

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**

The Securities and Exchange Board of India (SEBI) vide circular SEBI/HO/CFD/CMD-2/P/ CIR/2021/562, has mandated from the Financial Year 2022-2023 filing of Business Responsibility and Sustainability Report (BRSR) for the top 1000 listed companies (by market capitalization) and shall replace the existing Business Responsibility Report.

G.M. Breweries Limited (GMBL) presents its first Business Responsibility and Sustainability Report (BRSR) aligned with the National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business, issued by Ministry of Corporate Affairs (MCA) and in accordance with Regulation 24(2)(f) of the SEBI (LODR) Regulations, 2015, as amended from time to time.

GMBL believes in conducting its business activities in a responsible and sustainable manner by creating value for stakeholders, conserve resources, giving back to the community and maintaining transparency.

GMBL is one of the leading alcoholic beverage companies in the State of Maharashtra, India, with an outstanding portfolio of premium brands. We are a high-performing business sensitive to consumer, community, and societal needs. We are proud of being a responsible producer and marketer of alcoholic beverages. We seek to do this while committing to keep the highest standards of corporate governance, and responsibility to our people, planet, and society.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT**

**SECTION A : GENERAL DISCLOSURES**

**I. Details of the listed entity**

1	Corporate Identity Number (CIN) of the Listed Entity	L15500MH1981PLC025809
2	Name of the Listed Entity	G M BREWERIES LIMITED
3	Year of incorporation	09/12/1981
4	Registered office address	Ganesh Niwas Ground Floor, Veer Savarkar Marg, Prabhadevi, Mumbai- 400025
5	Corporate address	Ganesh Niwas Ground Floor, Veer Savarkar Marg, Prabhadevi, Mumbai- 400025
6	E-mail	gmbreweries.cs@gmail.com
7	Telephone	022-24331150
8	Website	www.gmbreweries.com
9	Financial year for which reporting is being done:	
	Current Financial Year	01-04-2022 to 31-03-2023
	Previous Financial Year	01-04-2021 to 31-03-2022
	Prior to Previous Financial Year	01-04-2020 to 31-03-2021
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital (in Rs)	18,27,75,380
12	Name and contact details (telephone, emailaddress) of the person who may be contacted incase of any queries on the BRSR report	Ms. ShilpaRathi , Contact : (022) 24331150, Email: gmbreweries.cs@gmail.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 basis

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### 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	Alcoholic Beverages (Country Liquor)	100%

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	Country Liquor	11012	100

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	1	2
International	0	0	0

17. Markets served by the entity:

A. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	0

B. What is the contribution of exports as a percentage of the total turnover of the entity? - 0.00%

C. A brief on types of customers - Lower and Middle Income Group

### IV. Employees

18. Details as at the end of Financial Year:

A. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	%(H/A)

#### EMPLOYEES

1.	Permanent (D)	18	16	88.89%	2	11.11%	0	0
2.	Other than Permanent (E)	0	0	0.00%	0	0	0	0
3.	Total employees (D + E)	18	16	88.89%	2	11.11%	0	0

#### WORKERS

4.	Permanent (F)	177	177	100%	0	0.00%	0	0
5.	Other than Permanent (G)	250	250	100%	0	0.00%	0	0
6.	Total workers (F + G)	427	427	100%	0	0.00%	0	0

**B. Differently abled Employees and Workers :**

Sr. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	%(H/A)

**DIFFERENTLY ABLED EMPLOYEES**

1.	Permanent (D)	0	0	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0	0	0

**DIFFERENTLY ABLED WORKERS**

4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0	0	0

**19. Participation/Inclusion/Representation of Women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.50%
Key Management Personnel	2	1	50.00%

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

	Turnover rate in current FY (2022-23)				Turnover rate in previous FY (2021-22)				Turnover rate in the year prior to the previous FY (2020-21)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Permanent Workers	14.00%	0.00%	0.00%	14.00%	6.06%	0.00%	0.00%	6.06%	0.61%	0.00%	0.00%	0.61%

**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	Does the entity indicated at column A, participate in the Business by listed entity Responsibility initiatives of the listed entity? (Yes/No)
	NA			

**VI. CSR Details**

21. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – YES  
(ii) Turnover (in Rs.) : 2,32,57,401,000  
(iii) Net worth (in Rs.) : 68,17,656,000

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### VII. Transparency and Disclosures Compliances

#### 22. Complaints/Grievances on any of the principles

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)			PY (2021-22)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re marks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re marks
Communities	YES	<a href="https://www.gmbreweries.com/company-policies.htm">https://www.gmbreweries.com/company-policies.htm</a>	0	0	0	0	0	0
Investors (other than shareholders)	YES	<a href="https://www.gmbreweries.com/company-policies.htm">https://www.gmbreweries.com/company-policies.htm</a>	0	0	0	0	0	0
Shareholders	YES	<a href="https://www.gmbreweries.com/company-policies.htm">https://www.gmbreweries.com/company-policies.htm</a>	0	0	0	0	0	0
Employees and workers	YES	<a href="https://www.gmbreweries.com/company-policies.htm">https://www.gmbreweries.com/company-policies.htm</a>	0	0	0	0	0	0
Customers	YES	<a href="https://www.gmbreweries.com/company-policies.htm">https://www.gmbreweries.com/company-policies.htm</a>	0	0	0	0	0	0
Value Chain Partners	YES	<a href="https://www.gmbreweries.com/company-policies.htm">https://www.gmbreweries.com/company-policies.htm</a>	0	0	0	0	0	0
Other (please specify)	NA							

23. 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 caseof risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive)
1	Social Responsibility	O	GMBL's business objectives and principals have been mapped with various industry trends. This analysis has enabled in identification of the risks and opportunities for GMBL	--	Positive Implications
2	Water Management	R	GMBL's business objectives and principals have been mapped with various industry trends. This analysis has enabled in identification of the risks and opportunities for GMBL	The Company monitors the quantity of water consumed in its business product and operations. The borewell water is used for the business product and to run the plants/other operations are fulfilled with available water from mines and rainwater reservoirs. The Company ensures proper wastewater treatment from its facilities in line with regulations.	Negative Implications
3	Goverance, Ethics and Transparency	O	GMBL's business objectives and principals have been mapped with various industry trends. This analysis has enabled in identifying the risks and opportunities for GMBL	--	Positive Implications
4	Material Sourcing	R	GMBL's business objectives and principals have been mapped with various industry trends. This analysis has enabled in identification of the risks and opportunities for GMBL	The Company is continuously exploring the possibilities to enlarge its supplier base and have long-term contracts.	Negative Implications

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5	Compliance	R	<p>GMBL's business objectives and principles have been mapped with various industry trends. This analysis has enabled in identifying the risks and opportunities for GMBL</p>	<p>Risk registers are developed for each location and drilled to each function, including the business's compliance aspects. The heads of respective locations are responsible to manage the risks and ensure compliance with the regulatory requirements.</p>	Negative Implications
6	Risk Identification and Management	R		<p>The Company has established a risk management policy that defines the overall risk management framework covering guidelines for risk identification, assessment, prioritization, mitigation, and monitoring. The risk management committee of the Board oversees and reviews the risk management framework as well as the assessment of risks, their management, and mitigation procedures. The committee reports its findings and recommendations to the Board.</p>	Negative Implications
7	Waste Management	R		<p>The Company has undertaken initiatives towards reducing waste generation and effectively segregating, treat and dispose it based on the type of waste generated in line with guidelines. It has adopted the 3R approach (i.e., Reduce, Reuse, Recycle) to monitor the waste generated from its operations and identify areas for waste reduction, recycling, and reuse.</p>	Negative Implications

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
a. Web Link of the Policies, if available	https://www.gmbreweries.com/company-policies.htm						https://www.gmbreweries.com/company-policies.htm		
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on Food Safety and Standards.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The commitments and goals wherever required are set by the Company and have been mentioned in Annual Report wherever applicable								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>In keeping with Company's commitment to reducing the environmental impact of business, the Company has implemented a rigorous risk assessment as part of Business Risk Management framework. The procedure entails a thorough examination of all of our processes, raw materials, products, and services, as well as identifying and quantifying the importance of Environmental Aspects and Associated Impacts.</p> <p>The Board of the Company reviews the matters related to ESG and business responsibility activities from time to time. The Company continues to focus on increasing the recyclable content in plastics and waste water. The Company also focuses on saving energy by implementing solar power at Plant.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Jimmy Almeida, Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	YES								
If yes, provide details.	The Corporate Social Responsibility Committee and the Risk Management Committee constituted by the Board of the Company evaluated the sustainability related issues from time to time.								

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### 10. Details of Review of NGRBC's 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	Director Committee of the Board									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director Committee of the Board									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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								

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

Questions	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)	No	No	No	No	No	No	No	No	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)	No	No	No	No	No	No	No	No	No
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	No	No	No	No	No	No	Yes	No	No
Any other reason (please specify)							The policy is in the draft stage;		

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.



**PRINCIPLE 1 BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	The Company conducts familiarization programmes for its Board of Directors at regular intervals in discussing various topics such as Corporate Governance, Corporate Social Responsibility, Business Growth and sustainability and various other regulatory updates.	100.00%
Key Managerial Personnel	5	The Company conducts familiarization programmes for its Key Managerial Personnel at regular intervals in discussing various topics such as Corporate Governance, Corporate Social Responsibility, Business Growth and sustainability and various other regulatory updates.	100.00%
Employees other than BoD and KMPs	4	The Employee and workers were given sessions on health & safety, skill development programme, Information on cyber security awareness, programmes on mental and physical well being.	100.00%
Workers	6	The Employee and workers were given sessions on health & safety, skill development programme, Information on cyber security awareness, programmes on mental and physical well being.	100.00%

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	
Penalty/ Fine	NA
Settlement	NA
Compounding fee	NA

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Details of penalty or fine					
Sr.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
NA					

Details of settlement					
Sr.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
NA					

Details of compounding fee					
Sr.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
NA					

Non - Monetary	
Imprisonment	NA
Punishment	NA

Details of imprisonment					
Sr.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
NA					

Punishment					
Sr.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
NA					

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

Details of the Appeal or Revision Preferred in cases where Monetary or Non-Monetary action has been Appealed		
Sr.	Case Details	Name of the regulatory/ enforcement agencies/judicial institutions
NA		

4. Does the entity have an anti-corruption or anti-bribery policy? : YES

If yes, provide details in brief Provide a web-link to the policy, if available	The Company has code of conduct and whistle blowing mechanism that serve as guiding principal for the Directors and Senior management.
Web link anticorruption or anti bribery policy is place	<a href="https://www.gmbreweries.com/company-policies.htm">https://www.gmbreweries.com/company-policies.htm</a>

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

	FY (2022-23)	PY (2021-22)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY (2022-23)		PY (2021-22)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

**Leadership Indicators**

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

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	4	First Aid, Fire Fighting, Excise Programmes, Maha Online Proficiency Programme	Approx 50%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? : YES

Provide details of the entity have processes in place to avoid/manage conflict of interests involving members of the Board.	<p>The Company's code of Conduct and policy on dealing with the related party transactions requires that the management avoids any transaction directly or indirectly in which they have a direct or indirect interest that conflict the interests of the Company.</p> <p>Further, every member of the Board and senior management is required to submit an affirmation of compliance with the provisions of the Code of Conduct annually.</p>
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### 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(2022-23)	PY(2021-22)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	NA
Capex	0.00%	0.00%	NA

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) : YES  
 b. If yes, what percentage of inputs were sourced sustainably? : 100.00%
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): Plastic waste is collected and disposed to authorized vendors  
 (b) E-waste: Disposed to authorized vendors  
 (c) Hazardous waste: N.A.  
 (d) other waste: Other waste such as glass, paper etc. is collected and disposed to authorized vendors

Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No): YES

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. : YES

#### Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?	No					
If yes, provide details	NA					
2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.	NA					
3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).	NA					
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)	PY (2021-22)				
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other Waste	NA					
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category						NA

**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										
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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	16	0	0.00%	16	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	2	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	18	0	0.00%	16	88.89%	0	0.00%	0	0.00%	0	0.00%

Other than permanent employees

Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
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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	177	0	0.00%	177	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	177	0	0.00%	177	100.00%	0	0.00%	0	0.00%	0	0.00%

Other than permanent employees

Male	250	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	250	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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### 2. Details of retirement benefits

Benefits	FY (2022-23)			PY (2021-22)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	0.00%	100.00%	Yes	0.00%	100.00%	Yes
Others – please specify	NA					

### 3. Accessibility of workplaces

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

### 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

	Yes
If so, provide a web-link to the policy.	Company does not have differently abled person

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	0	0	0	0
Other	0	0	0	0
Total	0	0	0	0

### 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

		Yes
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 established a transparent & impartial complaint resolution process with the goal of addressing concerns as quickly as possible & in compliance with the law. There has been a Code of Conduct for Workers which provides ways for assessing, investigating & reporting of complaints.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	For Employees, the Company has a vigil mechanism to deal with instance of fraud and mismanagement; if any. The Vigil Mechanism ensures that strict confidentiality is maintained whilst dealing with concerns and also that no discrimination will be meted out to any person for a genuinely raised concern.
Other than Permanent Employees	Yes	

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

Category	FY (2022-23)			PY (2021-22)		
	Total employ-ees/workers in respective category (A)	No.of employees / workers in respec-tive category, who are part of association(s) or Union (B)	% (B / A)	Total employ-ees / workers in respective category (C)	No. of employees / workers in respec-tive category,who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	18	0	0.00%	18	0	0.00%
Male	16	0	0.00%	18	0	0.00%
Female	2	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	177	0	0.00%	155	0	0.00%
Male	177	0	0.00%	155	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

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

Category	FY (2022-23)					PY (2021-22)				
	Total (A)	On Health and safety measures		On Skill upgrada-tion		Total (D)	On Health and safety measures		On Skill upgrada-tion	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	16	16	100.00%	16	100.00%	18	18	100.00%	18	100.00%
Female	2	2	100.00%	2	100.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	18	18	100.00%	18	100.00%	18	18	100.00%	18	100.00%
Workers										
Male	177	177	100.00%	177	100.00%	155	155	100.00%	155	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	177	177	100.00%	177	100.00%	155	155	100.00%	155	100.00%

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

Category	FY (2022-23)			PY (2021-22)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	16	16	100.00%	18	18	100.00%
Female	2	2	100.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	18	18	100.00%	18	18	100.00%
Workers						
Male	177	177	100.00%	155	155	100.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	177	177	100.00%	155	155	100.00%

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### 10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).	Yes
If yes, the coverage such system?	The Company has in placed Health and Safety Policy which effectively managed to reduce risks in the workplace of company. It provides structured management approach to control safety & environmental risks
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>Step 1: Collect Existing Information about Workplace Hazards.</p> <p>Step 2: Inspect the Workplace for Safety Hazards.</p> <p>Step 3: Identify Health &amp; Work-Related Hazards.</p> <p>Step 4: Conduct Incident Investigations.</p> <p>Step 5: Identify Hazards Associated with Emergency Situations</p>
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?	Yes
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)	PY (2021-22)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.	The Company provides training to its workers in area of fire fighting, provide first aid training, all drivers are certified trainer and registered under IOC
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### 13. Number of Complaints on the following made by employees and workers:

	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	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	100.00%
Working Conditions	100.00%
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.	Various safety protocols and hierarchy of controls are in place to mitigate hazards and ensure safety of workplace and its team members. Working conditions and other Risk are regularly reviewed and rectified.

**Leadership Indicators**

1. Does the entity extend any life insurance or any compensatory package in the event of death of				
(A) Employees (Y/N)				Yes
(B) Workers (Y/N).				Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.			Suppliers are assessed and it is ensured that statutory requirements are met by the partners.	
3. Provide the number of employees / workers having suffered high consequence workrelated injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:				
	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2022-23)	PY (2021-22)	FY (2022-23)	PY (2021-22)
Employees	0	0	0	0
Workers	0	0	0	0
4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)				No
5. Details on assessment of value chain partners:				
	% of value chain partners (by value of business done with such partners) that were assessed			
Health and safety practices	50.00%			
Working Conditions	50.00%			
6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.	No corrective action plan has been necessitated			

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### PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

#### Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity. The Company values all the stakeholders of the Company and maintains long term cordial relationship with them. The Stakeholders are determined based on the significance of their impact on the business

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

Sr.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employee	No	E-mail	Continuous	Enhance efficiency, Equal opportunities, clear communication
2	Shareholders	No	Website	Quarterly	Business Updates and performance details on finance
3	Legal/Auditors/Consultants	No	E-mail	Continuous	Advice on business, legal and tax related issue
4	Suppliers	No	E-mail	Continuous	Payment Cycle, Business Obligations and Mutual expectation

#### 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.	Respective business heads engage with the stakeholders on various business functions, and feedback from such consultation is provided to the Board, wherever applicable. The board is informed through the stakeholder relationship committee, which receives the necessary feedback from stakeholders.
2. Whether stakeholder consultation is used to support identifying and managing environmental and social topics.	Yes
If so, provide details of how the inputs received from stakeholders on these topics were incorporated into the policies and activities of the entity.	Material issues are identified based on our engagement with the stakeholders wherever applicable.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.	The Company has taken various initiatives like training to drivers, medical aids, arranging food to address the concerns of vulnerable groups.

**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)			PY (2021-22)		
	Total (A)	No. of employees/ workers covered (B)	%(B/ A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	18	18	100.00%	18	18	100.00%
Other than permanent	0	0	0.00%	0	0	0.00%
<b>Total Employees</b>	<b>18</b>	<b>18</b>	<b>100.00%</b>	<b>18</b>	<b>18</b>	<b>100.00%</b>
<b>Workers</b>						
Permanent	177	177	100.00%	155	155	100.00%
Other than permanent	250	0	0.00%	250	0	0.00%
<b>Total Workers</b>	<b>427</b>	<b>177</b>	<b>41.45%</b>	<b>405</b>	<b>155</b>	<b>38.27%</b>

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

Category	FY (2022-23)						PY (2021-22)			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	%(C /A)		No.(E)	% (E /D)	No.(F)	%(F /D)
<b>Employees</b>										
Permanent	18	0	0.00%	18	100.00%	18	0	0.00%	18	100.00%
Male	16	0	0.00%	16	100.00%	18	0	0.00%	18	100.00%
Female	2	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Workers</b>										
Permanent	177	0	0.00%	177	100.00%	155	0	0.00%	155	100%
Male	177	0	0.00%	177	100.00%	155	0	0.00%	155	100%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	250	147	58.80%	103	41.20%	230	120	52.17%	110	47.83%
Male	250	147	58.80%	103	41.20%	230	120	52.17%	110	47.83%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category (INR)	Number	Median remuneration/salary/wages of respective category (INR)	Number	Median remuneration/salary/wages of respective category (INR)
Board of Directors (BoD)*	2	2,13,00,000	1	1,32,00,000	0	0
Key Managerial Personnel	1	24,24,996	1	6,60,000	0	0
Employees other than BoD and KMP	15	10,51,992	1	13,80,000	0	0
Workers	177	3,35,688	0	0	0	0

\* Non Executive Independent Directors not included

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
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5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	The issue related to work or other rights can be raised through the factory manager who then take the action and provide the solution through team and inform the concern committee accordingly.
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### 6. Number of Complaints on the following made by employees and workers:

	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	N.A.	0	0	N.A.
Discrimination at workplace	0	0	N.A.	0	0	N.A.
Child Labour	0	0	N.A.	0	0	N.A.
Forced Labour/ Involuntary Labour	0	0	N.A.	0	0	N.A.
Wages	0	0	N.A.	0	0	N.A.
Other human rights related issues	0	0	N.A.	0	0	N.A.

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. : Prevention of Sexual Harassment Committee at the Workplace

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

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%

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10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above: There were no corrective actions taken since there were 0 concerns arising from the assessments.

Leadership Indicators	
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	There have been no instances of business process being modified / introduced as a result of addressing human rights grievances/complaints.
2. Details of the scope and coverage of any Human rights due-diligence conducted	NA
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes
4. Details on assessment of value chain partners:	
	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	50.00%
Discrimination at workplace	50.00%
Child Labour	50.00%
Forced Labour/Involuntary Labour	50.00%
Wages	50.00%
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.	NA

### PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators		
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
Parameter	FY(2022-23) (Current Financial Year)	FY(2021-22) (Previous Financial Year)
Total electricity consumption (A)	612764	523352
Total fuel consumption (B)	14172	12717
Energy consumption through other sources (C)	966938	833761
Total energy consumption (A+B+C)	1593874	1369830
Energy intensity per rupee of turnover (Total energy consumption /turnover in rupees)	8906560	6965000
Energy intensity (optional)–the relevant metric may be selected by the entity	0	0
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N):	No	
If yes, name of the external agency	NA	

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): No  
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. : NA

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

Parameter	FY (2022-23)	PY (2021-22)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	13200	13630
(iii) Third party water	103620	92920
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	116820	106550
Total volume of water consumption (in kiloliters)	116700	106000
Water intensity per rupee of turnover (Water consumed / turnover)	1813350	1626100
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

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

4. Has the entity implemented a mechanism for Zero Liquid Discharge?: Yes  
If yes, provide details of its coverage and implementation: The Company has implemented a mechanism for zero liquid discharge. The factory site is zero liquid discharge site

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

Parameter	Please specify unit	FY (2022-2023)	FY (2021-2022)
NOx	NA	NA	NA
SOx	NA	NA	NA
Particulate matter (PM)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others please specify	NA	NA	NA

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

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

Parameter	Unit	FY (2022-23)	PY (2021-22)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	NA	0	0
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	NA	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover	0	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	0	0	0

“Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)” : No

If yes, name of the external agency.: NA

7. Does the entity have any project related to reducing Green House Gas emission? : No

If yes, name of the external agency.: NA

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

Parameter	FY (2022-23)	PY (2021-22)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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“Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)” : NO

If yes, name of the external agency: NA

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 comply with all regulations concerning the safe and responsible management of waste materials. The waste is disposed off to authorized vendors.

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: NA

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

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).: 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)	PY (2021-22)	
<b>From renewable sources</b>			
Total electricity consumption (A)	966938	833761	
Total fuel consumption (B)	0	0	
Energy consumption through other sources (C)	0	0	
<b>Details of Energy consumed from renewable</b>			
Name of other parameter	FY (2022-23)	PY (2021-22)	
Total energy consumed from renewable sources (A+B+C)	966938	833761	
<b>From non-renewable sources</b>			
Total electricity consumption (D)	612764	523352	
Total fuel consumption (E)	14172	12717	
Energy consumption through other sources (F)	0	0	
<b>Details of Energy consumed from non renewable</b>			
Sr.	Name of other parameter	FY (2022-23)	PY (2021-22)
	Total energy consumed from non-renewable sources (D+E+F)	626936	536069
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N):		No	
If yes, name of the external agency:		NA	



2. Provide the following details related to water discharged:

Parameter	FY (2022-23)	PY (2021-22)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	4800	4800
No treatment	4800	4800
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	4800	4800
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):	No	
If yes, name of the external agency	NA	

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information:

Details For each facility / plant located in areas of water stress	
S. No.	Particulars
1	Name of the area : Virar
2	Nature of operations : Manufacturing of Liquor
3	Water withdrawal, consumption and discharge in the following format:
	Parameter
	Water withdrawal by source (in kilolitres)
	(i) Surface water
	(ii) Groundwater : 13200
	(iii) Third party water : 103620
	(iv) Seawater / desalinated water
	(v) Others
	Total volume of water withdrawal (in kilolitres)
	Total volume of water consumption (in kilolitres)
	Water intensity per rupee of turnover (Water consumed / turnover)
	Water intensity (optional) – the relevant metric may be selected by the entity
	Water discharge by destination and level of treatment (in kilolitres)
	(i) Into Surface water

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	No treatment	
	With treatment – please specify level of treatment	
	(ii) Into Groundwater	
	No treatment	
	With treatment – please specify level of treatment	
	(iii) Into Seawater	
	No treatment	
	With treatment – please specify level of treatment	
	(iv) Sent to third-parties	
	No treatment	
	With treatment – please specify level of treatment	
	(v) Others	
	No treatment	
	With treatment – please specify level of treatment	
	Total water discharged (in kilolitres)	
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency		NA

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

Parameter	Unit	FY (2022-2023)	FY (2021-2022)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	NA	NA	NA
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No If yes, name of the external agency. : NA			

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.		NA		
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				
Sr No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Installed new machinery at the Factory	The machinery installed are semi automatic/fully automatic	It reduces the production time.	N.A.
7. Does the entity have a business continuity and disaster management plan?			Yes	

Details of entity at which business continuity and disaster management plan is placed or weblink.	We have implemented a Disaster management plan for the occurrence of a sudden calamity of a chain of events, which affect normal working within the factory area and/or may Cause Serious injuries etc.
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.	No significant adverse impact has been observed from the value chain pertaining to the environment.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	50.00%

**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.		1
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/International)
1	Maharashtra Country Liquor Maha Mandal	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.

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

**Leadership Indicators**

1. Details of public policy positions advocated by the entity

Sr. no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
NA					

## G. M. BREWERIES LIMITED

### 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.

Sr.	Name and brief details of project	SIA Notifica-tion No.	Date of notifi-cation	Whether conducted by independent external agency	Results com-municated in public domain	Relevant Web link
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N.A.

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 in the FY (In INR)
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N.A.

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

The communities can raise their grievances as per the mechanism provided in our Code of Conduct available on our website of the Company

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

	FY (2022-23)	PY (2021-22)
Directly sourced from MSMEs/ small producers	0.00%	0.00%
Sourced directly from within the district and neighbouring districts	0.00%	0.00%

#### 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):

Sr. No.	Details of negative social impact identified	Corrective action taken
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NA

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
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1 Maharashtra Virar 27231000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

(b) From which marginalized /vulnerable groups do you procure?

0

(c) What percentage of total procurement (by value) does it constitute?

0.00%

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

Sr.	Intellectual Property based on tradi-tional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculat-ing benefit share
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NA

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.

Sr.	Name of authority	Brief of the Case	Corrective action taken
NA			

6. Details of beneficiaries of CSR Projects

Sr.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Shree Gulabbaba Charitable Trust	2000	100.00%

**PRINCIPLE 9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

**Essential Indicators**

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.			The Company has implemented Grievance Redressal Policy to address customer grievances promptly and timely.			
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			100.00%			
Safe and responsible usage			100.00%			
Recycling and/or safe disposal			100.00%			
3. Number of consumer complaints in respect of the following	FY (2022-23)		Re-mark	PY (2021-22)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA
4. Details of instances of product recalls on account of safety issues			Number		Reasons for recall	
Voluntary recalls			0		0	
Forced recalls			0		0	
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?			Yes			

## G. M. BREWERIES LIMITED

If available, provide a web-link of the policy	<a href="https://www.gmbreweries.com/company-policies.htm">https://www.gmbreweries.com/company-policies.htm</a>
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.	N.A

### Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Product details are available on the Company's website at <a href="http://www.gmbreweries.com">www.gmbreweries.com</a>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services	The details related to safe and responsible usage of the product is mentioned on the product label
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	Any delays in delivery are immediately informed to the consumer as soon as they come to our knowledge
4. Does the entity display product information on the product over and above what is mandated as per local laws?	No
If yes, provide details in brief	NA
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?	No
5. Provide the following information relating to data breaches	
a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0