

AVT NATURAL PRODUCTS LTD

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2022 - 23

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity:	L15142TN1986PLC012780
2.	Name of the Listed Entity :	AVT Natural Products Ltd
3.	Year of incorporation :	1986
4.	Registered office address :	No.60, Rukmani Lakshmi pathy Salai, Egmore, Chennai 600 008
5.	Corporate address :	No.60, Rukmani Lakshmi pathy Salai, Egmore, Chennai 600 008
6.	E-mail :	avtnpl@avtnatural.com
7.	Telephone :	044 28584147
8.	Website :	www.avtnatural.com
9.	Financial year for which reporting is being done :	2022-23
10.	Name of the Stock Exchange(s) where shares are listed :	NSE & BSE
11.	Paid-up Capital :	₹ 15,22,84,000
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. B Krishna Kumar . avtnpl@avtnatural.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

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 Natural extracts and plant based speciality ingredients	Manufacturing	98.11%

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	Marigold based Nutraceutical extracts and feed additives	21009	43.71%
2	Spice Extracts	10795	25.74%
3	Instant & decaffeinated Tea	10791	25.62%
4	Botanical based feed additives	10809	3.04%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	5	8
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	13
International (No. of Countries)	35

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

89.01%

c. A brief on types of customers.

AVT manufactures plant extracts and natural ingredient solutions for various leading corporations in food, beverage, animal nutrition and nutraceuticals across the world.

IV. Employees

18. Details as at the end of Financial Year: 31.03.2023

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)	173	164	95%	9	5%
2.	Other than Permanent (E)	9	9	100%	0	0
3.	Total employees (D + E)	182	173	95%	9	5%
WORKERS						
4.	Permanent (F)	121	121	100%	0	0
5.	Other than Permanent (G)	483	463	95%	20	5%
6.	Total workers (F + G)	604	584	96%	20	4%

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)	0	0		0	0
2.	Other than Permanent (E)	0	0		0	0
3.	Total differently abled employees (D + E)	0	0		0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0		0	0
5.	Other than permanent (G)	0	0		0	0
6.	Total differently abled workers (F + G)	0	0		0	0

19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel	3	0	0

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.20%	0.58%	5.78%	2.94%	0.58%	3.52%	1.12%	0.60%	1.72%
Permanent Workers	0.83%	0	0.83%	0	0	0	2.56%	0	2.56%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	AVT Natural SA DE CV	Subsidiary	100	No
2	AVT Natural Europe Ltd	Subsidiary	100	No
3	AVT Natural FZCO	Subsidiary	100	No

VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes / No) YES
(ii) Turnover (in ₹) : 584.57 Crores
(iii) Net worth (in ₹) : 440.03 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	YES https://www.avtnatural.com/wp-content/uploads/2021/07/corporate-social-responsibility-policy.pdf	0	0		1	0	
Investors (other than shareholders)	NA	0	0		0	0	
Shareholders	YES As per SEBI Listing Regulations	0	0		0	0	
Employees and workers	YES	0	0		0	0	
Customers	YES Escalation mechanisms are defined in individual client contracts and addressed as per AVT Quality Policy.	0	0		0	0	
Value Chain Partners	YES https://www.avtnatural.com/wp-content/uploads/2022/03/whistle-blower-policy.pdf	0	0		0	0	
Other (please specify)	NA	0	0		0	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.

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)
NIL					

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	www. avtnatural.com/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	Code of Conduct, SMETA 4 Pillar Audited	ISO 9001: 2015 ISO 14001: 2015 ISO 45001 :2018	SMETA 4 Pillar Audited	ISO 9001: 2015	SMETA 4 Pillar Audited	RFA, Fair Trade, SMETA 4 Pillar Audited, ISO 14001: 2015	ISO 9001: 2015	RFA	FSSAI, RFA
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N	N	N	N	N	N	N	N	N
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)									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
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, Stakeholders' Relationship Committee (SRC)								

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	C	C	C	B	C	B	C	D	C	Q	Y	H	Y	Y	Y	Y	Q	Y
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Statutory Compliance Certificate on applicable laws is provided by the CEO to the Board of Directors.									Quarterly								
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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

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)									
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 covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Business ethics and compliance module	Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness	100
Key Managerial Personnel	Business ethics and compliance module	Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness	100
Employees other than BoDs and KMPs	Business ethics and compliance module	Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness	80

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	NIL				
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	NIL				
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.

Not Applicable

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

YES. Anti Bribery policy is set out to define responsibilities in observing and upholding the Company's position on bribery and corruption.

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

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

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

Not Applicable

Leadership Indicators

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

NIL

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, Code of Conduct Policy.

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	55.47%	67.64%	Synthetic Product Replacement
Capex	11.23%	13.17%	Energy Efficient and Reduce Pollution

2. a. Does the entity have procedures in place for sustainable sourcing? YES
b. If yes, what percentage of inputs were sourced sustainably? 75-80%
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.
Non degradable and degradable materials are disposed as per the Waste disposal procedure in the stores department AFSM0706-ie supplied to authorized recycle vendors.
Hazardous waste, e-waste etc is disposed engaging Kerala Enviro infrastructure limited, Kochi. and used oil is disposed with PCB approved agency.

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 it is applicable. Yes, the waste collection plan is in line with plan submitted to PCB.

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?

Not Applicable.

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.

Not Applicable.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Spent	3871 MT	2223 MT

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous	Nil	Nil	Nil	Nil	Nil	Nil
waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

NIL

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

Essential Indicators											
1. a. Details of measures for the well-being of employees:											
Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	164	164	100%	164	100%			NA		NA	
Female	9	9	100%	9	100%	9	100%	NA		NA	
Total	173	173	100%	173	100%	9	100%	NA		NA	
Other than Permanent Employees											
Male	9	9	100%	9	100%			NA		NA	
Female	0	0									
Total	9	9	100%	9	100%						
b. Details of measures for the well-being of workers											
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	121	121	100%	121	100%	NA		NA		NA	
Female	0	0				NA		NA		NA	
Total	121	121	100%	121	100%						
Other than Permanent Employees											
Male	463	463	100%	463	100%	NA		NA		NA	
Female	20	20	100%	20	100%	20	100%	NA		NA	
Total	483	483	100%	483	100%						

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	60.17%	60.17%	Y	59.89%	59.89%	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. NO

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

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

No Such Instances during the reporting period.

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	Whistle Blower Policy Suggestion Box
Other than Permanent workers	Grievance Committee Joint Forum Committees
Permanent Employees	Review, Monthly & Quarterly meetings
Other than Permanent Employees	Joint Forum Committees

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	173	–	–	170	–	–
- Male	164	–	–	162	–	–
- Female	9	–	–	8	–	–
Total Permanent Workers	121	–	–	119	–	–
- Male	121	121	100%	119	100%	
- Female	0	–	–	0	–	–

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Year				
	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	173	173	100%	162	94%	162	162	100%	152	94%
Female	9	9	100%	9	100%	8	8	100%	8	100%
Total	182	182	100%	171	94%	170	170	100%	160	94%
WORKERS										
Male	584	584	100%	584	100%	588	588	100%	588	100%
Female	20	20	100%	20	100%	20	20	100%	20	100%
Total	604	604	100%	604	100%	608	608	100%	608	100%

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Year		
	Total (A)	Number (B)	% (B / A)	Total (C)	Number (D)	% (D / C)
EMPLOYEES						
Male	173	173	100%	171	171	100%
Female	9	9	100%	8	8	100%
Total	182	182	100%	179	179	100%
WORKERS						
Male	131	131	100%	129	129	100%
Female	0	0	NA	0	0	
Total	131	131	100%	129	129	100%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).
If yes, the coverage such system?
AVT NPL is certified for Occupational Health and safety management system, ISO-45001-2018, which covers all processing and non- processing areas including new projects.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Hazard identification and assessment of risks and opportunities are identified for all routine and non-routine activities, infrastructure, equipment, materials substances, and physical condition of the workplace. Production, construction, maintenance, disposal, human factors are also addressed.
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
Workers can report any type of unsafe acts, unsafe conditions, near miss, safety suggestions etc directly to the safety department or through the supervisors. Rewards are instituted for reporting any type of untoward incident.
- d. Do the employees / worker of the entity have access to non-occupational medical and healthcare services?
Yes

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

Safety Incident / Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The safety management system in this organization mainly focusses on

- a) Occupational Health and safety policy,
- b) Compliance to legal and other requirements,
- c) Process safety Management- Operational control procedures to address physical, chemical, biological, mechanical, psychosocial hazards.
- d) Emergency Planning and response
- e) Safety training (Need identification and assessment) to all workers
- f) Plant safety inspections,
- g) Safety committee meetings,
- h) Incident reporting and investigations
- i) Employee / contract worker consultation and participation
- j) Permit to work system.
- k) Management of change
- l) Safety compliance audits
- m) Pre-start up safety review.
- n) Safety manual, handbooks etc
- o) Safety promotional activities
- p) Safety Promotional activities- Communication and motivation
- q) Corporate social responsibility.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	NA	NA	NIL	NA	NA
Health & Safety	NIL	NA	NA	NIL	NA	NA

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

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.

NIL

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Permanent) YES (B) Workers YES.
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
AVT monitors and tracks the compliance of value chain partners locally and centrally. Every month administration teams at each center update the applicable, verified compliance documents in the company's compliance tracking system for central monitoring. AVT ensures that monthly statutory dues are remitted to respective authorities.
3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment: NIL

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	NIL			
Workers				

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? YES, as and when required.
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	30 - 40%
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.
On the assessed value chain partners , we have not identified any significant risks / concerns arising from assessments of health and safety practices and working conditions .

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators				
<p>1. Describe the processes for identifying key stakeholder groups of the entity.</p> <p>Stakeholder engagement also helps to manage risks and opportunities in business operations. The key stakeholders identified in consultation with the company's management are: customers, employees, shareholders, academic institutions, staffing firms, other suppliers, technology partners and collaborators, industry bodies, governments, NGOs, local communities, regulators and society at large.</p> <p>2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.</p>				
Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of Engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	NO	Press releases and email advisories	<ul style="list-style-type: none"> Quarterly: Results Continuous: website Annual: Annual General Meeting; 	Educating the investor Community. Strategy for the long term. Helping investors voice their concerns regarding company policies, reporting, strategy, etc. Understanding shareholder expectations
Employees	NO	Project or operations reviews; video conferences; audio conference calls;	Annual: Employee feedback Survey long-service awards;	<ul style="list-style-type: none"> Career Management and Growth Prospects Learning opportunities Compensation structure Building a safety culture and inculcating safe work practices among employees improving Diversity, Equity and Inclusion
Partners and Collaborators / Farmers	YES	As needed: Meetings / calls / Events Award Nights	Weekly Monthly & Yearly	<ul style="list-style-type: none"> Stronger partnerships Demand Sustainability Credit worthiness Ethical Behavior Fair Business Practices
Governments; NGOs; local communities; media, industry analysts, society at large	NO	As Needed	Annually Website Print media	<ul style="list-style-type: none"> Work in partnership to develop solutions

Leadership Indicators	
1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.	<p>Stakeholder interactions result in the identification of large variety of issues important to the company. The Company then uses discussions with internal and external stakeholders, as well as its own judgment, to prioritize and arrive at a list of material topics with significant economic, environmental, or social impacts on business, reputation, and operations.</p>
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.	<p>YES, Suggestion forum various forums and committees (Safety Committee, Employee wellbeing committee) are</p>
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	<p>The Company has identified farmers from various backward villages in Karnataka and Tamil Nadu and has directly engaged with them for production of Marigold flowers. The Company has engaged with such farmers who has small farm lands. Their association with the Company have provided them with a constant source of income. Further the Company through its CSR activities have undertaken various infrastructure development in such areas under the company's rural development initiative. Any concerns or demands from the Villers are taken up immediately.</p>

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 2022-23 Current Financial Year			FY 2021-22 Previous Year		
	Total (A)	No. of employees workers / covered (B)	% (B / A)	Total (C)	No. of employees workers / covered (D)	% (D / C)
EMPLOYEE						
Permanent	173	173	100%	171	171	100%
Other than permanent	9	9	100%	8	8	
Total Employees	182	182	100%	179	179	100%
WORKERS						
Permanent	121	121		119	119	
Other than permanent	483	483	100%	480	480	100%
Total Workers	604	604	100%	599	599	100%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
EMPLOYEES										
Permanent										
Male	164	-	-	164	100%	163	-	-	163	100%
Female	9	-	-	9	100%	8	-	-	8	100%
Other than Permanent										
Male	9	-	-	9	100%	142	-	-	142	100%
Female	0	-	-	0		20	-	-	20	100%
WORKERS										
Permanent										
Male	121	-	-	121	100%	119	-	-	119	100%
Female	0	-	-	0		0	-	-	0	
Other than Permanent										
Male	463	-	-	463	100%	460	-	-	460	100%
Female	20	-	-	20	100%	20	-	-	20	100%

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	5	NIL	2	NIL
Key Managerial Personnel	3	79,77,508	0	Nil
Employees other than BoD and KMP	293	7,38,999	29	7,38,999
Workers	0	Nil	0	Nil

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

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

The Company has various committees with representation from employees, workers and management. Regular meetings are conducted at fixed intervals to address and seek the concerns of the employees. Various trainings are conducted on regular intervals.

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

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

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

Concerns on discrimination and harassment are dealt with confidentially. AVT does not tolerate any form of retaliation against anyone reporting good faith concerns. Anyone involved in targeting such a person raising such complaints will be subject to disciplinary action.

8. Do human rights requirements form part of your business agreements and contracts?

Yes

9. 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	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

NA

Leadership Indicators	
1.	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. Human rights are protected and upheld in company's core value of Respect for the individual and enshrined in the Company's Code of Conduct Policy. AVT continually gathers feedback and keeps track of developments in the regulatory area to further strengthen existing processes.
2.	Details of the scope and coverage of any Human rights due-diligence conducted. AVT adopts a zero-tolerance approach to issues related to human rights. AVT follows all government regulations and regulatory policies and comply to laws in the countries where the company operates.
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? No

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	All value chain partners are expected to adhere to the Code of Conduct, which does not tolerate any form of harassment, whether sexual, physical, verbal or psychological. 30-40%
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others - please specify	NA

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

NIL

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

Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)	65,863 GJ	60,652 GJ
Total fuel consumption (B)	2,322 GJ	1,982 GJ
Energy consumption through other sources (C)	3,090 GJ	3,163 GJ
Total energy consumption (A+B+C)	71,275 GJ	65,797 GJ
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	0.0032	0.0031
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

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	FY 2022-23 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	80,347	62,667
(ii) Groundwater	1,61,271	1,54,639
(iii) Third party water	3,074	5,211
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,44,692	2,22,517
Total volume of water consumption (in kilolitres)	2,44,692	2,22,517
Water intensity per rupee of turnover (Water consumed / turnover)	0.00004174	0.00004025
Water intensity (optional) - the relevant metric may be selected by the entity		

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

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

YES. AVT Natural optimizes water consumption through conservation, sewage treatment and reuse, and rainwater harvesting. Entire treated water is recycled for non-process water requirement.

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

AVT Natural does not have significant air emissions other than those arising from the operation of boilers. AVT Natural has necessary consent under the Air (Prevention & Control of Pollution) Act (1981), for operation of boilers and ensures compliance to the conditions which includes stack emission parameters like nitrous oxide, non-methane hydrocarbons, carbon monoxide, particulate matter, etc. Emission monitoring is conducted as per the frequency required.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2022-23 (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	67,775	62,353
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	17,871	16,441
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.000011	0.000011
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity			

The Greenhouse gas emission due to activities of the company is negligible.

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

Yes. We have taken initiatives to implement projects to reduce GHG emission and energy conservation on a continuous basis. This year also we have implemented the following projects which reduce GHG emission as well as conserve energy & water.

- Installation of Ultra filter for ETP RO plant to recycle water 2400 KL/Annum
- Installation of Iron removal Filter for Process water RO to reuse water - 2250 KL/Annum
- Cooling and seal water recovery of IT plant Evaporator - To reduce water consumption by 1150 KL / Annum
- Replacement of Gearbox to planetary type to in Solvent extraction plant to conserve energy by 48000 KWh/ Annum
- Reject water recovery of RO plant in Tiptur EOU - To save water - 2050 KL/ Annum
- Energy efficient pump in Chilled water plant - to conserve energy - 28800 KWh/ Annum
- By execution of the above projects GHG emission reduced by 73 MT / Annum.
- In addition to the above, we are continuing with common transport for employees, which also reduces significant amount of GHG emission.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	75	82
E-waste (B)	0.13	0.09
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.2	0.16
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.68	1.06
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	10,036	63,93
Total (A+B + C + D + E + F + G + H)	10,112.01	6,476.31

Parameter	FY 2022-23 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	338	326
(ii) Re-used	7,095.4	2,230.4
(iii) Other recovery operations	0	0
Total	7,433.4	2,556.4
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	2,972.35	4,252.38
Total	2,972.35	4,252.38

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.

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. Treating -

The Company has in all its facilities Effluent Treatment Plants and has consent to operate as per Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and Rules thereunder. Inspections are done by various authorities on regular intervals.

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.
Nil			

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
Nil					

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.

YES

Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	3,090 GJ	3,163 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	3,090 GJ	3,163 GJ
From non-renewable sources		
Total electricity consumption (D)	65,863 GJ	60,652 GJ
Total fuel consumption (E)	2,322 GJ	1,982 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	68,185 GJ	62,634 GJ

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	NIL	NIL
- No treatment	NIL	NIL
- With treatment - please specify level of treatment	NIL	NIL
(ii) To Groundwater	NIL	NIL
- No treatment	NIL	NIL
- With treatment - please specify level of treatment	NIL	NIL
(iii) To Seawater	NIL	NIL
- No treatment	NIL	NIL
- With treatment - please specify level of treatment	NIL	NIL
(iv) Sent to third-parties	NIL	NIL
- No treatment	NIL	NIL
- With treatment - please specify level of treatment	NIL	NIL
(v) Others	NIL	NIL
- No treatment	NIL	NIL
- With treatment - please specify level of treatment	30,408 KL	29,732 KL
Total water discharged (in kilolitres)	30,408	29,732

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.

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

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

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

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

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 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	8,936	8,221
Total Scope 3 emissions per rupee of turnover		0.000001	0.000001
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

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of Ultra filter for ETP RO plant	Installed new Ultra filter before ETP final RO to improve the recovery from 60% to 65%, thereby water recycling is improved	Water savings of 2400 KL per annum
2	Installation of Iron removal Filter for Process water RO	Installed new Iron removal filter before process RO plant to improve the recovery from 65% to 70%, thereby water recycling is improved	Water savings of 2250 KL per annum
3	Cooling and seal water recovery of IT plant Evaporator	Provided circulation and cooling system to recover the water for sealing and cooling for Instant tea evaporator circulation pump and vacuum pump	Water savings of 1150 KL per annum
4	Replacement of Gearbox to planetary type to in Solvent extraction plant	Replaced 4 nos of conventional gearbox with planetary type and savings in energy consumption of stripper and agitated vessels in solvent extraction plant	Energy savings of 48000 Kwh
5	Rainwater harvesting pond in Sathy DH	New rainwater collecting pond of 500cu.m and pipelines provided to recover rainwater from roofs in Sathy DH plant	Water savings of 1500 KL per annum
6	Reject water recovery of RO plant in Tiptur EOU	Installed new RO for reject water recovery of existing RO plants and thus recovering 20% water to process	Water savings of 2050 KL per annum
7	Replacement of RO water with soft water to Cooling towers in Tiptur EOU	Provided new Carbon filter and Softener to supply Soft water to cooling tower make up and thus reduction in RO water in Tiptur EOU	Water savings of 1780 KL per annum
8	Energy efficient pump in Chilled water plant	Installed one no of energy efficient pumps in Chilled water circuit without affecting the flowrate and head	Energy savings of 28800 Kwh

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
The Company has a Business continuity plan and Emergency Preparedness procedure which deals with the preparedness of the entity in business & to supply the products to the customers without interruption in the Interim period at least till the customer can find alternative arrangements even when the company faces unexpected Emergency situation
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. NIL
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. 30-40%.

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. -9
- 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	The Confederation of Indian Industry (CII)	National
2	The Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Federation of Indian Export Organizations(FIEO)	National
4	Export promotion Council of EOU & SEZ	National
5	Shellac Export Promotion Council	National
6	Cochin Chamber of Commerce	State
7	All India Spices Exporters Forum	National
8	National Safety Council	National
9	Kerala State Productivity Council	State

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. 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
1	Policy impacting Exporters.	Meetings with Ministry of Commerce, DGFT, CII and relevant Govt Departments	No	As & when required	NA

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. Not Applicable

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

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	State	District	No. of Project Affected ongoing Families (PAFs)	% of PAFs covered by R & R	Amounts paid to PAFs in the FY (In INR)
There are no Ongoing projects.						

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

Any grievances of the community received to the company through community heads/ local administration are lodged with the plant site in charge. The Issue is then taken up and redressed by the plant site in charge with consultation from head of operations.

	FY 2022-23 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs / small producers	11.13%	5.69%
Sourced directly from within the district and neighboring districts	87.31%	79.45%

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
NIL	

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)
1	Kerala	Ernakulam	58,93,392
2	Tamil Nadu	Erode	9,93,888
3	Karnataka	Belgaum	2,12,000
4	Karnataka	Tumkur	23,55,811
5	West Bengal	Kolkata	5,00,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? YES
 - (b) From which marginalized / vulnerable groups do you procure?
The Company procures its raw materials directly from small farmers with small land areas.
 - (c) What percentage of total procurement (by value) does it constitute?
80%
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:
NIL
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.
NIL
6. Details of beneficiaries of CSR Projects: Forms part of the CSR Report.

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.
Customer complaints are received either verbally or in writing and registered in the Customer Complaint Registration Form. All information pertaining to complaints is documented in the Customer Complaint Registration Form. The completed Customer Complaint Registration Form is sent to respective person. Investigation is initiated in all the complaints and the root cause is identified. Root cause for the Complaint is finalized after analyzing all the available information & Data. Suitable Corrective & Preventive actions are also finalized. A detailed Complaint Investigation report is prepared incorporating these information and the same is sent to Customer for their comments & approval. The Corrective & Preventive actions are incorporated into the system with necessary modifications to close the complaint.
2. Turnover of products and/ services as a percentage of turnover from all products / service that carry information about:

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

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	9	0	Packing & Quality	8	0	Packing & Quality

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

	Number	Reasons for recall
Voluntary recalls	NIL	
Forced recalls	NIL	

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

YES, www.avtnatural.com/investor-relations

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). www.avtnatural.com/investor-relations

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

Every products shipment to customers is accompanied by data sheets having clear directions in terms of safe usage of products.

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

YES. Customer communication protocol in place to intimate customer of the risks if any.

4. Does the entity display product information on the product over and above what is mandated as per local laws? 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?

Not Applicable

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact : NIL

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