



**TTK Healthcare
LIMITED**

TTKH:SEC:SL:198:24

June 28, 2024

**BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400 001**

**National Stock Exchange of India Limited
Exchange Plaza
Bandra Kurla Complex, Bandra East
Mumbai 400 051**

Scrip Code: 507747

Scrip Code: TTKHLTCARE

Dear Sirs,

Re: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2023-24.

The BRSR also forms the part of the Annual Report for the Financial Year 2023-24, submitted to the exchanges vide letter No.TTKH:SEC:SL:197:24 dated June 28, 2024.

Kindly take the above information on record.

Thanking you

Yours faithfully
For TTK Healthcare Limited

(GOWRY A JAISHANKAR)
DGM - Legal & Company Secretary

Encl.: a/a

Business Responsibility & Sustainability Report



TTK HEALTHCARE LIMITED

Regd. Office: No.6, Cathedral Road, Chennai 600 086

CIN: L24231TN1958PLC003647 Website: www.ttkhealthcare.com

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L24231TN1958PLC003647
2	Name of the Listed Entity	TTK Healthcare Limited
3	Date of Incorporation	May 21, 1958
4	Registered Office Address	No.6, Cathedral Road, Chennai 600 086, Tamil Nadu
5	Corporate Address	No.6, Cathedral Road, Chennai 600 086, Tamil Nadu
6	e-Mail	info@ttkhealthcare.com
7	Telephone	044-28116106
8	Website	www.ttkhealthcare.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	Rs.14,13,03,330/-
12	Name and contact details (telephone, e-Mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr S Kalyanaraman Wholetime Director & Secretary Tel: 044 28116106 e-Mail: skr@ttkhealthcare.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated Financial Statements, taken together).	Standalone
14	Name of the Assurance Provider	None
15	Type of Assurance Obtained	NA

II. Products/services

16	Details of business activities (accounting for 90% of the turnover): The Company is engaged in the manufacturing / marketing / distribution of Consumer Products, Animal Welfare Products, Food Products, Medical Devices and Protective Devices.
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17 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	Male Contraceptives	2219	26.55
2	Food Products	1079	16.49
3	Animal Welfare Products	2100	15.34
4	Ayurvedic Preparations	2100	13.51
5	Medical Devices	3250	10.69
6	Cosmetics and Deodorant	4772	8.78



Business Responsibility & Sustainability Report (Contd.)

III. Operations								
18	Number of locations where plants and/or operations/offices of the entity are situated:							
		Location	Number of Plants	Number of Offices (incl. Regional Sales Office)		Total		
		National	9	35		44		
		International	–	–		–		
19	Markets served by the entity:							
	a.	Number of locations						
		Locations	Number					
		National (No. of States)	28 States and 8 Union Territories					
		International (No. of Countries)	37					
b.	What is the contribution of exports as a percentage of the total turnover of the entity?			9.37%				
c.	A brief on types of customers			Direct Customers, Distributors, Cardiothoracic and Orthopaedic Surgeons, Hospitals (both Government and Private), Fryers, Institutional Customers and Farms (including Poultry).				
IV. Employees								
20	Details as at the end of the Financial Year (2023-24)							
	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)	1,084	1,021	94.19	63	5.81
		2	Other than Permanent (E)	116	80	68.97	36	31.03
		3	Total Employees (D+E)	1,200	1,101	91.75	99	8.25
		Workers:						
		1	Permanent (F)	232	232	100.00	0	0.00
		2	Other than Permanent (G)	1,807	1,086	60.10	721	39.90
		3	Total Workers (F+G)	2,039	1,318	64.64	721	35.36
	b.	Differently abled Employees and workers:						
		S.No.	Particulars	Total (A)	Male		Female	
					No. (B)	% (B/A)	No. (C)	% (C/A)
		Differently Abled Employees:						
		1	Permanent (D)	2	1	50.00	1	50.00
		2	Other than Permanent (E)	0	0	–	0	–
		3	Total Differently Abled Employees (D+E)	2	1	50.00	1	50.00
		Differently Abled Workers:						
		1	Permanent (F)	0	0	0	0	0
	2	Other than Permanent (G)	0	0	0	0	0	
	3	Total Differently Abled Workers (F+G)	0	0	0	0	0	
21	Participation/Inclusion/Representation of women							
		Particulars	Total (A)	No. and Percentage of Females				
				No. (B)		% (B/A)		
		Board of Directors	10	1		10		
	Key Management Personnel	3	–		–			

Business Responsibility & Sustainability Report (Contd.)

22	Turnover rate for permanent employees and workers									
	<i>(Disclose trends for the past 3 years)</i>									
	2023-24			2022-23*			FY 2021-22*			
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Permanent Employees	20.41	12.80	19.96	15.45	28.97	16.38	3.20	7.80	3.40	
Permanent Workers	0.80	–	0.80	–	–	–	0.30	–	0.30	
*Include the employees of the Human Pharma Division which was transferred / sold w.e.f. May 09, 2022.										

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

23 (a) Names of holding / subsidiary / associate companies / joint ventures

S.No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
NIL				

VI. CSR Details

24	(i)	Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes / No)	Yes
	(ii)	Turnover (Rs. in lakhs)	75,279.38
	(iii)	Net Worth (Rs. in lakhs)	97,705.52

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Current Financial Year			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 www.ttkhealthcare.com	–	–	–	–	–	–
Investors (other than shareholders)		–	–	–	–	–	–
Shareholders		61	–	–	21	–	–
Employees and Workers		–	–	–	–	–	–
Customers		213	–	–	247	–	–
Value Chain Partners		–	–	–	–	–	–
Others (Please specify)		–	–	–	–	–	–



Business Responsibility & Sustainability Report (Contd.)

26	Overview of the entity's material responsible business conduct issues					
	Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format					
	S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
	1	Product Stewardship	Opportunity	Foster Innovation, improve competitiveness and enhance brand image	Investment in R&D, Development of new products	Positive
	2	Customer relationships and satisfaction	Opportunity	Retain customers, expand customer base, maintain competitive edge and growth	Sustained focus on Product quality and customer satisfaction	Positive
	3	Employee Wellbeing and development	Opportunity	Employee wellness, Employee Training and Development, Employee Morale and Talent Retention.	Employee Development Programmes	Positive
	4	Occupational Health & Safety	Risk	Health and safety hazards in workplace	OHS Management Systems, Employee Wellness initiatives, OHS audits	Negative
	5	Energy and Environmental management	Opportunity	Compliance, Climate change	Adopting energy efficient technologies in all units, use of renewable energy, process modifications	Positive
	6	Resource Management	Opportunity	Increased use of resource substitution and optimization, conservation of resources.	Resource efficiency, reduction of waste.	Positive
	7	Supply Chain Management	Opportunity	Ensuring uninterrupted supply of materials, scaling up volumes, brand reputation, improved green supply chain	Supplier evaluation and supplier support programmes	Positive
8	Regulatory compliance	Risk	Dynamic regulatory landscape	Compliance with all applicable laws and regulations	Negative	
9	Cost Pressures	Risk	Pressure on Margins	Focus on operational efficiency, resource conservation and reduction	Negative	

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
	b. Has the policy been approved by the Board? (Yes/No)									
	c. Web Link of the Policies, if available	https://tkhealthcare.com/investorlist/policies/								

Business Responsibility & Sustainability Report (Contd.)

2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes																																																															
3	Do the enlisted policies extend to your value chain partners? (Yes / No)	Most of the Policies such as Safety, Environment, Human Rights, Labour Practices, Ethics and compliance are applicable to all the Value Chain Partners too.																																																															
4	Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The various policies are captured in the current documents relating to Code of Conduct and Governance Philosophy of the Company. The principles contained in various laws and conventions are also incorporated into these policies. Further, the various standards adopted and certifications such as ISO 9001, ISO 13485, ISO 14001, ISO 45001, CE Marking, BSCI / SEDEX, Forest Stewardship Council Certification, etc., obtained by the Company also incorporate these principles, as applicable.																																																															
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to sustainability including protecting the environment and social aspects while conducting its business operations. Periodical review meetings on these aspects are being conducted in order to foster a culture of doing business in the interests of environment, society and all other stakeholders. The Company is also working on several energy efficiency, resource conservation and waste reduction projects.																																																															
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance on the ESG aspects are being monitored and met as per various standards and Company objectives.																																																															
Governance, leadership and oversight																																																																	
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	The Company believes in sustainability as a basic tenet with efficient and profitable operations. The Company also seeks to ensure the satisfaction of all its stakeholders. Besides focusing on the holistic well-being of its employees through various Health and Safety initiatives in all its plants and providing continuous learning and development opportunities within the organization, the Company also places great importance on the development of communities around its manufacturing units. The Company is also committed to resource efficiency and minimizing the environmental footprint. Targets are set on many ESG aspects as a part of annual business plan, achieved and enhanced every year.																																																															
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Board of Directors of the Company																																																															
9	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Board of Directors are members of the various Board Committees who are vested with responsibility for decision making on sustainability and other related issues. The Committees with well-defined responsibilities, oversee the governance in the Company. The Committee members are nominated by the Board of Directors, based on their areas of expertise and experience.																																																															
10	Details of Review of NGRBCs by the Company:																																																																
	Subject for Review	<table border="1"> <thead> <tr> <th colspan="9">Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee</th> <th colspan="9">Frequency (Annually / Half yearly / Quarterly / Any other – please specify)</th> </tr> <tr> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> </tr> </thead> <tbody> <tr> <td colspan="9">Performance against above policies and follow up action</td> <td colspan="9">Director</td> <td colspan="9">The Board meets once in every quarter or as and when required to review and discuss key issues relevant to the organization and its stakeholders.</td> </tr> </tbody> </table>	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									Director									The Board meets once in every quarter or as and when required to review and discuss key issues relevant to the organization and its stakeholders.								
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Performance against above policies and follow up action									Director									The Board meets once in every quarter or as and when required to review and discuss key issues relevant to the organization and its stakeholders.																																															



Business Responsibility & Sustainability Report (Contd.)

Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Director	Key concerns are identified at the Unit / Business level and communicated by senior executives to the Board for discussion, advice and decisions. The Board collectively ensures along with the senior and operating management that all the compliance and statutory requirements are met.
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		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No								

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 Company internally reviews the effective implementation of the above mentioned policies.								
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

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 by the awareness programmes	
Board of Directors (BoDs)	1	All Principles of BRSR	100.00	
Key Managerial Personnel (KMP)	3	All Principles of BRSR	100.00	
Employees other than BoD and KMPs	9	All Principles of BRSR	4.00	
Workers	10	Topics included Production, Quality, Safety, Environment, Skill Development, Human Rights, etc., covering several BRSR Principles.	86.21	

Business Responsibility & Sustainability Report (Contd.)

2	Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):					
	Monetary					
		NGRBC Principle	Name of the Regulatory / Enforcement Agencies / Judicial Institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred (Yes / No)
	Penalty / Fine	-	-	-	-	-
	Settlement	-	-	-	-	-
	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				
NIL						
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.	The Company has Ethics, Bribery and Anti-corruption Policy in place and the importance of complying with such policy is disseminated to all the employees, customers, vendors and other stakeholders. The Policy is available in the website of the Company. WebLink - https://tkhealthcare.com/investorlist/policies/				
5	Number of Directors / KMPs / Employees / Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:					
		2023-24	2022-23			
	Directors	NIL	NIL			
	KMPs					
	Employees					
Workers						
6	Details of complaints with regard to conflict of interest:					
		2023-24		2022-23		
		Number	Remarks	Number	Remarks	
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL		
Number of complaints received in relation to issues of Conflict of Interest of the KMPs						
7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.	NIL. No such cases of corruption and conflicts of interest.				



Business Responsibility & Sustainability Report (Contd.)

8	Number of days of accounts payables ((Accounts payable *365) / Cost of goods / services procured) in the following format:		
		2023-24 (In days)	2022-23 (In days)
	Number of days of accounts payables	72	79

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		2023-24	2022-23
	Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	NA	NA
		b.	Number of trading houses where purchases are made from	NA	NA
		c.	Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
	Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	90.63%	90.73%
		b.	Number of dealers / distributors to whom sales are made	5,656	7,453
		c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	8.03%	7.78%
	Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	0.02	0.06
		b.	Sales (Sales to related parties / Total Sales)	NIL	NIL
		c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
		d.	Investments (Investments in related parties / Total Investments made)	94.94%	96.64%

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
All Suppliers are covered through the Company's Code of Conduct, Anti-bribery Policy and Environment, Health and Safety, etc. and on the various policies and statutory obligations. Awareness is created during regular interactions and meetings.			
2	Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes / No). If Yes, provide details of the same.		Yes. The Company has a Code of Conduct for Board Members and Senior Management Personnel, Vigil Mechanism / Whistle Blower Policy establishing Mechanism and Grievance Redressal Policy for redressal of all kind of grievances.

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	Previous Financial Year	Details of Improvements in environmental and social impacts
	R&D	NIL		
Capex				

2	a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes. The Company's supplier selection, assessment and evaluation process includes elements of sustainability. This includes initial supplier survey and periodic audits. The Company follows sustainable procurement practices and endeavours to source materials locally to the maximum extent possible, to reduce emissions and control costs.
	b.	If yes, what percentage of inputs were sourced sustainably?	Almost 80%

Business Responsibility & Sustainability Report (Contd.)

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	Generally, as Brand Owner & Importer, the Company ensures end of life disposal of the plastic packaging waste only through methodologies specified in Rule 5(1)(b) of the Plastic Waste Management Rules, 2016, as amended. Scrap generated from plants is collected separately, accounted and stored in the designated area, shredded and disposed off to re-cyclers / authorized vendors. Recycle Logo mentioned on all the packs wherever applicable; Plastic Item Reference Numbers and Hazardous symbol mentioned on the containers / packs wherever required. Hazardous waste disposed through PCB authorised vendors.
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4	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	Yes. EPR is applicable and the Waste Collection Plan is in line with EPR.
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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.
Life cycle perspectives are kept in mind in product development, manufacture and distribution, though no separate LCA has been conducted.					

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
Safe operating procedures have been laid down for workers in all manufacturing operations. Safe handling, storage and disposal instructions are given for all products as applicable. All plants comply with applicable environmental laws and environmental impacts are mitigated through various operational controls and treatment methods.			

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
	2023-24		2022-23
Recycling occurs only in Foods Division	5.56%		5.06%

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:					
	2023-24			2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	617.83	-	-	658.17	-
E-waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-



Business Responsibility & Sustainability Report (Contd.)

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	

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:											
		% of Employees covered by											
		Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities		
Category			Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent Employees													
Male		1021	848	83.06	1021	100.00	0	0.00	760	74.44	123	12.05	
Female		63	57	90.48	63	100.00	50	79.37	0	0.00	8	12.70	
Total		1084	905	83.49	1084	100.00	50	4.61	760	70.11	131	12.08	
Other than Permanent Employees													
Male		80	5	6.25	80	100.00	0	0.00	5	6.25	60	75.00	
Female		36	2	5.56	36	100.00	0	0.00	0	0.00	32	88.89	
Total		116	7	6.03	116	100.00	0	0.00	5	4.31	92	79.31	
1	b.	Details of measures for the well-being of workers:											
		% of Workers covered by											
		Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities		
Category			Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent Workers													
Male		232	35	15.09	232	100.00	0	0.00	231	99.57	213	91.81	
Female		0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Total		232	35	15.09	232	100.00	0	0.00	231	99.57	213	91.81	
Other than Permanent Workers													
Male		1086	913	84.07	612	56.35	0	0	870	80.11	83	7.64	
Female		721	16	2.22	5	0.69	588	81.55	0	0	284	39.39	
Total		1807	929	51.41	617	34.14	588	32.54	870	48.15	367	20.31	
1	c.	Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format											
												2023-24	2022-23
		Cost incurred on well being measures as a % of total revenue of the Company										0.77%	0.67%

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2	Details of retirement benefits, for Current FY and Previous Financial Year						
	Benefits	2023-24			2022-23		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
	PF	100.00	100.00	Y	100.00	100.00	Y
	Gratuity	100.00	74.01	Y	100.00	76.35	Y
ESI	21.92	98.23	Y	18.00	96.00	Y	
Others – Superannuation	22.25	0.00	Y	21.00	1.00	Y	
3	Accessibility of workplaces						
	Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.			Yes, it is accessible to all employees and workers. The Company has provided facilities such as Wheelchairs, Lift and means of access such as Pathways, Ramps, Signages and Pedestrian Crossings.			
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.			Though there is no separate policy, the Company is an equal opportunity employer encouraging diversity in the workplace.			
5	Return to work and Retention rates of permanent employees and workers that look parental leave.						
		Permanent Employees			Permanent Workers		
	Gender	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate		
	Male	0	0	0	0		
	Female	1	100	0	0		
Total	1	100	0	0			
6	Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.						
		Yes / No (If Yes, then give details of the mechanism in brief)					
	Permanent Workers	Yes. Internal grievance redressal mechanisms are in place as per Policy.					
	Other than Permanent Workers						
	Permanent Employees						
Other than Permanent Employees							
7	Membership of employees and worker in association(s) or Unions recognized by the listed entity:						
	Category	2023-24			2022-23		
		Total employees / workers in respective category (A)	No. of employees / wrokes in respective category, who are part of association(s) or union (B)	% B/A	Total employees / workers in respective category (C)	No. of employees / wrokes in respective category, who are part of association(s) or union (D)	% D/C
	Total Permanent Employees	1,084	–	–	1,060	–	–
	- Male	1,021	–	–	998	–	–
	- Female	63	–	–	62	–	–
	Total Permanent Workers	232	232	100.00	234	234	100.00
	- Male	232	232	100.00	234	234	100.00
- Female	–	–	–	–	–	–	



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8	Details of training given to employees and workers:									
Category	2023-24					2022-23				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (A)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	1,101	1,101	100.00	307	27.88	1,089	52	4.78	29	2.66
Female	99	99	100.00	28	28.28	92	15	16.30	6	6.52
Total	1,200	1,200	100.00	335	27.92	1,181	67	5.67	35	2.96
Workers										
Male	1,318	1,318	100.00	761	57.74	1,567	954	60.88	1,053	67.20
Female	721	721	100.00	146	20.25	674	648	96.14	198	29.38
Total	2,039	2,039	100.00	907	44.48	2,241	1,602	71.49	1,251	55.82

9	Details of performance and career development reviews of employees and worker:					
Category	2023-24			2022-23		
	Total (A)	No.(B)	%(B/A)	Total (A)	No.(B)	%(B/A)
Employees						
Male	1,101	810	73.57	1,089	780	71.63
Female	99	55	55.56	92	52	56.52
Total	1,200	865	72.08	1,181	832	70.45
Workers						
Male	1,318	232	17.60	1,567	234	14.93
Female	721	-	-	674	-	-
Total	2,039	232	11.38	2,241	234	10.44

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, the Company has implemented Occupational Health and Safety management system at all locations. Maintaining, fostering and improving the safety and well-being of employees is embedded in the Company-wide risk management and control process.
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 OH&S Management System includes risk identification, risk assessment, risk mitigation and controls, training of employees, internal and external audits, management reviews, corrective and preventive actions.
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes. The process is available at all the locations.
d.	Do the employees / workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes. Available in all units to all category of employees.

11	Details of safety related incidents, in the following format:	The OH&S Management System has enabled businesses to mitigate OH&S related risks and ensure providing safe and healthy workplace.		
Safety Incident / Number	Category	2023-24	2022-23	
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-	
	Workers	2.37	-	
Total recordable work-related injuries	Employees	-	-	
	Workers	-	-	
No. of fatalities	Employees	-	-	
	Workers	-	-	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-	
	Workers	-	-	

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12	Describe the measures taken by the entity to ensure a safe and healthy work place.		Compliance with statutory requirements, safety systems, engineering controls, observing safety week, safety training and promoting safety culture.				
13	Number of complaints on the following made by employees and workers:						
	Category	2023-24			2022-23		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
	Working Conditions	0	0	None	0	0	None
Health and Safety	0	0	None	0	0	None	
14	Assessment for the year:						
	Category			% of your plants and offices that were assessed (by entity or statutory authorities or third parties)			
	Working Conditions			100%			
Health and Safety			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		Unsafe conditions and unsafe acts as observed during routine internal plant inspections, external safety audits, internal reporting and reviews are immediately addressed through corrective and preventive actions, additional safety training and tool box talks.				
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. ESI and Group Personal Accident Policy (Staff GPA & Life Policy)			
			Workers	Yes - Employee Compensation (EC Policy)			
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.		The Company monitors the compliance of its manpower supply organizations.				
3	Provide the number of employees / workers having suffered high consequences work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:						
		Total No. of affected employees / workers		No. of Employees / Workers			
		2023-24	2022-23	2023-24	2022-23		
	Employees	0	0	0	0		
Workers	0	0	0	0			
4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)		Yes, the Company motivates the employees on their learning and growth curve and supports them in all possible means.				
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	All the vendors who carry out work in the factory premises of the Company are educated on the various policies of the Company and statutory obligation during the vendor induction process and while signing Work Order Agreement.				
Working Conditions	100						



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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.	No significant risk / concern was reported on health, safety and / or working conditions in value chain partners.
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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.	Stakeholder groups are identified based on the nature of their engagement with the entity. The process is qualitative and is conducted in consultation with operating departments and senior management and the Board.
---	--	--

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 (e-Mail, 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
Employees	No. The Company is an equal opportunity employer encouraging diversity in the workplace.	1. e-Mails – Monthly updates, Newsletters 2. Notice Boards in factories 3. Company intranet and website 4. Regular updates on internal socialmedia group. 5. Townhalls and virtual meetings.	1. Employee satisfaction survey periodically 2. Business specific monthly / quarterly meetings 3. Annual meeting	1. Provide information about Company's business growth plans and business performance 2. Top-down communication about important changes, policies, wellbeing initiatives. 3. Platform for gathering informal feedback. 4. Workplace diversity is encouraged through various diversity, equity and inclusion initiatives.
Shareholders	No	e-Mails, newspaper, notice board, website, stock exchanges, RTA.	Quarterly and need based	Shareholder related communication
Customers / Service partners	No	e-Mails, website, webinars.	As and when required.	Information on business offerings, value propositions.
NGOs & Communities	Yes	Meetings, quarterly and annual reports	Quarterly periodic review meetings based on the characteristics of each CSR projects	Develop the CSR projects along with the communities according to their needs.
Suppliers	No The Company encourages suppliers from all sections. However, final engagement depends upon the quality and timely delivery.	e-Mails, conference calls, virtual meetings	Need basis for any centrally driven topic	Understand new market trends and educate the suppliers.



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Leadership Indicators	
1	<p>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.</p> <p>The Company has formulated several Committees of which Board Members are a part to address several aspects of Corporate governance and management. These are as follows:</p> <ol style="list-style-type: none"> Audit Committee: The committee is entrusted with the Business, Economic and Environmental responsibilities of the organization. The Audit Committee supervises the Company's financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements. Nomination and Remuneration Committee: The committee recommends suitable persons for the post of Directors, Key Managerial Personnel and their remuneration. The Board of Directors considers their recommendation and seek the approval of the shareholders for the appointment of Directors. This committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at committee meetings. Stakeholders Relationship Committee: This committee oversees the timely and appropriate resolution of investor complaints. Members of this committee also formulate policies to service this stakeholder group. Risk Management Committee: The committee is responsible for reviewing and evaluating all business risks identified by the Company's management, including those pertaining to the environment. Members of this committee oversee the formulation of the Company's Risk Management Policy and also provide strategic direction to minimize potential risks. They also oversee the establishment, implementation and monitoring of the organization's risk management system. CSR Committee: The Committee is entrusted with the social responsibility obligations of the Company. This committee is responsible for developing and modifying the organization's CSR policy, as well as for identifying the CSR programs and related expenditure for the company to undertake. The Committee monitors the CSR projects including the financials and updates the Board on the organization's CSR activities. <p>Besides the above, the Board is also briefed regularly on various aspects of sustainability and ESG by the Wholetime Director and CFO as part of their presentations to the Board.</p>
2	<p>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.</p> <p>Yes. The stakeholder consultation is used to support the identification and management of environmental and social topics of importance.</p>
3	<p>Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.</p> <p>The Company directly or through its manufacturing units promotes awareness, education and takes required steps for uplifting of under privileged in the society.</p>



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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		2023-24				2022-23					
		Total (A)	No. of employees / workers covered (B)		% (B/A)	Total (C)	No. of employees / workers covered (D)		% (D/C)		
Employees											
Permanent		1,084	45		4.15	1,060	37		3.49		
Other than permanent		116	-		-	121	-		-		
Total Employees		1,200	45		3.75	1,181	37		3.13		
Workers											
Permanent		232	200		86.21	234	200		85.47		
Other than permanent		1,807	-		-	2,007	-		-		
Total Workers		2,039	200		9.81	2,241	200		8.92		
2	Details of minimum wages paid to employees and workers, in the following format:										
Category		2023-24				2022-23					
		Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage			
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees											
Permanent:											
Male		1,021	-	-	1,021	100.00	998	-	-	998	100.00
Female		63	-	-	63	100.00	62	-	-	62	100.00
Total		1,084	-	-	1,084	100.00	1,060	-	-	1,060	100.00
Other than Permanent:											
Male		80	-	-	80	100.00	91	-	-	91	100.00
Female		36	-	-	36	100.00	30	-	-	30	100.00
Total		116	-	-	116	100.00	121	-	-	121	100.00
Workers											
Permanent:											
Male		232	-	-	232	100	234	-	-	234	100.00
Female		-	-	-	-	-	-	-	-	-	-
Total		232	-	-	232	100	234	-	-	234	100.00
Other than Permanent:											
Male		1,086	-	-	1,086	100	1,333	639	47.94	694	52.06
Female		721	-	-	721	100	674	218	32.34	456	67.66
Total		1,807	-	-	1,807	100	2,007	857	42.70	1,150	57.30

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3	Details of remuneration / salary / wages:						
	a	Median remuneration / wages:					
			Male		Female		
			Number	Median Remuneration / Salary / Wages of respective category (in Rs.)	Number	Median Remuneration / Salary / Wages of respective category	
		Board of Directors (BoDs)					
		- Non-Executive Directors	7	11,90,000.00	1	11,10,000.00	
		- Executive Directors	2	3,71,47,469.00	-	-	
		Key Managerial Personnel (KMPs)	3	2,79,26,036.00	-	-	
		Employees other than BoD and KMPs	1101	5,04,252.00	99	4,20,084.00	
	Workers	232	3,83,252.38	-	-		
b	Gross wages paid to females as % of total wages paid by the entity, in the following format:						
		2023-24		2022-23			
	Gross wages and salaries paid to females as % of total wages and salaries.	5.76%		5.37%			
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 At the Factories - the Factory Managers For the Company, as a whole - Head HR				
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.		Any grievance related to human rights issues would be addressed through whistle blower mechanism. Also, the Company has Internal Complaints Committee under POSH Policy to redress the grievances, if any.				
6	Number of complaints on the following made by employees and workers:						
		2023-24			2022-23		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
	Sexual Harassment	NIL			NIL		
	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:						
	2023-24		2022-23				
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.		Internal Complaints Committee constituted under POSH Policy is a mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.				



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9	Do human rights requirements form part of your business agreements and contracts? (Yes / No)	Statutory and regulatory requirement clauses stipulate human values, child labour, equal remuneration and social security.	
10	Assessments for the year:	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
	Child Labour	100	
	Forced / Involuntary Labour	100	
	Sexual Harassment	100	
	Discrimination at workplace	100	
	Wages	100	
	Others – Please specify	None	
11	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	None	
Leadership Indicators			
1	Details of business process being modified / introduced as a result of addressing human rights grievances / complaints.	The Company has not received any complaint on the human rights issues.	
2	Details of the scope and coverage of any Human rights due-diligence conducted.	Through Awareness and Robust legal and regulatory requirements compliances at all levels through our Internal Audit system on periodical basis.	
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 - As per legal requirements	
4	Details on assessment of value chain partners:	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
	Sexual Harassment	100%	
	Discrimination at workplace		
	Child Labour		
	Forced / Involuntary Labour		
	Wages		
Others – Please specify			
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	Not Applicable	
PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment			
Essential Indicators			
1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
	Parameter	2023-24 (in Gigajoule)	2022-23 (in Gigajoule)
	From Renewable Sources		
	Total Electricity Consumption (A)	15,587.14	16,329.60
	Total Fuel Consumption (B)	73,682.15	72,737.17
	Energy consumption through other sources (C)	-	-
	Total Energy Consumption from Renewable Sources (A+B+C)	89,269.29	89,066.77
	From Non - Renewable Sources		

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Total Electricity Consumption (D)	54,580.39	46,007.69	
Total Fuel Consumption (E)	5,512.57	5,774.68	
Energy consumption through other sources (F)	–	–	
Total Energy Consumption from Non - Renewable Sources (D+E+F)	60,092.96	51,782.37	
Total energy consumed (A+B+C+D+E+F)	1,49,362.25	1,40,849.14	
Energy intensity per rupee of turnover in crores (Total energy consumption / Revenue from Operations)	198.41	194.25	
Energy intensity per rupee of turnover in crores adjusted for Purchasing Power Parity (PPP) (in GJ / Rs. Cr.) (Total energy consumed / Revenue from operations adjusted for PPP)*	4,539.62	4,444.33	
Energy intensity in terms of physical output	Since the Company has heterogenous product mix, unable to apply common denominator.		
Energy intensity (optional) – the relevant metric may be selected by the entity	–	–	
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.	No		
* The Revenue from Operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.			
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	
3	Provide details of the following disclosures related to water, in the following format:		
	Parameter	2023-24	2022-23
	Water withdrawal by source (in kilolitres)		
	(i) Surface Water	0	0
	(ii) Groundwater	22,982	16,638
	(iii) Third party water	42,087	26,477
	(iv) Seawater / Desalinated water	0	0
	(v) Others	0	0
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	65,069	43,115
	Total volume of water consumption (in Kilolitres)	63,505	41,841
	Water intensity per rupee of turnover in crores (Water consumed / Revenue from operations)	84	58
	Water intensity per rupee of turnover in crores adjusted for Purchasing Power Parity (PPP) (in GJ / Rs. Cr.) (Total water consumption / Revenue from operations adjusted for PPP)*	1,930	1,320
	Water intensity in terms of physical output	Since the Company has heterogenous product mix, unable to apply common denominator.	
	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	
	* The Revenue from Operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.		



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4	Provide the following details related to water discharged:			
	Parameter		2023-24	2022-23
	Water discharge by destination and level of treatment (in kilolitres)			
	(i)	To Surface water		
		No Treatment	0	0
		With treatment – please specify level of treatment	0	0
	(ii)	To Ground Water	0	0
		No Treatment*	1,951	899
		With treatment – please specify level of treatment	32,782	15,930
	(iii)	To Seawater		
		No Treatment	0	0
		With treatment – please specify level of treatment	0	0
	(iv)	Sent to Third Parties		
		No Treatment*	2,096	1,892
		With treatment – please specify level of treatment	0	0
(v)	Others			
	No Treatment	0	0	
	With treatment – please specify level of treatment	0	0	
	Total water discharged (in kilolitres)	36,829	18,721	
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	
* The discharged water is taken to the common treatment plant in the Industrial Estates.				
5	Has the entity implemented a mechanism for Zero Liquid Discharge?			No
6	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	Parameter	Please specify unit	2023-24	2022-23
	NOx	Kg/year	596.11	338.94
	Sox	Kg/year	27.62	29.53
	Particulate Matter (PM)	Kg/year	41.40	34.51
	Persistent Organic Pollutants (POP)	Kg/year	-	-
	Volatile Organic Compounds (VOC)	Kg/year	-	-
	Hazardous Air Pollutants (HAP)	Kg/year	390.19	319.42
	Others – Please specify	Kg/year	-	-
	Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.		Third-party laboratory testing are conducted for all air emissions parameters at the plant locations according to a specific schedule to ensure compliance with permissible limits. These test complement the internal monitoring systems.	
7	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
	Parameter	Unit	2023-24	2022-23
	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	7,900.81	7,809.19
	Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	16,919.20	14,391.58

Business Responsibility & Sustainability Report (Contd.)

Total Scope 1 and Scope 2 emission intensity per rupee of turnover in crores (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		32.97	30.62
Total Scope 1 and Scope 2 emission intensity per rupee of turnover in crores adjusted for Purchasing Power Parity (PPP) (in GJ / Rs. Cr.) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*		754.35	700.59
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Since the Company has heterogenous product mix, unable to apply common denominator.	
Total Scope 1 and Scope 2 emission 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		
* The Revenue from Operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.			
8 Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details:	Several Energy reduction and RE projects are on the anvil.		
9 Provide details related to waste management by the entity, in the following format:			
Parameter	2023-24	2022-23	
Total Waste generated (in metric tonnes)			
Plastic Waste (A)	771.70	795.16	
E-waste (B)	1.40	0.54	
Bio-medical Waste (C)	0.07	0.14	
Construction and Demolition Waste (D)	7.28	0.70	
Battery Waste (E)	0.68	0.00	
Radioactive Waste (F)	0.00	0.00	
Other Hazardous waste. Please specify, if any. (G) - PDD - Chemical Sludge, Used Oil, Oil soaked waste: PDD- 3.793 MT out of 4.77 MT FOODS- LAB FRY OIL (Spent Oil)	6.71	2.83	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Foods- (Carton box, RM bags, wet waste, sweeping waste, MS scrap, ALB2 scrap, Al scrap, SS scrap) AWD- Paper, Metal Scrap)	1,119.22	889.15	
Total (A + B + C + D + E + F + G + H)	1,907.06	1,688.52	
Waste intensity per rupee of turnover in crores (Water consumed / Revenue from operations)	2.53	2.33	
Waste intensity per rupee of turnover in crores adjusted for Purchasing Power Parity (PPP) (in GJ / Rs. Cr.) (Total water consumption / Revenue from operations adjusted for PPP)*	57.96	53.28	
Waste intensity in terms of physical output	Since the Company has heterogenous product mix, unable to apply common denominator.		
Waste intensity (optional) – the relevant metric may be selected by the entity	–	–	
* The Revenue from Operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.			



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For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste		2023-24	2022-23
(i)	Recycled	1,906.96	1,687.58
(ii)	Re-used	0.00	0.00
(iii)	Other recovery operations	0.00	0.00
Total		1,906.96	1,687.58
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste		2023-24	2022-23
(i)	Incineration	0.10	0.24
(ii)	Landfilling	0.00	0.70
(iii)	Other disposal operations	0.00	0.00
Total		0.10	0.94
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.			No

10	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	The Company recycles plastic wastes through authorized recyclers. Further, all plant locations have Sewage Treatment Plant (STP) or Waste Water Treatment Plant. There are no hazardous and toxic chemicals or additives being used in the products. Applicable permissible limits are strictly followed. Hazardous waste and a part of wastewater are disposed off through authorised collection vendors.
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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. None of our operations are in ecologically sensitive areas.			

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
No					

13	Is the entity compliant with the applicable environmental law / regulations / guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act and 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 the regulatory agencies such as Pollution Control Boards or by Courts	Corrective action taken, if any
Yes, the Company complies with the applicable environmental laws / regulations / guidelines and there is a robust mechanism to monitor and report its compliances. There is no non-compliance.				



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Leadership Indicators			
1	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):	Not Applicable None of the Manufacturing locations is in the water stressed locations and hence this section is not applicable.	
	For each facility / plant located in areas of water stress, provide the following information:	Not Applicable	
(i)	Name of the area		
(ii)	Nature of operations		
(iii)	Water withdrawal, consumption and discharge in the following format:		
	Parameter	2023-24	2022-23
	Water withdrawal by source (in kilolitres)		
(i)	Surface Water		
(ii)	Groundwater		
(iii)	Third Party Water		
(iv)	Seawater / Desalinated water		
(v)	Others		
	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)		
(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		
(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)		
	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



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2	Please provide details of total Scope 3 emissions & its intensity, in the following format:		Scope 3 emissions are indirect GHG emissions that occur outside the organization, including both upstream and downstream emissions. Scope 3 emissions are yet to be measured.	
	Parameter	Unit	2023-24	2022-23
	Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
	Total Scope 3 emissions per rupee of turnover		-	-
	Total Scope 3 emission 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				
3	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	
4	If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:			
	S. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	The Company is working on several resource efficiency, waste reduction and energy conservation products			
5	Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.	<p>Yes. All the Company's Manufacturing units are having emergency preparedness plans to handle any disaster. The plans are designed to contain the incident, minimize casualties and prevent further injuries, mitigation measures, quick and streamlined relief and rescue operation, speed up restoration of normalcy and ensure each member of the emergency operation including response team and employees are aware of their role in emergency. It is also critical to ensure that the Plants can manage these risks well.</p> <p>This is achieved by- (i) developing a comprehensive emergency plan to handle various identified and potential emergencies; (ii) implementing the plan and training the people; (iii) improving response through regular conduct of mock drills; and (iv) monitoring implementation by inspecting and auditing controls to ensure that the system is working as planned.</p>		
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?	Value chain partners have not been assessed for environmental Impacts. This process will be initiated in the coming years.		
7	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	Not Applicable		

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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.			10	
	b.	List of 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 / Nationals)		
		1	The Confederation of Indian Industry (CII)	National & State		
		2	Indo German Chamber of Commerce (IGCC)			
		3	India-ASEAN-Sri Lanka Chamber of Commerce & Industry			
		4	Indian Drug Manufacturers Association (IDMA)			
		5	Delhi Chambers of Commerce			
		6	Association of Indian Medical Device Industry (AIMED)			
		7	Ambattur Industrial Estate Manufacturers' Association (AIEMA)			
		8	Kerala Small Scale Industries Association (KSSIA)			
		9	KINFRA Entrepreneurs Association			
		10	The Advertising Standards Council of India (ASCI)			
2	Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.					
		Name of Authority	Brief of the case	Corrective action taken		
		NIL				
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
	NA					



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2	Provide information on Project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:					
	S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (RAFs)	% of PAFs covered by R&R
NA						
3	Describe the mechanisms to receive and redress grievances of the community			All the Units have designated teams to interact with the community at large and address any grievances by planning projects towards the needs of the community. The teams have a good rapport with all stakeholders such as the community, district administration and local leaders / influencers and work towards finding the optimal and satisfactory solution.		
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
					2023-24	2022-23
	Directly sourced from MSMEs / Small Producers				26	23
Directly from within India				94	96	
5	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost					
	Location				2023-24	2022-23
	Rural				0.10	–
	Sebi - urban				12.58	11.35
	Urban				31.39	31.09
	Metropolitan				55.93	57.56
(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	
	No (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 INR)		
NIL						
3	a.	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes / No)			No such preferential procurement policy exists as of now and is being contemplated.	
	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 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	
	None					



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5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.		
	Name of Authority	Brief of the case	Corrective action taken
		NA	

6	Details of beneficiaries of CSR Projects:		
S. No.	CSR Project	No. of Persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	For providing educational / medical assistances to the deserving people	3724	100%
2	For financial support for providing medical assistance to these children to the children born with cleft lip and palate, maxillofacial and craniofacial disorders.	14	
3	For providing financial assistance to the underprivileged children for education, nutrition, personality development and to carry out infrastructural development in schools in and around Hosakote rural areas.	200	
4	For providing medical treatment to the poor and downtrodden needy patients, at a very nominal fee and also providing dialysis treatment under subsidized rate	100	
5	For providing education, breakfast, lunch and tea for 275 tribal and rural Underprivileged children in the village of Anaikatty, Coimbatore.	240	

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 engages periodically with its customers and ascertains their level of satisfaction and the feedback and suggestions are utilised to improve the business offerings, operations / services.

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		2023-24			2022-23		
		Received during the year	Pending resolution at end of the year	Remarks	Received during the year	Pending resolution at end of the year	Remarks
	Data privacy	NIL	NIL		NIL	NIL	
	Advertising	NIL	NIL		NIL	NIL	
	Cyber-security	NIL	NIL		NIL	NIL	
	Delivery of essential services	NIL	NIL		NIL	NIL	
	Restrictive Trade Practices	NIL	NIL		NIL	NIL	
	Unfair Trade Practices	NIL	NIL		NIL	NIL	
	Other	213	0		247	0	



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4	Details of instances of product recalls on account of safety issues:	
		Number
	Voluntary recalls	Reasons for recall
	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.	The Company has an IT security policy and support systems, addressing the risks related to cyber security and data privacy. Presently the policy is available on the intranet for the employees.
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.	As part of the Company's Cyber Security Policy, vulnerability assessments are regularly carried out and preventive actions are initiated, where necessary.
7	Provide the following information relating to data breaches:	
	a	Number of instances of data breaches
	b	Percentage of data breaches involving personally identifiable information of customers
	c	Impact, if any, of the data breaches
Leadership Indicators		
1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Details can be obtained by sending a mail to customer service. www.ttkhealthcare.com
2	Steps taken to inform and educate consumers about safe and responsible usage of products and / or services.	Information regarding usage of product and end use applications are given in the respective Product catalogues, IFUs, Website of the Company, etc.
3	Mechanisms in place to inform consumers of any risk or disruption / discontinuation of essential services.	The products and services offered by the Company do not constitute in the category of essential services and hence this disclosure is not applicable.
4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable). If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	The required information are given on all the products of the Company as required by the applicable laws. For some products, information over and above the mandated requirement is also provided. Obtaining customer feedback is a continuous process as the distributors are in constant touch with the customers to ensure that this is communicated transparently across the value chain.

Notes:

(i) The previous period's / year's figures have been regrouped and reclassified, wherever necessary to conform to the current period's / year's presentations.

(ii) NA means Not Applicable

Place : Chennai
Date : May 24, 2024

For and on behalf of the Board
T T RAGHUNATHAN
Executive Chairman