



VARUN BEVERAGES LIMITED



Corporate Off : Plot No.31, Institutional Area, Sec.-44, Gurgaon, Haryana-122002 (India)
Ph.: +91-124-4643100-500 • Fax: +91-124-4643303/04 E-mail : info@rjcorp.in • Visit us at : www.varunpepsi.com
CIN No. : L74899DL1995PLC069839

March 1, 2023

To

National Stock Exchange of India Ltd. Exchange Plaza, Block G,C/1, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051 Email: cmlist@nse.co.in Symbol: VBL	BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001 Email: corp.relations@bseindia.com Security Code: 540180
---	--

Sub: Notice of 28th Annual General Meeting and Annual Report of the Company for the Financial Year ended December 31, 2022

Dear Sir / Madam,

In continuation to our letter dated February 6, 2023, as required under Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the following:

1. Notice of the 28th Annual General Meeting of the Company scheduled to be held on Monday, March 27, 2023 at 11:00 A.M. (IST) through Video Conferencing / Other Audio Visual Means facility; and
2. Annual Report of the Company for the Financial Year ended December 31, 2022.

Further, please note that the Company is following 1st January to 31st December as its financial year in terms of Section 2(41) of the Companies Act, 2013 as approved by the Company Law Board.

You are requested to take the above on record.

Yours faithfully,
For Varun Beverages Limited

Ravi Batra
Chief Risk Officer & Group Company Secretary



Encl.: As above

Business Responsibility and Sustainability Report

Section A: General Disclosures

Sl. No.	Particulars	Details
I. Details of the Listed Entity		
1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1995PLC069839
2.	Name of the Listed Entity	Varun Beverages Limited
3.	Year of incorporation	1995
4.	Registered office address	F- 2/7, Okhla Industrial Area, Phase- I, New Delhi - 110020
5.	Corporate address	Plot No. 31, Sector 44, Institutional Area, Gurugram - 122002, Haryana
6.	E-mail	complianceofficer@rjcorp.in
7.	Telephone	+91-124-4643100
8.	Website	www.varunpepsi.com
9.	Financial year for which reporting is being done	FY 2022*
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	₹ 6,495.50 Million
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. Ravi Batra, Chief Risk Officer & Group Company Secretary Tel: +91-124-4643100 Email ID: ravi.batra@rjcorp.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

*Company is following January 1 to December 31 as its Financial Year.

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	Manufacturing of Beverages (NIC Code - 1104)	Manufacturing of Carbonated, Non-carbonated beverages and packaged drinking water	95.66

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	Carbonated, Non-carbonated beverages and packaged drinking water	1104	95.66

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated: As on 31 December 2022

Location	Number of plants	Number of offices	Total
National	31 plants for manufacturing of beverages and 3 plants for backward integration	1 Registered office, 1 Corporate office and 25 sales offices	61
International	servicing through its subsidiaries	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	27 States and 7 Union Territories
International (No. of Countries) (servicing through its subsidiaries)	5

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

1% of total turnover (₹ 1,111.80 Million)

c. A brief on types of customers

End consumers are individuals serviced through Distributors, Retailers, Modern Trade, Hotels, Restaurants, etc.

IV. Employees

18. Details as at the end of Financial Year: As on 31 December 2022

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	5,744	5,533	96	211	4
2	Other than Permanent (E)	5,508	5,405	98	103	2
3	Total Employees (D+E)	11,252	10,938	97	314	3
WORKERS						
4	Permanent (F)	2,892	2,859	99	33	1
5	Other than Permanent (G)	8,820	8,092	92	728	8
6	Total Workers (F +G)	11,712	10,951	94	761	6

b. Differently abled Employees and Workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	2	100	0	0
2	Other than Permanent (E)	9	9	100	0	0
3	Total Differently Abled Employees (D+E)	11	11	100	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	-	0	-
5	Other than Permanent (G)	67	66	99	1	1
6	Total Differently abled Workers (F +G)	67	66	99	1	1

19. Participation/Inclusion/Representation of women - As on 31 December 2022

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	9	2	22
Key Management Personnel	3*	0	0

*includes one Board Member

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022			FY 2021			FY 2020		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Permanent Employees	14%	20%	18%	12%	16%	22%	19%	21%	27%
Permanent Workers		5%	3%		5%	3%		15%	20%

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures - As on 31 December 2022

S. No.	Name of the holding / subsidiary / associate / Companies / Joint Ventures (A)	Indicate whether holding / Subsidiary / Joint Venture/ Associate	% of shares held by listed entity	Does the entity indicated at column A, participate in the Bussiness Responsibility initiatives of the listed entity ? (Yes/No)
1	Varun Beverages (Nepal) Private Limited	Subsidiary	100.00	No
2	Varun Beverages Lanka (Private) Limited	Subsidiary	100.00	No
3	Ole Springs Bottlers (Private) Limited (step-down subsidiary)	Subsidiary	100.00	No
4	Varun Beverages Morocco SA	Subsidiary	100.00	No
5	Varun Beverages (Zambia) Limited	Subsidiary	90.00	No
6	Varun Beverages (Zimbabwe) (Private) Limited	Subsidiary	85.00	No
7	Lunarmech Technologies Private Limited	Subsidiary	55.04	No
8	Varun Beverages RDC SAS	Subsidiary	99.90	No
9	Varun Beverages International DMCC	Subsidiary	100.00	No
10	IDVB Recycling Operations Private Limited	Joint Venture	50.00	No
11	Clean Max Tav Private Limited	Associate	26.00	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) **Yes**

(ii) Turnover (Revenue from Operations): ₹ 105,958.25 Million as on 31 December, 2022

(iii) Net worth (Net worth = Equity Share Capital + Other Equity): ₹ 551,704.01 Million as on 31 December, 2022

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 (Current Financial Year)			FY 2021 (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	No	0	0	-	0	0	-
Investors (other than shareholders)	No	0	0	-	0	0	-
Shareholders	Yes, Company is following strong Grievance Redressal Mechanism and has separate committee of Directors i.e. Stakeholders' Relationship Committee	47	0	-	94	0	-
Employees and workers	Yes https://varunpepsi.com/wp-content/uploads/2022/05/POSH-Policy.pdf https://varunpepsi.com/wp-content/uploads/2022/05/VIGIL-MECHANISM-POLICY.pdf	0	0	-	1	0	-
Customers	No. However, no. of Complaints received through PepsiCo Customer Care is provided	1,109	10	-	1,611	21	-
Value Chain Partners	Yes https://varunpepsi.com/wp-content/uploads/2022/11/Anti-Bribery-Policy-Clear-1.pdf	0	0	-	0	0	-
Others (please specify)	Yes https://varunpepsi.com/wp-content/uploads/2022/05/VIGIL-MECHANISM-POLICY.pdf	0	0	-	1	0	-

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

Please refer Sustainability Report - Chapter “Materiality Assessment” (page-32) and “Managing and Responding to Risks and Opportunities” (page-90).

Section B: Management and Process Disclosures

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

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Policy and management processes											
1.	a. Whether 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	Yes, https://varunpepsi.com/policies/									
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, Anti Bribery Policy covers value chain partners									
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 14001	OHSAS 18001	-	-	ISO 14001 OHSAS 18001	Company is a member of Federation of Indian Chambers of Commerce and Industry, PHD Chamber of Commerce and Industry, PET packaging Association for Clean Environment, The Associated Chambers of Commerce and Industry of India and Action Alliance for Recycling Beverage Cartons.		-	-
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	Yes- Refer Sustainability Report (Page 29)									
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes- Refer Sustainability Report (Page 29)									
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)	Refer Executive Vice Chairman’s Message section (Page 24) in Sustainability Report									

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	ESG Committee comprising of Executive Vice-Chairman, 2 Whole-time Directors and an Independent Director								
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, Environmental, Social and Governance Committee								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequency (Annually/ Half Yearly/ Quarterly/ Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	All the policies of the Company are approved by the Board and reviewed periodically or on a need basis. The Company complies with the regulations, extant and principles as are applicable																	

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.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
No	No	Yes*	No	No	Yes#	No	No	No

*DSS (DuPont Safety Solutions) has been engaged for providing safety solutions in respect of plants

DQS (Deutsch Quality Systems India Private Limited) has conducted carbon emission and water stewardship audit.

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

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

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 categorised 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 2022:

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	4	Key Developments, Sustainability Initiatives, Regulatory updates, Review of Policy & procedures	100
Key Managerial Personnel	4	Key Developments, Sustainability Initiatives, Regulatory updates, Review of Policy & procedures	100
Employees other than BoD and KMPs	4	Key policies including POSH, Code of Conduct, Insider Trading Regulations, Whistle Blower & FCPA (conducted train the trainer program at 4 locations- Gurugram, Lucknow, Mumbai & Kolkata)	100
Workers	30+	Health & Safety, Skills upgradation and others	100

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 Disclosures Requirements) Regulations, 2015 and as disclosed on the entity’s website):

Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (₹ INR)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Settlement	1	Adjudicating Officer- Securities and Exchange Board of India	5,590,000	Pursuant to the Settlement Application filed by Mr. Ravi Jaipuria under the provisions of SEBI (Settlement Proceedings) Regulations, 2018, SEBI vide Order dated June 21, 2022 disposed off the Adjudication Proceedings against him upon payment of ₹ 55,90,000 without admission of guilt / default.	No

Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (₹ INR)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Penalty	1	Adjudicating Officer- Securities and Exchange Board of India	300,000	The Adjudicating Officer of SEBI in exercise of the powers conferred under Section 15-1 of the SEBI Act read with Rule 5 of the Adjudication Rules, imposed a penalty of ₹ 3,00,000/- (Rupees Three Lacs Only) on Mr. Rajinder Jeet Singh Bagga for violation of provisions of regulation 7(2)(a) of SEBI PIT Regulations, 2015.	No
Compounding fee	-	-	-	N.A.	-
Non-Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred ? (Yes/No)
Imprisonment	-	N.A.	N.A.		N.A.
Punishment	-	N.A.	N.A.		N.A.

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 regulatory/ enforcement agencies/ judicial institutions
N.A.	N.A.

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

Varun Beverages Limited and its subsidiaries, affiliates, associates and group companies (collectively referred to as “VBL”), their directors, officers, employees (including part-time and contractors) and suppliers (“Officials”), while acting on behalf of VBL strictly comply with this Anti-Bribery Policy. Officials are prohibited from giving or receiving Bribes to any Government Officials or any other person or entity, including any person or entity in the private or commercial sector, if the payment is intended to induce the recipient to misuse his or her position and thereby give an unfair advantage to VBL. Detailed Policy is available at:

<https://varunpepsi.com/wp-content/uploads/2022/11/Anti-Bribery-Policy-Clear-1.pdf>

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

	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022 (Current Financial Year)		FY 2021 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of compliants received in relation to issues of Conflict of interest of Directors	Nil	N.A.	Nil	N.A.
Number of compliants received in relation to issues of Conflict of interest of KMPs	Nil	N.A.	Nil	N.A.

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

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.**

	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	₹ 51.50 Million (0.4% of the total capex)	-	We strive to make use of renewable energy for our energy requirements and aim to expand our renewable energy portfolio further.

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

Yes. the Company is procuring raw materials and packaging materials from the suppliers who are doing their respective businesses sustainably. Refer page 62 of Sustainability Report for some of the initiatives taken by our suppliers.

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

Given our business operations, it is difficult to estimate the percentage of inputs sourced sustainably.

However, all the suppliers follow our Supplier Code of Conduct wherein they abide by all provisions relating to the impact on quality and food safety, sustainability, waste, and work environment which includes labor practices and human rights aspects.

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.

VBL has engaged GEM Enviro Management Private Limited for phased implementation of 100% recycling of used PET bottles. Headquartered in Delhi, GEM Enviro is a Central Pollution Control Board (CPCB) recognised Producer Responsible Organisation (PRO) specialising in collection and recycling of packaging waste and promotion of recycled green products. It makes T-shirts and bags made from recycling of waste material, such as used PET bottles.

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, Refer response to point 3 above.

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 Assessment Process

VBL is working continuously on screening our end-to-end production processes to deliver positive impact on environment. In alignment to this, we adopted Life Cycle Assessment (LCA) and undertook an internal study to assess the environmental impacts and embed the principles of sustainability into various stages of product i.e, procurement of raw material, manufacturing of products, transportation of raw materials and supply of finished goods. In order to continuously reduce the Company environmental footprint, the Company is improving efficiencies, especially on critical resources such as water, fuel and energy, optimizing the resource consumption and minimizing wastages including plastic waste management, increasing green cover in manufacturing plants and also developing outside establishments.

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
No risks have been identified		

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 (Current Financial Year)	FY 2021 (Previous Financial Year)
No such input material used	Nil	Nil

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 (Current Financial Year)			FY 2021 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including Packaging)	-	118,392	-	-	65,768	-
E-waste	Quantity not recorded but safely disposed through authorised vendors					
Hazardous waste	-	-	1,152	-	-	795
Other waste	Quantity not recorded but safely disposed through authorised vendors					

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: FY 2022

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	5,533	5,533	100	5,533	100	0	0	0	0	0	0
Female	211	211	100	211	100	211	100	0	0	29	14
Total	5,744	5,744	100	5,744	100	211	4	0	0	29	1
Other than Permanent employees											
Male	5,405	5,405	100	5,405	100	0	0	0	0	0	0
Female	103	103	100	103	100	103	100	0	0	1	1
Total	5,508	5,508	100	5,508	100	103	2	0	0	1	0

b. Details of measures for the well-being of workers: FY 2022

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	2,859	2,859	100	2,859	100	0	0	0	0	0	0
Female	33	33	100	33	100	33	100	0	0	0	0
Total	2,892	2,892	100	2,892	100	33	1	0	0	0	0
Other than Permanent workers											
Male	8,092	8,092	100	8,092	100	0	0	0	0	0	0
Female	728	728	100	728	100	728	100	0	0	0	0
Total	8,820	8,820	100	8,820	100	728	8	0	0	0	0

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

Benefits	FY 2022 (Current Financial Year)			FY 2021 (Previous Financial Year)			Remarks
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	
PF	100	100	Y	100	100	Y	PF AS PER EPF & MISC PROVISION ACT
Gratuity	100	100	Y	100	100	Y	GRATUITY AS PER PAYMENT OF GRATUITY ACT
ESI	100	100	Y	100	100	Y	ESI AS PER EMPLOYEE STATE INSURANCE ACT
Others - please specify	-	-	N. A.	-	-	N. A.	-

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

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.

No

5. Return to work and Retention rates of permanent employees and workers that took parental leave - FY 2022

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A.	N.A.	N.A.	N.A.
Female	100%	100%	N.A.	N.A.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has multiple mechanisms to redress grievances as per below links as available on the website of the Company.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Grievance Redressal Mechanism <https://varunpepsi.com/wp-content/uploads/2022/05/VIGIL-MECHANISM-POLICY.pdf>
<https://varunpepsi.com/wp-content/uploads/2022/05/POSH-Policy.pdf>

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

Category	FY 2022 (Current Financial Year)			FY 2021 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
- Male	5,533	0	0	4,951	0	0
- Female	211	0	0	166	0	0
Total Permanent Workers						
- Male	2,859	1,717	60	2,814	1,762	63
- Female	33	16	48	34	16	47

8. Details of training given to employees and workers:

Category	FY 2022 (Current Financial Year)					FY 2021 (Previous Financial Year)					Remarks
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation		
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E /D)	Number (F)	% (F / D)	
Employees											
Male	5533	1744	32%	3091	56%	4951	1602	32%	2055	42%	-
Female	211	78	37%	130	62%	166	88	53%	118	71%	-
Total	5744	1822	32%	3221	56%	5117	1690	33%	2173	42%	-
Workers											
Male	2859	2204	77%	1996	70%	2814	2303	82%	1889	67%	-
Female	33	21	64%	14	42%	34	9	26%	7	21%	-
Total	2892	2225	77%	2010	70%	2848	2312	81%	1896	67%	-

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

Category	FY 2022 (Current Financial Year)			FY 2021 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/ A)	Total (C)	No. (D)	% (D/ C)
Employees						
Male	5,533	5,533	100	4,951	4,951	100
Female	211	211	100	166	166	100
Total	5,744	5,744	100	5,117	5,117	100
Workers						
Male	2,859	2,859	100	2,814	2,814	100
Female	33	33	100	34	34	100
Total	2,892	2,892	100	2,848	2,848	100

Remarks - We have an annual appraisal process, where performance is assessed through ratings system. At the Sales unit level - performance is monitored month on month through target achievement and at Plant level performance is monitored through KPI's.

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, each plant has primary health centres and restrooms have been established. Periodic inspections are conducted by certified surgeons and auditing organisation to confirm that our occupational health and safety systems meet international standards. Since we fall under Food & Beverage category, we are subjected to all industry related audits and surveys to ensure that we are 100% compliant.

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

Yes (Identified by concerned Governmental offices)

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

Yes, all workers can reach out to management to address their concerns regarding working conditions, human rights, etc.

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

Yes, medical advise is available for workers and employees at the plant level.

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

Safety Incident/Number	Category	FY 2022 (Current Financial Year)	FY 2021 (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	1	0
	Workers	2	1
No. of fatalities	Employees	0	0
	Workers	2	2
High consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	1

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

1. Conducting Safety awareness program frequently
2. Specialised training program for operations/Technicians
3. Safety audit by Internal/Government officials
4. Formation of safety committee
5. Periodic check of equipment

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

	FY 2022 (Current Financial Year)			FY 2021 (Previous Financial Year)		
	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	-	1	0	Closed
Health & Safety	0	0	-	1	0	Closed

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	100

Remarks - As and when visited by respective Govt. officers.

We have engaged DuPont Safety Solutions, an independent agency, for implementing best practices of health and safety across all of our plants in a phased manner.

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

There were no significant risk or concern arising from assessments of health & safety practices and working conditions, however we have undertaken following preventive measures:

- i. Formation of Safety Committee to formulate best health & safety practices and working conditions
- ii. Safety audit by Internal/ Government officials
- iii. Specialised training program for Operations/ Technicians
- iv. Conducting frequent Safety Awareness programs
- v. Periodic check of equipment

Leadership Indicators

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

(A) Yes (B) Yes

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

No separate measures undertaken for PF and ESI.

Whenever there is any change in law, we always reach out to our supply chain partners through electronic mode (Circular/Email) for ensuring that they are compliant in terms of tax laws. Regarding GST Tax Payment, we do cross verify the tax charges in invoice with Form GSTR-2A and if there is any deviation, we reach to our business partner for rectifying the same. Similarly, in case of TDS deduction/TCS Collection, we do cross verify the same with Form 26AS and if there is any deviation, we reach to our business partner for rectifying the same.

3. 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	90+
Working Conditions	90+

The above table is related with material supplier. All the manpower deployed to the factory/Office by various manpower supply companies are governed by the respective labour laws of that company/Plant.

4. 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.

All the manpower deployed to the factory/Office by various manpower supply companies are governed by the respective labour laws of that company/Plant.

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.

Refer "Sustaining a Continuous Dialogue with our Stakeholders" section (Page 30) in Sustainability Report

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

Refer "Sustaining a Continuous Dialogue with our Stakeholders" section (Page 30) in Sustainability Report

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022 (Current Financial Year)			FY 2021 (Previous Financial Year)		
	Total (A)	No. of Employees / Workers Covered (B)	% (B/ A)	Total (C)	No. of Employees / Workers Covered (D)	% (D/ C)
Employees						
Permanent	5744	2,183	38%	5117	1,842	36%
Other than Permanent	5508	2,644	48%	4611	2,536	55%
Total Employees	11252	4,827	43%	9728	4,378	45%
Workers						
Permanent	2892	1,475	51%	2848	1,595	56%
Other than Permanent	8820	3,969	45%	6775	2,575	38%
Total Workers	11712	5,444	46%	9623	4,169	43%

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

Category	FY 2022 (Current Financial Year)					FY 2021 (Previous Financial Year)				
	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	5,533	0	0	5,533	100	4,790	0	0	4,790	100
Female	211	0	0	211	100	171	0	0	171	100
Other than Permanent										
Male	5,405	0	0	5,405	100	4,026	441	11	3,585	89
Female	103	0	0	103	100	77	8	10	69	90
Workers										
Permanent										
Male	2,859	0	0	2,859	100	2,812	0	0	2,812	100
Female	33	0	0	33	100	35	0	0	35	100
Other than Permanent										
Male	8,092	0	0	8,092	100	4,316	4,104	95	212	5
Female	728	0	0	728	100	381	372	98	9	2

3. Details of remuneration/salary/wages per annum, in the following format: FY 2022

(₹ in Million)

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BOD)	3	54.69	-	-
Key Managerial Personnel	2	11.45	-	-
Employees other than BOD and KMP	4,606	0.46	190	0.56
Workers	3,781	0.31	54	0.24

Note: Since Independent Directors received no remuneration, except sitting fee for attending Board/ Committee meetings, the required details are not applicable. Further, for the purpose of calculation of median remuneration of BOD, profit related commission paid to Mr. Ravi Jaipuria and remuneration paid to Mr. Kapil Agarwal has not been considered.

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)

All employees can reach out to management to address their concerns & we also have grievance redressal mechanism.

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

We have an internal grievance redressal mechanism through which grievance get redressed. However, if the grievance is not settled by the internal committee then concerned person is free to approach the Government forum.

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

	FY 2022 (Current Financial Year)			FY 2021 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	1	0	Closed
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

All employees can reach out to management to address their concerns & in addition to Mechanism under POSH policy & Grievance Redressal Mechanism.

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

As per Labour laws

9. Assessments for the year:

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

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

We are strictly following the labour laws in which all above 6 points are covered and so far we have not been prosecuted for any deviations. All employees can reach out to the management to address any significant risks / concerns regarding their work environment.

Leadership Indicators

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

We have had no such concerns in the past. However, all employees can reach out to the management to address any significant risks /concerns regarding their work environment.

2. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Nil
Discrimination at workplace	Nil
Child labour	Nil
Forced/involuntary labour	Nil
Wages	Nil
Others - please specify	N.A.

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

There has been no such cases

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

Essential Indicators

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

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Total electricity consumption (A) Grid + Wind/Solar	303,770,200	211,178,384
Total fuel consumption (B) DG	13,652,865	10,905,128
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	317,423,065	222,083,513
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.003	0.003
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.

Yes, DQS (Deutsch Quality Systems India Private Limited)

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

Not Applicable

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

(in million liters)

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Water withdrawal by source		
(i) Surface water	1,928	1,490
(ii) Groundwater	4,393	3,366
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (i + ii + iii + iv + v)	6,321	4,856
Total volume of water consumption	3,728	2,566
Water intensity per rupee of turnover (Water consumed / turnover)	0.035	0.039
Water intensity (optional) - the relevant metric may be selected by the entity	1.70	1.89

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

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

No, the entity has not implemented a mechanism for Zero Liquid Discharge, however the Company has adopted various improvement process for better water management as below:

- Implemented 150+ process improvements
- Connected all filters (ACF / PSF) for water recovery
- Optimized drainage timing at ACF / PSF
- Bottle washer recovery in glass lines
- Reuse ETP water in utilities
- Improved RO efficiency wherever RO recovery is less than designed recovery
- Sensors / Foot operated taps for hand wash at plants

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

Parameter	Please specify units	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
NOx		N.A.	
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic Compounds (VOC)			
Hazardous air Pollutants (HAP)			
Others - please specify			

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

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

Parameter	Units	FY 2022 (Current Financial Year)	FY 2021 (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	51,945	32,654
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	224,446	178,439
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per Rupee	2.61	3.20
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	grams of CO ₂ e/liter	74.13	81.80

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

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

Yes, the Company has taken several environmental initiatives which showcases commitment to sustainable practices as below:

- i. Procurement of Energy efficient machines
- ii. Increase in Rooftop Solar Power Generation
- iii. Energy efficient Visi coolers
- iv. Conduction of Plantation Drive
- v. Use of Electric Vehicles for last mile delivery

Also, Refer "Carbon Footprint" section (Page 56) in Sustainability Report

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

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	147,521	95,824
E-waste (B)	Quantity not recorded but safely disposed through authorised vendors	
Bio-medical waste (C)	-	-
Construction and demolition Waste (D)	Quantity not recorded but safely disposed through authorised vendors	
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) - Sludge	1,152	795
Non Hazardous waste. Please specify, if any. (H) (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	148,673	96,619
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	118,392	65,768
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	118,392	65,768
% Recycled against total generated	80%	70%
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	-	-
Category of waste	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations - Safely disposed through authorized vendors	1,152	795
Total	1,152	795

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

Yes, GEM Enviro Management Private Limited for Plastic Recycle Management

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.

We do segregation of all type of waste at source and store wastes in designated areas only. Wastages are closely monitored on daily, weekly and monthly basis and are directly linked with plant KPIs. Approximately more than 90-98% waste (broken glass, plastic bottles, cartons, metal waste, etc.) goes for recycling. Unit has effective ETP operation combined with aeration and anaerobic system wherein effective operational controls ensures very limited quantity of ETP sludge generation as a hazardous waste. ETP sludge is safely collected in Hazardous waste storage area and finally disposal is done to pollution control board approved TSDF facility for landfill. Unit is not using any 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
Bihar	-	-	Yes, Groundwater Impact Assessment (GIA) study was conducted	No	-

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:

Yes

Leadership Indicators

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

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (in kWh)	20,962,123	18,314,016
Total fuel consumption (B) (biomass briquette KG)	74,120,237	61,246,682
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	NA*	NA*
From non-renewable sources		
Total electricity consumption (D) (in kWh)	282,808,077	192,864,368
Total fuel consumption (E) (HSD Diesel in Liters)	5,531,857	3,704,334
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable (D+E+F)	NA*	NA*
(Note: *Different units of measurement, cannot be added)		

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

2. Provide the following details related to water discharged:

(in million liters)

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Water discharge by destination and level of treatment		
(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- To ETP (treated) and reused in plants	2,593	2,290
Total water discharged	2,593	2,290

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

3. Water withdrawal, consumption and discharge in areas of water stress (in million liters):

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

- (i) Name of the area: All Plants in India
- (ii) Nature of operations: Manufacturing of Beverages
- (iii) Water withdrawal, consumption and discharge in the following format:

(in million liters)

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Water withdrawal by source		-
(i) Surface water	-	143
(ii) Groundwater	1,866	1,294
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal	1,866	1,437
Total volume of water consumption	1,198	806

(in million liters)

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Water intensity per rupee of turnover (Water consumed / turnover)	0.01	0.01
Water intensity (Optional) - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment		
(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 -To ETP (treated) and reused in plants	668	631
Total water discharged	668	631

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

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

Parameter	Unit	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	580,419	621,245
Total Scope 3 emissions per rupee of turnover		5.48	9.42
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	Grams of CO2e/liter	155.67	240.73

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

Yes, DQS (Deutsch Quality Systems India Private Limited)

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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Plastic Waste Management	Engaged Gem Enviro Management Pvt. Ltd. for phased implementation (upto 100%) recycling of used Plastic Wastes from end users.	Recycling of plastic waste
2	Water Conservation	Engaged DQS which verifies water mass balance and we also undertook several other initiatives towards water conservation and water recharge.	Reduction in wastage of water
3	Reduced grammage of Plastic Closures and Preforms (used for PET-Bottles) over the years	Packaging innovations introduced by PIH in India through Global R&D and best practices.	Reduction in plastic usage
4	Use of fuels like biomass for steam generation, usage of Solar Energy	Company is proactive in adopting new technologies that use cleaner fuels of energy. Commissioned a solar power at its manufacturing plant at Nuh and Greater Noida and redesigned the power generation units at many locations.	Reduction in Green House Gases
5	Installation of Effluent Treatment Plant	Plants have installed online monitoring Systems in Effluent Treatment Plant as well as Boiler emissions for all time compliance which is being monitored by CPCB on real time basis.	Effluents are treated and discharged under prescribed limits thereby remain well within the prescribed norms and consent conditions.

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

Yes; Company does have Disaster/Emergency preparedness and response plan for business continuity. This includes all possible emergencies like Fire, Ammonia or CO2 leakage, any major safety accidents, Chemical leakage, Natural Calamity (flood, cyclone, earthquake) or pandemic situation like Covid 19. To ensure Company readiness plants are also exercising mock drill on six monthly frequency. In past Company has also successfully demonstrated to respond any emergency situation. Such one example is to ensure business continuity during Covid times by implementing effective control mechanism to avoid Covid 19 spread. Company has successfully operated production during pandemic time by adapting all the established measures.

8. 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.

In order to continuously reduce the Company's environment footprint, the Company is improving efficiencies, especially on critical resources such as Water, fuel and energy, optimizing the resource consumption and minimising wastages, increasing green cover in manufacturing plants and also developing outside establishments. Company also reduced weight of Closures and Preforms over the years to contribute towards environment sustainability. Company also implemented water consumption optimisation measures and water recovery and reuse of the water across all plants.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

90%+ of Raw material suppliers, 90%+ of Capex suppliers and 90%+ of Distributors are covered for assessment.

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.

5

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	Federation of Indian Chambers of Commerce and Industry	National
2	PHD Chamber of Commerce and Industry	National
3	PET packaging Association for Clean Environment	National
4	The Associated Chambers of Commerce and Industry of India	National
5	Action Alliance for Recycling Beverage Cartons	National

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

Not Applicable

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
Not Applicable					

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 (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs n the FY (₹ INR)
Not Applicable						

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

There is regular engagement with representatives from key neighbourhood across India. Stakeholders suggestions can also be emailed to the Compliance Officer at complianceofficer@rjcorp.in

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

	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	5.70%	8.66%
Sourced directly from within the district and neighbouring districts	N.A.	N.A.

5. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Community Health Care under Aaru Clinics	997	100 % of the Projects serve the beneficiaries who are from the under privileged, marginalised, vulnerable and backward community of the society.
2	Education to under privileged children under the programme- Shiksha Kendra	2498	
3	Skills development training under the programme-Pravah	645	
4	Animal Welfare	Cannot be ascertained	
5	Maintenance of Public Green Spaces	Cannot be ascertained	
6	Water Management Initiatives	Cannot be ascertained	

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

VBL Consumer response programme is developed to promptly resolve consumer concerns & grievances, which ensures that consumer/ customer is responded with courtesy and in timely manner. The Mechanism helps the organization to remain consumer centric, establish top down approach to build trust and strengthen transparency while addressing their queries and concerns:

The Complaints are lodged by consumer (via Toll Free no. available on label & crown), arranged and sorted by the PepsiCo Consumer Response System (CRS) representative who then, forwards the same to VBL after logging in on Wilke portal. VBL Plant team & Consumer Care / Complaint Management System (CCMS) coordinator review auto generated email containing relevant details of the Complaint which are then investigated by VBL Plant team, Regional Quality Coordinator (RQC) & CCMS coordinator and the complaint is attended by Customer Relationship Executive (CRE) to address the concern simultaneously. After detailed analysis of each reported complaints by all the plants root cause analysis is carried out and Corrective and Preventive Actions are taken by plant team.

Plants then, initiate an improvement plan to mitigate reoccurrence of concern and to pacify & satisfy the consumer.

Feedback:

Feedback is sent to PepsiCo CRS team by CCMS coordinator and Pepsi International (PI) Team connects & respond to consumer, subsequently on SOS basis.

The Complaints in VBL are tracked and reviewed monthly on the basis of it's nature, flavour, category and plant.

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

We understand that we provide these information on the labels of our products like 'crush bottle after use', recyclable package mark, throw in dustbin mark, safe and responsible use instructions on energy drink (Sting), etc.

	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 (Current Financial Year)		Remarks	FY 2021 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	NIL	N.A.	-	NIL	N.A.	-
Advertising	NIL	N.A.	-	NIL	N.A.	-
Cyber-security	NIL	N.A.	-	NIL	N.A.	-
Delivery of Essential Services	NIL	N.A.	-	NIL	N.A.	-
Restrictive Trade Practices	NIL	N.A.	-	NIL	N.A.	-
Unfair Trade Practices	NIL	N.A.	-	NIL	N.A.	-
Other - No. of complaints received through PepsiCo Customer Care	1,109	10	-	1,564	18	-

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

	Number	Reasons for Recall
Voluntary recalls	N.A.	N.A.
Forced recalls	N.A.	N.A.

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, <https://varunpepsi.com/wp-content/uploads/2021/12/VBL-Privacy-Policy-converted.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.

NIL

Leadership Indicators

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

<http://www.pepsicoindia.co.in/brands/brand-explorer#product-information-beverages>

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

[https://www.pepsico.com/docs/default-source/sustainability-and-esg-topics/pepsico-policy-on-responsible-advertising-and-marketing-to-children.pdf?sfvrsn=f7901072_3#:~:text=Additionally%2C%20PepsiCo%20will%20not%20advertise,pledge%20programs%20\(Pledge%20Programs\).](https://www.pepsico.com/docs/default-source/sustainability-and-esg-topics/pepsico-policy-on-responsible-advertising-and-marketing-to-children.pdf?sfvrsn=f7901072_3#:~:text=Additionally%2C%20PepsiCo%20will%20not%20advertise,pledge%20programs%20(Pledge%20Programs).)