>Other than Permanent Workers.</b>											
Male	411	411	100%	411	100%	0	0%	0	0%	NIL	0%
Female	127	127	100%	127	100%	127	100%	0	0%	127	100%
<b>Total</b>	<b>538</b>	<b>538</b>	<b>100%</b>	<b>538</b>	<b>100%</b>	<b>127</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>127</b>	<b>100%</b>

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the company	0.02	0.03

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

	FY2024			FY2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others- please specify	–	–	–	–	–	–

## 3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

The company has proactively ensured accessibility for differently abled employees. The premises are equipped with both staircases and elevators, designed to accommodate various mobility needs. Additionally, the company promptly makes necessary arrangements to cater to any specific requirements that may arise

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

Yes,

link: <https://www.kaveriseeds.in/investors/corporate-governance-policies/#tab-policy-disclosures>

**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
Penalty/ Fine	N.A	N.A	N.A	N.A
Settlement	100%	100%	N.A	N.A
Compounding fee	100%	100%	N.A	N.A

**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	NA
Other than permanent workers	Yes, Workers have the option to directly visit the HR office and discuss their grievances with HR personnel. HR then documents these grievances in the system and works to resolve them promptly. The resolution process is also thoroughly documented for future reference. Additionally, employees can share their grievances with HR over the phone, and HR ensures that these concerns are recorded, addressed, and documented. Recognizing that some workers may find it challenging to submit written complaints, the company has implemented a walk-in or phone-based grievance mechanism.
Permanent employees	Yes, Employees have the option to directly visit the HR office or communicate with HR over the phone to share their grievances and seek resolution.  Employees may submit their grievances in writing to grievancecell@kaveriseeds.in. The company ensures that such grievances are addressed within 7 working days from the start date. This process is documented as part of the company policy and effectively communicated to all employees across the organization.  Additionally, HR conducts employee-HR connect programs, providing every employee with the opportunity to formally share grievances. These grievances are meticulously documented and resolved by the HR department.
Other than permanent employees	NA

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

Category	FY2024			FY2023		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
<b>Total Permanent Employees</b>						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
<b>Total Permanent Workers</b>						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA

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

Category	FY2024					FY2023				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures #		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	1286	1286	100%	368	28%	1221	1221	100%	320	26.2%
Female	56	56	100%	12	22%	54	54	100%	12	22.22%
<b>Total</b>	<b>1342</b>	<b>1342</b>	<b>100%</b>	<b>380</b>	<b>27%</b>	<b>1275</b>	<b>1275</b>	<b>100%</b>	<b>332</b>	<b>26%</b>
<b>Workers</b>										
Male	411	411	100%	205	50%	129	129	100%	100	20%
Female	127	127	100%	70	55%	374	374	100%	250	50%
<b>Total</b>	<b>538</b>	<b>538</b>	<b>100%</b>	<b>275</b>	<b>51%</b>	<b>503</b>	<b>503</b>	<b>100%</b>	<b>350</b>	<b>70%</b>

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

Category	FY2024			FY2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1286	1286	100%	1221	1221	100%
Female	56	56	100%	54	54	100%
<b>Total</b>	<b>1342</b>	<b>1342</b>	<b>100%</b>	<b>1275</b>	<b>1275</b>	<b>100%</b>
<b>Workers</b>						
Male	411	411	100%	129	129	100%
Female	127	127	100%	374	374	100%
<b>Total</b>	<b>538</b>	<b>538</b>	<b>100%</b>	<b>503</b>	<b>503</b>	<b>100%</b>

**10. Health and Safety Management System:**

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

The company places a strong emphasis on employee well-being by prioritizing occupational health and safety. This commitment is fundamental to its operational ethos, ensuring a secure and productive working environment for all.

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

The company has established a robust risk management process that addresses essential aspects such as occupational diseases, emergency preparedness, and business continuity. This structured Risk Assessment & Management process undergoes regular reviews, and mitigation plans are implemented to minimize risks. The Board of Directors actively evaluates this framework, engaging in discussions about management submissions related to risks. They identify critical risks and approve action plans to mitigate them based on priority. The internal audit function plays a key role in assisting the Risk Management Committee independently. Armed with a comprehensive understanding of risk assessments and management status, they contribute to effective risk management. Additionally, the Risk Management Committee stays informed by receiving frequent updates on specific identified risks, considering their nature, significance, and potential impact on the business.

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

Kaveri Seed is committed to enhancing employee well-being through health and safety training. Each facility has established clear protocols for reporting work-related hazards, injuries, hazardous conditions, or unsafe activities that could endanger employees. This proactive approach underscores the company's dedication to creating a safe and healthy work environment for all its staff.

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

Yes, all employees are covered under health insurance

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

Safety Incident /Number	Category	FY2024	FY2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The company has implemented a rigorous preventive maintenance schedule for all buildings and machinery. This systematic approach ensures thorough checks and timely maintenance at regular intervals, minimizing machinery-related issues. Before employees are assigned tasks, they undergo comprehensive training to operate machinery proficiently, and their competency is assessed through testing.

The premises are equipped with a robust fire safety system, strategically placing devices and equipment throughout. Employees receive training on proper usage, and emergency exits are clearly marked and conveniently located. Regular health check-ups and wellness campaigns are conducted in both office spaces and factory areas, reflecting the company’s commitment to employee well-being. To ensure equality, the company provides appropriate amenities for both male and female employees. Special arrangements, such as a creche, are available for women employees.

A stringent cleaning regimen is maintained, with workspaces, desks, and facilities undergoing twice-daily cleaning in office premises. In factories, dedicated manpower ensures continuous cleanliness efforts, reinforcing a hygienic working environment.

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

Category	FY2024			FY2023		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

**14. Assessments for the year:**

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

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

The Company places utmost importance on preventing safety-related incidents. Whenever such incidents occur, thorough investigations take place. The insights gained from these investigative reports are then disseminated throughout the entire organization. This dissemination facilitates the implementation of corrective measures to prevent the recurrence of similar incidents. Regular safety audits assess the effectiveness of these corrective actions. Additionally, any significant risks or concerns identified during the assessment of Health and Safety Practices are systematically addressed through a hierarchy of risk control measures.



### 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).

Kaveri Seeds has implemented a compassionate scheme to provide financial assistance to the legal dependents of permanent employees and workers in the unfortunate event of their demise while actively serving the company. Additionally, both permanent and contract workers benefit from the Group Personal Accident (GPA) Policy, which offers an extra layer of protection. This coverage extension also applies to contract employees working in both manufacturing units and offices.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The company diligently monitors and tracks compliance related to statutory dues by contractors who supply third-party resources. This monitoring occurs during regular invoice processing. Additionally, periodic audits are conducted to ensure ongoing compliance.

3. Provide the number of employees/workers having suffered grave consequences due to work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who 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	
	FY2024	FY2023	FY2024	FY2023
	Employees	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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

The Company has conducts audit from time to time for evidence of their position on certain criteria.

### Principle 4: Business 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 Company.

Kaveri Seeds Company Ltd. prioritizes stakeholder engagement as a fundamental element of its growth strategy. The organization actively communicates with various stakeholders, including investors, farmers, supply chain partners, and consumers, to gain insights into their expectations and needs. Kaveri Seeds fosters enduring relationships with stakeholders, emphasizing qualities such as empathy, attentive listening, and an unwavering commitment to sustainable business practices. Additionally, the company has established a dedicated stakeholder relationship committee

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

<b>Stakeholder Group</b>	<b>Whether identified as vulnerable &amp; marginalised group (Yes/No)</b>	<b>Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)</b>	<b>Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Shareholder	NO	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual report, quarterly results, media releases Stock exchange and company's websites.	As per need meetings are conducted. Generally AGM takes place.	Dividends, profitability and financial stability, risk growth prospects.
Employees and Workers	NO	Use digital as well as physical channels of communication including but not limited to e-mails, leadership meetings and appraisal and training programmes for personal and professional growth	On-going	Stakeholder Group
Farmers and supply chain partners	NO	Physical and virtual meetings, customer events, dealer and distributor meets, visits, calls, e-mail and website.	Frequent and need based	The organization actively collaborates with its customers to ensure a consistent supply of products. Additionally, it keeps customers informed about new offerings, actively participates in bids and tenders, and strives to maximize the reach and impact of its products.
Investors	NO	The company engages with its shareholders, prospective investors, and research analysts through various channels, including investor meetings, conference calls, earnings presentations, investor events, email communications, press releases, stock exchange notifications, and annual reports.	Quarterly and need based	The organization actively engages with investors to empower them in making informed decisions about investing in the company. Key areas of engagement include regular updates on business and financial performance, the company's strategic direction, growth opportunities, and associated risks.
Communities	NO	The organization actively engages with the community through a combination of physical visits and digital communication channels.	Frequent and need based	As a fundamental principle, the organization actively contributes to society. Our corporate social responsibility initiatives and employee volunteering programs focus on critical areas such as education, health, and rural development.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulations	NO	The organization engages with authorities through email correspondence, meetings, and necessary submissions.	Need based	The organization engages with regulatory authorities to fulfil its responsibilities effectively. Also, engagement with policymakers focuses on understanding and discussing industry-related matters.

**Leadership Indicators**

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

The company’s management actively engages with key stakeholders, including investors, customers, suppliers, and employees. Feedback from these consultations is regularly shared with the Board during quarterly meetings.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, Effective engagement enables the organization to align stakeholder needs with organizational goals, forming the foundation for strategic development. By utilizing multiple communication platforms, the company engages with a diverse range of stakeholders to understand their unique requirements and concerns. Based on this understanding, suitable strategies are devised to address these needs. Both internal and external stakeholders have identified key material topics related to environmental, social, and governance (ESG) factors that may impact Kaveri’s business. These topics, including product availability, responsible pricing, affordability, high-quality standards, safety, and anti-bribery measures, have been incorporated into Kaveri’s action areas and sustainability framework.

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

The organization places significant emphasis on engaging with stakeholders and prioritizes meeting their needs and expectations while remaining sensitive to their concerns. This core value is deeply embedded in the company’s culture and is evident through its proactive, responsive, and transparent approach to stakeholder interactions. As part of this commitment, the company has implemented a whistleblower policy that encourages employees, channel partners, and vendors to report any significant deviations from key management policies, instances of non-compliance, or other improper practices. Additionally, an investor grievance cell has been established to address and resolve investor concerns effectively

**Principle 5: Business should respect and promote human rights**
**Essential Indicators**

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

Category	FY2024			FY2023		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1342	1342	100%	1275	1275	100%
Other than Permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>1342</b>	<b>1342</b>	<b>100%</b>	<b>1275</b>	<b>1275</b>	<b>100%</b>
<b>Workers</b>						
Permanent	0	0	-	0	0	-
Other than Permanent	538	538	100%	503	503	100%
<b>Total Workers</b>	<b>538</b>	<b>538</b>	<b>100%</b>	<b>503</b>	<b>503</b>	<b>100%</b>

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

Category	FY2024				FY2023					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1286	-	-	1286	100%	1221	-	-	1221	100%
Female	56	-	-	56	100%	54	-	-	54	100%
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>										
Male	411	411	100%	-	-	129	129	100%	-	-
Female	127	127	100%	-	-	374	374	100%	-	-

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

- a. **The details are provided below:**

Gender	Number	Male		Female	
		Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	4	1	12,48,360	1	28,40,106
Key Managerial Personnel (KMP)	18	-	5,02,985	-	-
Employees other than BoD and KMP	1264	55	29,554	55	29,989
Workers					

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.37%	2.58

**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)**

The Board’s Audit Committee responsible for addressing human rights impacts and related issues

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

Kaveri Seeds Company Ltd. has proactively addressed human rights concerns by implementing several key policies. These include a comprehensive Code of Conduct, a robust whistleblower policy, and a Prevention of Sexual Harassment Policy. The company takes decisive action against any individuals found to be in violation of these established policies

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

The details are provided below:

Category	FY2024			FY2023		
	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						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human rights related issues						

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

In order to prevent any adverse impact on complainants in cases of discrimination and harassment, the Company has established a robust framework. This framework includes a comprehensive code of conduct that outlines clear guidelines and expectations for all employees. Emphasizing the importance of treating one another with respect and dignity, the code addresses issues related to discrimination and harassment. Additionally, the Company provides confidential channels through which employees can report incidents without fear of retaliation. By upholding this strong code of conduct, the Company is committed to fostering a safe, inclusive, and respectful work environment. This approach not only protects individuals from negative consequences but also upholds the Company’s core values of integrity, accountability, and fairness.

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

Yes

**10. Assessment for the year:**

	<b>% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)</b>
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	NA

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

NA

**Leadership Indicators**

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

The company has formally adopted the Business and Human Rights Policy. So far, there have been no reported grievances related to this policy.

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

None

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

Yes, The Company ensures that most of its working locations are accessible to differently abled individuals.

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	NA

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

Not applicable

**Principle 6: Business 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	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	37563.72	36434.2608
Total fuel consumption (E)	2078.495	2027.80011
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>39642.22</b>	<b>38462.06091</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>39642.22</b>	<b>38462.06091</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.37	0.38
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)*	8.46	8.69
<b>Energy intensity in terms of physical output</b> Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

\*<https://www.oecd.org/en/data/indicators/purchasing-power-parities-ppp.html>

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	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	11810.27	11483
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>11810.27</b>	<b>11483</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>11810.27</b>	<b>11483</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.11	0.11
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	2.51	2.51
<b>Water intensity in terms of physical output</b> Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment		
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

Note: The company is in process to calculate actual water discharge.

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 Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, the Company has zero liquid discharge installed at some of our locations.

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

Parameter	Unit	FY2024	FY2023
NOx	T/year	0.32	0.35
SOx	T/year	0.14	0.13
Particulate matter (PM)	T/year	0.14	0.14
Persistent organic pollutants (POP)	T/year	-	-
Volatile organic compounds (VOC)	T/year	0.02	0.03
Hazardous air pollutants (HAP)	T/year	-	-
Others – please specify Mercury, Cadmium, Chromium etc.	T/year	29.81	30.12

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 (Scope1 and Scope 2 emissions) & its intensity, in the following format:

The details are provided below:

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1557	1575
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2298	2348



Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO2 / Rupee of turnover	0.03	0.03
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MT of CO2 equivalent / Rs in lakh	0.68	0.68
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		-	-
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

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

Yes, The Company actively pursues a comprehensive strategy to mitigate Greenhouse Gas (GHG) emissions. As part of our commitment to environmentally friendly practices, we have introduced battery-operated vehicles within our plant premises. This initiative not only aligns with our environmental goals but also enhances overall operational efficiency

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

The required details are provided below:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	3.004	2.869
E-waste (B)	0.72	0.070
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>3.724</b>	<b>2.939</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.00003	0.00002
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.0068	0.00045
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	NIL	NIL
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	NIL	NIL
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		

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 establishment. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company has proactively implemented comprehensive measures to enhance its waste management practices. With unwavering dedication to environmental responsibility, these initiatives underscore the company's commitment to minimizing its ecological footprint and promoting sustainable operations.

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

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

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

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

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).**

If not, provide details of all such non-compliances, in the following format:

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

**Leadership Indicators -**

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

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

- (i) Name of the area -
- (ii) Nature of operations –

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

The Company does not operate in water stress area.

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>	NA	NA
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	-	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

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

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

Parameter	Unit	FY2024	FY2023
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	The Company is in the process of capturing the data.
<b>Total Scope 3 emissions per rupee of turnover</b>	Kg CO2/Rupee turnover	-	--
<b>Total Scope 3 emission intensity</b>			

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

**3. With respect to the ecologically sensitive areas reported in Question 10 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.**

NA

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	The company has strategically implemented several measures to enhance operational efficiency and sustainability:		
1.	Company has established a new processing plant with ultra-modern seed coating technology. This equipment is imported from Petkus Germany.		
2.	Company has established Cold storage with mobile racking system this enables to protect sales return/carryover stocks. Mobile racking helps in 100% selection of seed from regular transactions.		
3.	Secondary packing bags printing was done manually, same automatised with latest printing technology.		
4.	Colour sorters introduced for vegetable seeds processing. This helps in separating Low vigour/Low Germination seeds & thus improves quality of processed seeds.		
	Molangur cob dryer unit new Hot water generator introduced for operational easy and better efficiency at low fuel consumption early Hot water generator was circulating coil type & present installed is dip type coil.		

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

The company demonstrates unwavering commitment to establishing disaster recovery mechanisms for its critical business systems. Regular disaster recovery drills are conducted to validate the effectiveness of these systems and processes, simulating potential adverse events. This proactive approach ensures preparedness and the ability to swiftly and effectively respond to any unforeseen circumstances.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

The company is actively working to identify any potential adverse environmental impacts arising from its value chain.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

No adverse impact to the environment.

**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.

7

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	Seedsmen Association	National
2	Confederation of Indian Industry	National
3	The Federation Telangna Chambers of Commerce & Industry (FTCCI)	National
4	National Seed Association of India	National
5	The Asia & Pacific Seed of Association, Bangkok	International
6	Seed Association of Madhya Pradesh	National
7	Seed Association of Maharashtra	National

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

There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.

Name of the authority	Brief of the case	Corrective action taken
	NA	

### Leadership Indicators

**1. Details of public policy positions advocated by the Company:**

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

**Principle 8: Businesses should promote inclusive growth and equitable development.**

### Essential Indicators

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In INR)
						Not applicable

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

The organization is deeply involved with the local community via its Corporate Social Responsibility (CSR) programs, reflecting a sincere dedication to societal obligations. It doesn't just pinpoint issues, but also takes the initiative to rectify and settle them, thereby instigating beneficial and significant transformations within the community.

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	9.21%	9.31%
Directly from Within India	99.88%	99.86%

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Rural	31%	30%
Semi-urban	23%	5%
Urban	33%	50%
Metropolitan	13%	15%

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

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
	NA

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

S. No.	State	Aspirational District	Amount spent (In INR)
		NA	

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) - No  
 (b) From which marginalized/vulnerable groups do you procure? – NA  
 (c) What percentage of total procurement (by value) does it constitute? – NA

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

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

5. order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of the authority	Brief of the case	Corrective action taken
	NA	

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Educational Development Projects	1200	40%
2	Rural Development Projects	2500	35%

**Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential indicators**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company prioritises its consumers and offers various channels for submitting grievances and feedback. Customers can easily reach out to us by visiting our website at (<https://www.kaveriseeds.in/contact-us/>).

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

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

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

Number of consumer complaints in respect of the following:	FY2024		Remarks	FY2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	NIL		-	NIL	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	--	-		-	-	
Other	-	-		-	-	

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

The organization has established a robust and comprehensive framework and policy to effectively manage and mitigate cybersecurity risks. This framework underscores our dedication to safeguarding sensitive information and critical assets from cyber threats and vulnerabilities.

Link: <https://www.kaveriseeds.in/wp-content/uploads/2023/08/Cyber-Security-Policy.pdf>

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

The company has entrusted its cyber security to a leading IT services provider through outsourcing. Regular assessments and corrective measures are implemented to enhance the organization’s cyber security posture. Additionally, a data privacy policy has been established in alignment with proposed personal data privacy laws, and appropriate actions will be taken in accordance with these regulations.

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

	<b>Provide the following information relating to data breaches:</b>
a. Number of instances of data breaches along-with impact	NIL
b. Percentage of data breaches involving personally identifiable information of customer	NIL
c. Impact, if any, of the data breaches	NIL

**Leadership Indicators**

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

The company's product offerings are conveniently accessible through its official website: <https://www.kaveriseeds.in/>. Customers seeking assistance can reach out via the designated company email address, [info@kaveriseeds.in](mailto:info@kaveriseeds.in), or by calling the provided contact number, 040 49192345.

Social Media handles,

LinkedIn: <https://in.linkedin.com/company/kaveri-seedcompany-limited>

Facebook : <https://www.facebook.com/Kaveriseeds.in/>

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

The company maintains a steadfast commitment to transparency throughout its operations, emphasizing unwavering dedication to product quality through innovative approaches. Quality management is deeply ingrained in the company's stewardship, with robust processes and systems consistently implemented to uphold exceptional standards across the entire product lifecycle.

Additionally, the company conducts educational initiatives for farmers via village-level meetings, providing valuable guidance on enhanced agronomic practices and plant protection strategies.

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

The marketing team directly engages with the trade network, which includes dealers, distributors, and farmers, through personal interactions. Additionally, they occasionally employ written communication, such as letters, to connect with channel partners like dealers and distributors.

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

The product features an accurate label and is suitable for its intended use. The company utilizes promotional materials, including hybrid leaflets and catalogs, which incorporate characters. These materials provide essential information, including recommended agronomic practices, with the goal of effectively reaching the target audience.