



BIKAJI FOODS INTERNATIONAL LTD.

F-196-199, F-178, E-188, Bichhwal Industrial Area, Bikaner, Rajasthan, India - 334006
T: +91-151-2250350 | F: +91-151-2251814 | E: cs@bikaji.com | W: www.bikaji.com
CIN: L15499RJ1995PLC010856 | GST No.: 08AAICS1030P1Z5

Ref: BFIL/SEC/2023-24/64

Date: July 26, 2023

To
Dept of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Fort,
Mumbai 400 001 (Maharashtra)
Scrip Code: 543653

The Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex, Bandra (East),
Mumbai 400 051 (Maharashtra)
Trading Symbol: BIKAJI

Subject: Business Responsibility and Sustainability Report for the financial year ended on March 31, 2023

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and SEBI Circular No. SEBI/HO/CFD/CMD2/P/CIR/2021/562 dated May 10, 2021, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year ended on March 31, 2023.

The above information will also be hosted on the website of the Company and the same can be accessed at www.bikaji.com.

You are kindly requested to take the same on record.

Thanking you

**Yours faithfully,
For Bikaji Foods International Limited**

**Rahul Joshi
Head - Legal and Company Secretary
Membership No.: ACS 33135**

Enclosure: As above

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L15499RJ1995PLC010856
2. Name of the Listed Entity	Bikaji Foods International Limited
3. Year of incorporation	1995
4. Registered office address	F 196-199, F 178 & E 188 Bichhwal Industrial Area, Bikaner – 334 006 Rajasthan, India
5. Corporate address	Plot No. E-558-561, C-569-572, E- 573-577, F-585-592 Karni Extension, RIICO Industrial Area, Bikaner – 334 004 Rajasthan, India
6. E-mail	cs@bikaji.com
7. Telephone	+91 151-2259914
8. Website	www.bikaji.com
9. Financial year for which reporting is being done	1 st April 2022 to 31 st March 2023
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange, Bombay Stock Exchange
11. Paid-up Capital (INR)	24,95,09,880
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Rahul Joshi cs@bikaji.com +91 151-2259914
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	The disclosures under this report are made on a standalone basis covering period from 1 st April 2022 to 31 st March 2023. Reporting boundary for environmental and social parameters covered within the report is limited to Bikaji's owned facilities*

* Six owned facilities of which four are in Bikaner (one in Karni and three facilities in Bichhwal) and one each in Guwahati and Mumbai.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Processed Foods	Our wide range of quality snack products include bhujia, namkeen, packaged sweets, papad, and *western snacks. We also sell frozen foods, gift packs, mathris, and cookies, among others.	100%

* Western snacks include extruded products, pellets and chips.

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Papad, Namkeen, Bhujia, Western snacks*	10796	85.2% (standalone)
2.	Packaged sweets	10509	12.9% (standalone)

*Western snacks include extruded products, pellets and chips.

III. Operations

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

Location	Number of plants	Number of offices	Total
National	11*	5	16
International	-	-	-

* Six owned facilities of which four are in Bikaner (one in Karni and three facilities in Bichhwal) and one each in Kamrup and Mumbai. Three subsidiaries which include one each in Tumakuru, Muzaffarpur and Bikaner and 2 contract manufacturing facilities one each in Kanpur and Kolkata.

17. Markets served by the entity:**a. Number of locations**

Locations	Value (in numbers)
National (No. of States)	29*
International (No. of Countries)	25 (North America, Asia Pacific, Middle East, Europe and Asia)

* 25 states and 4 Union Territories

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

3.2%

c. A brief on types of customers:

Bikaji is a leading snack manufacturing company, offering a diverse range of products including namkeen and sweets. We have a global consumer base that we cater to through various channels including general trade, such as wholesalers, retailers, and local shops, as well as modern trade, such as supermarkets and hypermarkets. We also have a presence on various e-commerce platforms, along with our own website and shopping app to provide convenient access to our customers.

IV. Employees**18. Details as at the end of Financial Year****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,469	1,318	90%	151	10%
2.	Other than Permanent (E)	3	3	100%	0	0%
3.	Total employees (D + E)	1,472	1,321	90%	151	10%
WORKERS						
4.	Permanent (F)	833	641	77%	192	23%
5.	Other than Permanent (G)	119	96	81%	23	19%
6.	Total workers (F + G)	952	737	77%	215	23%

b. Differently abled Employees and workers (FY 2022-23):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	4	3	75%	1	25%
5.	Other than permanent (G)	1	1	100%	0	0%
6.	Total differently abled workers (F + G)	5	4	80%	1	20%

19. Participation/Inclusion/Representation of women

	Total (A)	No. (B)	No. and percentage of Females
			% (B / A)
Board of Directors	9	2	22.22%
Key Management Personnel	7	1	14.28%

* As on March 31, 2023.

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

	FY 2022-23 (Turnover rate in current FY) (%)			FY 2021-22 (Turnover rate in previous FY) (%)			FY 2020-21 (Turnover rate in the year prior to the previous FY) (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	36.10%			26.53%			20.10%	
Permanent Workers	72.24%			66.15%			88.93%		

Gender bifurcation information is not available for turnover rate. We are in the process of streamlining our data capturing process and will be made available in our Business Responsibility and Sustainability Report from fiscal 2024 onwards.

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

21. (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.	Petunt Food Processors Private Limited (PFPL)	Subsidiary	51.22%	Yes
2.	Vindhyaasini Sales Private Limited (VSPL)	Subsidiary	100%	Yes
3.	Bikaji Maa Vindhyaasini Sales Private Limited (BMVSPL)	Subsidiary	51%	Yes
4.	Hanuman Agrofood Private Limited (HAPL)	Subsidiary	100%	Yes

*Company doesn't have any joint ventures

VI. CSR Details

22. i. **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes

ii. **Turnover (in ₹) (FY 2022-23):** 1,94,438.79 Lakhs (standalone basis)

iii. **Net worth (in ₹) (FY 2022-23):** 95,527.07 Lakhs (standalone basis)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 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, Direct registration at all plant locations, registered post	NIL	NIL	-	NIL	NIL	-
Investors (Other than shareholders)	Yes Web-link: https://www.bikaji.com/investor-grievance	NIL	NIL	-	NIL	NIL	-
Shareholders	Yes Web-link: https://www.bikaji.com/investor-grievance	640	0	-	NIL	NIL	-
Employees and workers	Yes, Grievance committee at all plant locations	NIL	NIL	-	NIL	NIL	-
Customers	Yes Web-link: https://care.bikaji.com/customercomplaintform				*		
Value Chain Partners	Yes Web-link: contact us (bikaji.com)	NIL	NIL	-	NIL	NIL	-
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

* We capture and duly resolve any complaints received from our customers. We are in the process of streamlining our data gathering mechanism to capture the information in prescribed format and will be made available in our Business Responsibility and Sustainability Report from fiscal 2024 onwards.

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

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

S. No.	Material identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1.	Water management	Opportunity	<p>Opportunities</p> <ul style="list-style-type: none"> Effective water management can save cost of production for the company The company's commitment to effective water management and to work above and beyond compliance can serve as a powerful branding tool. 		<p>Positive</p> <ul style="list-style-type: none"> It will help in reducing water procurement cost and capital expenditures
2.	Sustainable Packaging	Opportunity	<p>Opportunities</p> <ul style="list-style-type: none"> By using recycled materials for packaging, company can potentially reduce the cost of packaging materials. i.e., for example, using recycled plastic may be less expensive than using virgin plastic. The company will be portrayed as environmental responsible business and can attract environmentally aware customers 		<p>Positive</p> <ul style="list-style-type: none"> Products can be marketed as environmentally safe Company can save cost by recycling packaging materials
3.	Sustainable Sourcing	Opportunity	<p>Opportunities</p> <ul style="list-style-type: none"> By sourcing sustainably will ensure long term availability of resources Sustainable sourcing may help in reducing supply chain disruptions by promoting fair labour practice, transparency, and accountability. Sustainable sourcing can help in promoting equal opportunity to emerging players in the market 		<p>Positive</p> <ul style="list-style-type: none"> It will help in reducing cost of production by avoiding Supply chain disruptions It will help in attracting environmentally conscious customers
4.	Energy and GHG Emissions	Opportunity	<p>Opportunities</p> <ul style="list-style-type: none"> Efforts to reduce energy can be achieved by improving efficiency which eventually reduces cost. Additionally, it will demonstrate the commitment towards sustainability. 		<p>Positive</p> <ul style="list-style-type: none"> The cost spend on energy purchase will be reduced
5.	Waste management and circular economy	Opportunity	<p>Opportunities</p> <ul style="list-style-type: none"> Circular economy approaches can be helpful in addressing pollution by reducing waste. Recycling and reusing wastes can help reduce cost for the company. 		<p>Positive</p> <ul style="list-style-type: none"> Reduction in material cost Reduction in waste disposal cost
6.	Product safety and quality	Opportunity Risk	<p>Opportunity</p> <ul style="list-style-type: none"> Trust & goodwill can be built by providing safe and quality product to the customers <p>Risk</p> <ul style="list-style-type: none"> Legal action could be taken against the company if its products contain ingredients that are either sensitive to religious beliefs or may cause allergic reactions and fail to comply with the relevant standards. 	Developing a proper food safety and quality plan, regular inspections, getting certified by various international agencies to ensure food safety and quality, training employees on food safety and quality related issues	<p>Positive</p> <ul style="list-style-type: none"> It will reflect as better customer acquisition and customer loyalty towards the product and the company. Additionally, better supplier relationship <p>Negative</p> <ul style="list-style-type: none"> Loss of customers

S. No.	Material 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)
7.	Occupational health and safety	Opportunity	<p>Opportunity</p> <ul style="list-style-type: none"> By ensuring no injury, harm and fatality in the company, it would eventually reflect as confidence in our workers and foster goodwill and trust for company's brand. 		<p>Positive</p> <ul style="list-style-type: none"> Reduced cost related to compensation claim Lower cost related to turnover and absenteeism Insurance companies generally offer lower premium for organization with strong safety culture
8.	Human rights	Opportunity	<p>Opportunity</p> <ul style="list-style-type: none"> The company's commitment to prioritize human rights serves as a foundation for promoting equal opportunity. 		<p>Positive</p> <ul style="list-style-type: none"> It can help by building better trust in employees which will further reduce attrition rate, which can save companies cost on recruitment and training.
9.	Diversity and Inclusion	Opportunity	<p>Opportunity</p> <ul style="list-style-type: none"> Gaining diverse thoughts, ideas and values that may help the company's growth. Additionally, it will help to boost employee's morale. 		<p>Positive</p> <ul style="list-style-type: none"> It can help in better understand and connect with a wider range customer
10.	Marketing and Labelling	Opportunity	<p>Opportunities</p> <ul style="list-style-type: none"> Marketing and labelling can be opportunity if it is utilized for differentiating from competitors and highlighting quality and uniqueness of company's products. 		<p>Positive</p> <ul style="list-style-type: none"> It may help in increasing brand awareness and to target specific customer segment
11.	Value and Ethics	Opportunity	<p>Opportunity</p> <ul style="list-style-type: none"> Utilizing the value and ethics to build stronger relationship with stakeholders. 		<p>Positive</p> <ul style="list-style-type: none"> It may help in building better brand reputation and trust among stake holders

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.

Bikaji Foods International Limited has established Governance Structure in place that provides guidance for implementing and supervising sustainability-oriented decisions and actions. The company's Corporate Social Responsibility (CSR) and Stakeholder's Relationship Committee at the Board level oversee the implementation of sustainability practices to enhance the company's environmental and social performance.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Please refer appendix at the end of section B								
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	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company is certified for Hazard Analysis and Critical Control Points (HACCP)/ISO 22000 standards. Additionally, the company adheres to international quality standard certifications such as BRCG (Brand Reputation compliance global standard), APEDA (Agriculture and Processed food products Export Development Authority), EIC (Export Inspection Council), HALAL and Kosher. Additionally, Karni manufacturing facility and unit-I of our Bichhwal manufacturing facility have obtained the ISO 9001:2015, Kosher certificate								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our commitment to sustainable operations across all of our plants is ensured by our values. We are obligated to water conservation, enhanced energy efficiency and waste management. Additionally, we are committed to be transparent about the environmental and social impacts.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have identified our ESG material topics for this year through discussions with internal stakeholders. As our next step, we are in process of finalizing a sustainability road map.								
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>At Bikaji, we are obligated to promoting sustainability in all aspects of our operations. We understand the critical role we play in reducing our impact on environment, while also ensuring the safety and quality of our products for our customers.</p> <p>We continue to prioritize energy efficiency and GHG emissions reduction in our operations, aiming to reduce our carbon footprint and contribute to a low-carbon economy. To make sure we reach our sustainability goals. We have implemented a range of initiatives, including waste management programs, where we have signed an agreement with a waste management company to help managing plastic wastes and further focusing on reducing, reusing, and recycling our waste streams. We are also taking steps to minimize our water usage and improve our water stewardship.</p> <p>We strive to continuously improve our sustainability performance, engaging with our stakeholders to drive positive change.</p> <p>We adhere to the highest ethical standards in all aspects of our business operations. We are committed to protecting human rights throughout our supply chain and are actively working to ensure that our suppliers adhere to ethical labor practices and respect the rights of workers.</p> <p>Deepak Agarwal Director DIN: 00192890</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Deepak Agarwal, Director (DIN: 00192890)								
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 CSR committee and stakeholders relationship committee which are the highest decision-making body for sustainability related issues.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Senior leadership team periodically reviews policies regarding NGRBCs principles and has identified recommendations for necessary changes, which are in process of being finalized.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Bikaji complies with existing laws as necessary. The company's secretarial team informs the board of any deviations from compliance status.																	

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Our board, its committee and senior management evaluate the policies on periodic basis.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not Applicable								
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)	Not Applicable								
Any other reason (please specify)	Not Applicable								

APPENDIX

NGRBC Principles	Policies	Web-link
	Code of Conduct	https://www.bikaji.com/pub/media/Code-of-conduct-for-Board-of-Directors-and-senior-management-personnel.pdf
P1	Code of conduct for BOD and senior management personnel	https://www.bikaji.com/pub/media/Code-of-conduct-for-Board-of-Directors-and-senior-management-personnel.pdf
	Vigil Mechanism Policy	https://www.bikaji.com/pub/media/Vigil-mechanism-policy.pdf
P2	Environment, Health and Safety Policy	https://www.bikaji.com/pub/media/Environment-and-Health-and-Safety-Policy.pdf
	Corporate Social Responsibility (CSR) Policy	https://www.bikaji.com/pub/media/Corporate-Social-Responsibility-Policy.pdf
P3	Human Rights Policy	https://www.bikaji.com/pub/media/Human-Rights-Policy.pdf
	Environment, Health and Safety Policy	https://www.bikaji.com/pub/media/Environment-and-Health-and-Safety-Policy.pdf
P4	Corporate Social Responsibility (CSR) Policy	https://www.bikaji.com/pub/media/Corporate-Social-Responsibility-Policy.pdf
	Environment, Health and Safety Policy	https://www.bikaji.com/pub/media/Environment-and-Health-and-Safety-Policy.pdf
P5	Human Rights Policy	https://www.bikaji.com/pub/media/Human-Rights-Policy.pdf
	Prevention of sexual harassment (POSH) Policy	https://www.bikaji.com/pub/media/POSH-POLICY.pdf
P6	Environment, Health and Safety Policy	https://www.bikaji.com/pub/media/Environment-and-Health-and-Safety-Policy.pdf
P7	Code of Conduct	https://www.bikaji.com/pub/media/Code-of-conduct-for-Board-of-Directors-and-senior-management-personnel.pdf
P8	Corporate Social Responsibility (CSR) Policy	https://www.bikaji.com/pub/media/Corporate-Social-Responsibility-Policy.pdf
	Quality Policy	https://www.bikaji.com/pub/media/Quality-And-Food-Safety-Policy.pdf
P9	Marketing Policy	https://www.bikaji.com/pub/media/Marketing-Policy.pdf

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	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	P1, P2 and P8	100 %
Key Managerial Personnel	5	P1, P2 and P8	100 %
Employees other than BoD and KMPs	2	P1 and P2	50%
Workers	2	P1 and P2	20%

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

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

MONETARY

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	NSE, BSE	1,88,800	Composition of Nomination and remuneration committee	No
Settlement			NIL		
Compounding fee					

NON-MONETARY

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	No

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

Yes, the company has an anti-corruption and anti-bribery policy, which specifically mentions about their staff and those acting on the company’s behalf, such as agents and intermediaries, are prohibited from giving or receiving any unlawful or inappropriate payments or similar advantages that are aimed at or perceived to secure unwarranted benefits for our business operations, whether directly or indirectly. The policy also outlines the consequences and penalties related to non-compliance to this policy. It is available internally and accessible to all our employees.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	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				

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

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 has procedure in place to avoid conflict of interest. As part of the Code of Conduct, the Directors are required to provide a declaration on their commitment to prioritize the Company's interests. This declaration ensures that the Directors act in the best interest of the Company and diligently avoid any conflicts of interest between their other business or personal associations and the Company's operations and their roles within it. Additionally, the company is annually disclosing under regulation of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The company has approval procedure is in place to obtain approval of Audit committee, which may arise during the course of business activities. Moreover, the company mandates to annual disclosure related to related parties. Annually, the Senior Management confirms that they have not participated in any material transactions conflicting with the Company's interests.

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.**

	Current Financial Year (FY 2022-23)	Previous Financial Year (FY 2021-22)	Details of improvements in Environmental and social impacts
R&D and Capex	One of the important inputs for new product development/process improvements is the assessment of environmental and social effect. The Company's capital and R&D expenditures include costs invested to mitigate environmental and social hazards. These are inseparable costs of the projects, thus distinguishing them separately is not possible.		

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

Yes

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

29.74%

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 is committed to responsible waste management and goes beyond the compliance and requirements. It has implemented various measures to enhance waste management practices throughout its operations and value chain. The entity is optimized to reuse and recycle waste through evaluations of available resources, technologies, and processes. These processes are continually assessed and improved through appropriate initiatives and monitoring is done to ensure their effectiveness. The company facilitates recycling of laminate cartridges (Bamboo) by sending used laminate cartridges to the supplier for recycling it by layering a new batch of laminates over the used one. Additionally, any waste oil produced by transformers are reused as lubricant for the machines within the premises. The sludge waste generated from a Sewage Treatment Plant (STP) is reused as fertilizer or agricultural manure in the plant premises.

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, Extended Producer Responsibility (EPR) is applicable to the company. The company has entered into a contract with a waste management company to handle its plastic waste on its behalf.

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*	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
NIL					

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	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Not applicable as per the nature of the industry		

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:

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics including packaging)	Not applicable as per the nature of the industry					
E-waste						
Hazardous waste						
Other waste						

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 as per the nature of the industry	

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	1,318	1,237	93.85%	0	0	0	0	0	0	0	0
Female	151	151	100%	0	0	151	100%	0	0	0	0
Total	1,469	1,388	94.49%	0	0	151	10%	0	0	0	0
OTHER THAN PERMANENT EMPLOYEES											
Male	3	0	0%	0	0	0	0	0	0	0	0
Female	0	0	0%	0	0	0	0	0	0	0	0
Total	0	0	0%	0	0	0	0	0	0	0	0

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT WORKERS											
Male	641	641	100%	0	0	0	0	0	0	0	0
Female	192	192	100%	0	0	192	100%	0	0	0	0
Total	863	863	100%	0	0	192	22.24%	0	0	0	0
OTHER THAN PERMANENT WORKERS											
Male	96	96	100%	0	0	0	0	0	0	0	0
Female	23	23	100%	0	0	0	0	0	0	0	0
Total	119	119	100%	0	0	0	0	0	0	0	0

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.32%	100%	Y	99.72%	100%	Y
Gratuity	100%	100%	Y	100.00%	100%	Y
ESI	63.17%	93.88%	Y	61.79%	94.03%	Y
Others – please specify	0%	0%	NA	0%	0%	NA

3. Accessibility of workplaces

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

Yes. We take all necessary measures to ensure that our premises are accessible to differently abled employees in a safe manner as per Rights of Person with Disabilities Act, 2016.

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

Yes. Our Human Rights Policy clearly states our commitment as an equal opportunity employer. We promote a positive business environment that provides equal employment opportunities to all individuals, irrespective of their caste, creed, gender, nationality, color, race, religion, disability, or sexual orientation.

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	No parental leave policy for male employees and workers			
Female	No female employee availed maternity leave benefits during FY 21-22 and FY 22-23			
Total				

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 Employees	Yes.
Other than Permanent Employees	We strongly encourage employees and workers to utilize channels such as email, letterbox, and registered post to express their problems and concerns to their business leaders, human resources, or senior management members.
Permanent Worker	
Other than Permanent Worker	

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

	FY 2022-23			FY 2021-22		
	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)
Male	The company does not have any union representing its employees and workers					
Female						
Total Permanent Employees						
Male						
Female						
Total Permanent Workers						

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	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	1,318	1318	100.0%	0	0	1,194	1,194	100.00%	12	1.0%
Female	151	151	100.0%	0	0	245	241	98.37%	0	0.0%
Total	1,469	1469	100.0%	0	0	1,439	1,435	99.72%	12	0.9%
WORKERS										
Male	641	641	100.00%	0	0%	994	521	52.41%	0	0
Female	192	192	100.00%	0	0%	136	30	22.06%	0	0
Total	833	833	100.00%	0	0%	1,130	551	48.76%	0	0

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	1,318	1,318	100%	1,194	1194	100%
Female	151	151	100%	245	245	100%
Total	1,469	1,469	100%	1,439	1439	100%
WORKERS						
Male	641	641	100%	994	994	100%
Female	192	192	100%	136	136	100%
Total	833	833	100%	1,130	1130	100%

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?**

Yes. Safety is considered as the foremost value of Bikaji Foods International Limited and no business objective can take precedence over it. The company has made it compulsory to implement occupational health and safety policies in all its manufacturing facilities, including its contract manufacturing facilities. The Safety Management Framework of Bikaji Foods International Limited encompasses all the company's activities and conforms to the requirements of the Quality and Safety Management System. This framework covers all employees and workers and provides complete coverage of all aspects of the business regarding 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?

The company has implemented various measures to prevent accidents, injuries, emergencies, occupational diseases ensuring continuity of operations. The company has implemented Quality and Safety management system (QSMS) across all its facilities and as part of QSMS we continuously monitor and records the hazards related to noise, temperature, ambient lighting condition, near misses, high potential incidents etc. Additionally, there is provision of suggestion box for workers at a secluded place outside the reach of camera to provide suggestions related to hazards and safety related concerns.

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

Yes. Workplace safety checks are conducted with a proactive approach. The plant safety in charge conducts daily factory rounds to ensure that all EHS requirements are being implemented properly. Monthly EHS walkthroughs are carried out to record and report near misses, unsafe acts, and unsafe conditions. Further corrective actions are taken on a regular basis. Additionally, all the sites have first-aid service available with them and the workers are trained to tackle with emergency situations. The company has plant level safety Committees which is responsible for promoting and implementing safety measures in the facilities. Its key functions include discussing safety issues, suggesting improvements in safety procedures, inspecting the workplace, and reviewing accident reports.

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

Yes

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

Safety Incident/Number	Category	FY 2022-23	
		Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The company ensures consistently investing in secure technologies, developing thorough operating procedures, improving compliances, and routinely evaluating safety performance to assure safety. Additionally, the company conducts first aid safety training, fire and safety training, mock drills, audits, and inspections etc. on periodic basis for every site. The company has also established a safety forum where employees can provide their suggestion.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
	Working Conditions	0	0	0	0	0
Health and Safety	0	0	0	0	0	0

14. Assessments for the year:

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

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 investigates all safety-related accidents and shares the findings from these investigations across the organization. Corrective actions are then deployed to prevent similar incidents from recurring, and their effectiveness is checked during safety audits. The company also addresses significant risks and concerns identified during assessments of health and safety practices through various means, such as the use of technology and digitization to eliminate manual jobs, building safety capabilities, and monitoring and supervision.

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).**

Employees: Yes

Worker: Yes

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

Group practices that before processing the Contractor's monthly bills, the contractor needs to submit the Wage register copy, PF/ESI challans for the concerned month as proof of payment of wages and remittances of the PF/ESI dues for its contract labours.

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 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	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	No such incident has been recorded during FY 2021-22 and FY 2022-23			
Workers				

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No such assessment was carried out
Working Conditions	

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

Not applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders
Essential Indicators
1. Describe the processes for identifying key stakeholder groups of the entity.

The company recognizes key stakeholders as those who are significantly impacted by the company's operations or have the ability to significantly influence its activities. Regular engagement with these stakeholders allows the company to understand their expectations, internally review them, and incorporate them into the development of strategies, plans, and business activities.

The company has actively engaged with major stakeholder groups that either influence or are influenced by the company's activities. These groups include the Government and regulatory bodies, Investors, Industry bodies & Associations, employees, suppliers, and community/NGOs. The company employs various channels such as company website, conferences, customer helplines, press releases & newsletters, investor presentation etc. to engage with these stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> Company website Investor presentations Annual/quarterly publication of financial results Press releases and newsletters Regular engagement through emails, SMS 	Annual	Bikaji Foods International Ltd performance
Government and regulatory	No	<ul style="list-style-type: none"> Written communications Mandatory filings with various regulators Regulatory inspections and audits 	Regular	Regulatory compliance
Industry bodies and associations	No	<ul style="list-style-type: none"> Knowledge exchange in public forums Conferences, roundtables, events, etc. 	Quarterly	Complaints and grievance redressal
Employee	No	<ul style="list-style-type: none"> One-on-one meetings Training and development workshops Fair and transparent performance management systems Regular employee engagement and feedback surveys Digital apps for employees 	Regular	Employee engagement
Customers	No	<ul style="list-style-type: none"> Customer satisfaction surveys One-to-one interactions at retail stores Brochures and catalogues Communication through electronic media Customer feedback mechanism 	Regular	Customer's feedbacks, offers
Suppliers	No	<ul style="list-style-type: none"> Regular meeting, seminars, and workshops 	Regular	Communicate company's expectation
Communities and NGOs	No	<ul style="list-style-type: none"> Periodic visits, community meetings, surveys, and focused group discussions Social impact assessment 	Periodic	CSR intervention

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.**

Consultation with stakeholders is typically carried out by business leaders, and designated company officials. Feedback and identified issues of corporate importance are then elevated to the Board level. This can be achieved through direct communication channels or by involving various Board Committees responsible for overseeing specific areas such as business risks, corporate social responsibility (CSR) and sustainability, marketing strategies and information technology oversight, planning and projects.

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

Yes. Stakeholder consultation plays a crucial role in identifying and addressing environmental and social issues. We actively engage with our stakeholders to explore the different aspects of economic, environmental, and societal concerns. Through stakeholder engagement, we strive to enhance transparency, responsiveness, compliance, organizational learning, quality management, accountability, and sustainability. Our company has identified key stakeholder groups that demonstrate both a high level of interest in our operations and significant influence on our business. We employ various means of engagement to understand their primary environmental, social, and governance concerns. This allows us to incorporate their perspectives into our decision-making processes and ensure a more comprehensive approach to sustainability and responsible practices.

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

Bikaji engage 5,000+ women through third party independent contractors to produce crispy, tasty and handmade Papads every day and make them financially independent and also develop their skills towards leadership and economic enhancement. We are also working with Bikaneri Bhujia Udhog Sangh, this sangh includes who have been making Bikaneri bhujia in a traditional way since generation. At Bikaji, we are providing regular employment to them and sustaining their traditional methods. Bringing a qualitative change in the lives of the people and supporting the underprivileged, remains one of the key focus areas for Bikaji.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	Current FY (2022-23)			Previous FY (2021-22)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. employees / workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	1,469	0	0%	1,439	0	0%
Other than permanent	3	0	0%	0	0	0%
Total Employees	1,472	0	0%	1,439	0	0%
WORKERS						
Permanent	833	0	0%	1,130	0	0%
Other than permanent	119	0	0%	0	0	0%
Total Workers	952	0	0%	1,130	0	0%

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

Category	Current FY (2022-23)					Previous FY (2021-22)				
	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	1,318	0	0%	1,318	100%	1,194	0	0%	1,194	100%
Female	151	0	0%	151	100%	245	0	0%	245	100%
OTHER THAN PERMANENT										
Male	3	0	0%	3	100%	44	0	0%	44	100%
Female	0	0	0%	0	0	2	0	0%	2	100%
WORKERS										
PERMANENT										
Male	641	0	0%	641	100%	994	15	1.5%	979	98.5%
Female	192	0	0%	192	100%	136	0	0%	136	100%
OTHER THAN PERMANENT										
Male	96	62	65%	80	83%	122	62	51%	61	50%
Female	23	20	87%	19	83%	51	20	39%	31	61%

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

	Male		Female	
	Number	Median remuneration/ salary (average)/ wages of respective category (in ₹)	Number	Median remuneration/ salary (average)/ wages of respective category (in ₹)
Board of Directors (BoD)	2	4,63,68,000	1	1,49,04,000
Key Managerial Personnel	4	27,36,322	0	0
Employees other than BoD and KMP	1,312	2,30,568	150	1,70,574
Workers	641	1,42,831	192	1,29,165

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

Yes, the company has Human Rights Committee that has been established to assist in the resolution of human rights impacts or issues that arise throughout the course of operations.

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

Yes. The company has Human rights policy that covers the mechanism to redress grievances related to human rights. Whenever a concern is received via email, letter, web helpline, oral communication, etc., it is logged by the Human Rights Committee, and a preliminary check is carried out. The investigation team then conducts an inquiry by collecting, verifying, and analysing data and provides observations and recommendations. The Human Rights Committee reviews the investigation report and takes necessary actions based on the recommendations. All the actions taken are documented for record-keeping purposes and are further evaluated by the MD.

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

	Current FY (2022-23)			Previous FY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

No such complaint has been recorded for FY 2021-22 and FY 2022-23

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

The company is dedicated to offering equal opportunities to all individuals and strongly opposes any form of discrimination or harassment based on factors such as race, gender, nationality, ethnicity, religion, age, disability, or sexual orientation. We abide by the relevant laws that protect individuals from such discrimination. Our policies on Human Rights, Prevention of Sexual Harassment (POSH), Whistle-blower, and Grievance Redressal ensure that our employees uphold our commitment to equality. To create awareness and prevent sexual harassment in the workplace, we regularly conduct workshops, group meetings, online training modules, and awareness programs for our employees. Pursuant to the requirements of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Company has set up an Internal Complaints Committee (ICC), to address the complaints, if any.

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

Yes

9. Assessments for the year:

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

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

NIL

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

No such grievances related to human rights violations.

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

NIL

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

4. Details on assessment of value chain partners:

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

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

Not applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (GJ)	59136.20	52553.86
Total fuel consumption (B) (GJ)	312199.04	300595.62
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C)	371335.24	353149.48
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/ ₹ lakh)	1.91	2.21
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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.

No. The company does not have any facility identified as designated consumers (DCs)

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	176,700.97	38,399.84*
(iii) Third party water	10,307.32	9,820.99
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater harvesting)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	187,008.30	48,220.84*
Total volume of water consumption (in kilolitres)	169,238.93	44,499.18
Water intensity per rupee of turnover (Water consumed / turnover) (KL/₹ Lakh)	0.87	0.28
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

* For Karni Plant, data from April 2021 to December 2021 is not available. We are in the process of streamlining our data gathering mechanism to capture the information in prescribed format and will be made available in our Business Responsibility and Sustainability Report from fiscal 2024 onwards.

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

Yes. All the plants are zero liquid discharge facilities, we employ an efficient system in which all effluents are treated in our Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP). The treated water is then recycled and reused in our manufacturing process.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	MT/Annum	7.30	6.26
SOx	MT/Annum	186.16	164.21
Particulate Matter (PM)	MT/Annum	0	0
Others – please specify	MT/Annum	0	0

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

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
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	24,121.67	23,926.11
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	9,720.83	9,065.30
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ ₹ Lakh	0.17	0.21
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Biogenic emissions are 3035.59 tCO₂e and 4674.55 tCO₂e for FY 21-22 and FY 22-23 respectively.

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

The company has taken various measures to reduce Green House Gas emissions and has transitioned from coal to briquettes in their Kamrup, Muzaffarpur, and Tumakuru plants. Furthermore, the company has also installed solar panels in their Karni plant.

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2,170.00	2963.44
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Laminate Scrap+Cartoon Scrap + Katta+Empty Tin Containers+Food waste)	627.21	571.62
Total (A+B + C + D + E + F + G + H)	2,797.21	3,535.06
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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations (Laminate Scrap+Cartoon Scrap + Katta+Empty Tin Containers+Food waste)	627.21	571.62
Total	627.21	571.62

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

The primary waste stream generated at the facilities comprises plastic waste, which is produced as a result of the packaging process. In order to address this issue, the organization has entered into a arrangement with a waste management company to manage the plastic waste on its behalf in an environmentally responsible manner. Furthermore, the company does not engage in any activities involving hazardous or toxic chemicals.

10. 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

11. 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
During the reporting period no environmental impact assessments of projects undertaken.					

12. 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
				The company is compliant with the all the applicable laws.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current financial Year)	FY 2021-22 (Previous Financial Year)
FROM RENEWABLE SOURCES		
Total electricity consumption (A)	9,847.51	6,588.95
Total fuel consumption (B)	11,998.53	703.53
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	21,846.04	7,292.48
FROM NON-RENEWABLE SOURCES		
Total electricity consumption (D)	49,288.69	45,964.90
Total fuel consumption (E)	300,200.5	299,892.1
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	349,489.20	345,857.00

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(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		
Total water discharged (in kilolitres)		

All the plants are zero liquid discharge facilities.

3. 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:** Not applicable
(ii) **Nature of operations:** Not applicable
(iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		Not applicable
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(i) Into Surface water		
– 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		Not applicable
(iv) Sent to third-parties		
– No treatment		
– With treatment – please specify level of treatment		
(v) Others		
– No treatment		
– With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

5. With respect to the ecologically sensitive areas reported at 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.

Not applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of initiative
1.	STP and ETP	All the plants are zero liquid discharge facilities, we employ an efficient system in which all effluents are treated in our Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP). The treated water is then recycled and reused in gardening and greenbelt development	Zero waste-water generation during manufacturing process
2.	Solar panel	We have installed solar panel in Karni plant	Adoption of renewable energy resources
3.	Use of renewable fuel sources	We utilise briquettes instead of coal in Kamrup, Muzaffarpur and Tumakuru plants	Lower dependency on coal, resulting in lower emission
4.	Water reuse	To minimize freshwater consumption, we repurpose the water obtained from slicing potatoes by reusing it for washing the raw potatoes. These efforts have not only contributed to conserving water but have also helped in mitigating our environmental impact	Reducing fresh-water consumption

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

Yes, we have a business continuity and disaster management plan in place including continuous training through mock drills and disaster management exercises to prepare for potential emergency situations. Additionally, all our plants across India operate at 50% capacity, in case of emergency other plants can be leveraged for the continuity of production.

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.

8

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Bombay Chamber of Commerce	National
2.	EU Chamber of Commerce	International
3.	ITPO (Indian Trade Promotion Organisation)	National
4.	APEDA (The Agricultural and Processed Food Products Export Development Authority)	National
5.	EIC (Export Inspection Council)	National
6.	SNAC International	International
7.	FSNM (Federation of Sweets and Namkeen Manufacturers)	National
8.	TPCI (Trade Promotion Council of India)	National

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

Name of authority	Brief of the case	Corrective action taken
The company has not faced any action or investigation related to anti-competitive behaviour		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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 entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
NIL						

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

The company periodically interacts with communities. Our dedicated local HR team consistently engages with community members to actively identify and address any concerns they may have. During the reporting period, we are pleased to note that no specific grievances were reported by the community.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	15.20%	11.01%
Sourced directly from within the district and neighboring districts	54%	48%

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
		NIL	

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
				Not applicable

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

Name of authority	Brief of the Case	Brief of the Case
	Not applicable	

5. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1.	Education and Skill development	200	100%

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

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

The Company conducts regular feedback and awareness programs for customers at different locations. To facilitate customer complaints, an online portal has been created.

Link: <https://care.bikaji.com/customercomplaintform>

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:

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services			*			
Restrictive Trade practices						
Unfair Trade Practices						
Others						

* We capture and duly resolve any complaints received from our customers. We are in the process of streamlining our data gathering mechanism to capture the information in prescribed format and will be made available in our Business Responsibility and Sustainability Report from fiscal 2024 onwards.

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		NIL

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

Yes

Web link of the policy: <https://www.bikaji.com/pub/media/Risk-Management-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.

No such actions have been taken

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

The information related to product offerings can be assessed from its website.

Web site: <https://www.bikaji.com/>

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

Our product labels include all the necessary information i.e., nutrition contents, allergen contents (if any), and recycling of packaging etc.

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

The company utilises their website to inform consumers of any risk related to disruption/discontinuation of essential services.

Link: <https://www.bikaji.com/>

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

No

5. Provide the following information relating to data breaches:**a. Number of instances of data breaches along-with impact**

No data breaches occurred

b. Percentage of data breaches involving personally identifiable information of customers

Not applicable