

# BF INVESTMENT

CIN:L65993PN2009PLC134021

SECT/BFIL/

August 31, 2023

National Stock Exchange of India Ltd.  
Exchange Plaza, Bandra-Kurla Complex  
Bandra (E),  
Mumbai – 400 051

**SYMBOL – BFINVEST**

Bombay Stock Exchange Ltd.  
Phiroze Jeejeebhoy Tower  
Dalal Street,  
Mumbai – 400 001.

**Scrip Code – 533303**

Dear Sir,

**Sub: Business Responsibility and Sustainability Report for the financial year 2022-23**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) for the financial year 2022-23 which forms an integral part of the Annual Report of the Company for the financial year 2022-23.

The same is also available on the Company’s website at the following link:

[https://bfilpune.com/PDF/Business%20Responsibility%20and%20Sustainability%20Reporting%20\(BRSR\).pdf](https://bfilpune.com/PDF/Business%20Responsibility%20and%20Sustainability%20Reporting%20(BRSR).pdf)

Kindly take the same on record.

Thanking you,

Yours Faithfully,  
For BF Investment Limited

Gayatri Pendse Karandikar  
Company Secretary & Compliance Officer  
Email Id:Gayatri.Pendse@bfilpune.com

Encl: As above



**KALYANI**  
GROUP COMPANY

BF INVESTMENT LIMITED, MUNDHWA, PUNE CANTONMENT, PUNE 411 036, MAHARASHTRA, INDIA  
P. [REDACTED] | Website : www.bfilpune.com

Phone : +91 7719005777 Email : Secretarial@bfilpune.com

## 'ANNEXURE VII' BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L65993PN2009PLC134021
2	Name of the Listed Entity	BF INVESTMENT LIMITED
3	Year of incorporation	26-05-2009
4	Registered office address	MUNDHWA, PUNE CANTONMENT, PUNE - 411036
5	Corporate address	MUNDHWA, PUNE CANTONMENT, PUNE - 411036
6	E-mail	Secretarial@bfilpune.com
7	Telephone	7719005777
8	Website	www.bfilpune.com
9	Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE LTD. AND NATIONAL STOCK EXCHANGE OF INDIA LTD.
11	Paid-up Capital (In Rs)	Rs. 188,338,140/-
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. S. R. Kshirsagar Company Secretary and Compliance Officer Contact : 7719005777 Email : Secretarial@bfilpune.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

#### 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	Investment and financing	BF Investment Limited is in the business of investment and financing and is a core investment Company.	100.00%

##### 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	Investment and financing	65993 Non - Operating financial holding Companies (Investment Companies)	100.00%

#### 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	0	1	1
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 NA

## 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		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
	<b>EMPLOYEES</b>							
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than permanent (E)	2	2	100.00%	0	0.00%	0	0.00%
3	Total employees(D + E)	2	2	100.00%	0	0.00%	0	0.00%
	<b>WORKERS</b>							
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%

#### B. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
	<b>DIFFERENTLY ABLED EMPLOYEES</b>							
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%
	<b>DIFFERENTLY ABLED WORKERS</b>							
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%

**19 Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	0	0.00%

**20 Turnover 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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

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

Holding, Subsidiary and Associate Companies (including 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	KALYANI STEELS LTD	Associate	39.06%	No
2	KALYANI FINANCIAL SERVICES LIMITED	Associate	49.00%	No
3	NANDI ENGINEERING LIMITED	Associate	40.00%	No
4	KSL HOLDINGS PRIVATE LIMITED	Associate	42.52%	No
5	TRIUMPHANT SPECIAL ALLOYS PRIVATE LIMITED	Associate	45.51%	No
6	SYNISE TECHNOLOGIES LIMITED	Associate	46.77%	No
7	MERITOR HVS (INDIA) LIMITED	Joint Venture	48.99%	No
8	AUTOMOTIVE AXLES LIMITED	Joint Venture	35.52%	No

**VI. CSR Details**

22	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in Rs.)	Rs. 94,54,58,592/-
	(iii) Net worth (in Rs.)	Rs. 21,34,26,20,544/-

## 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)			PY (2021-22)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	NO	0	0	Nil	0	0	Nil
Investors (other than shareholders)	NO	0	0	Nil	0	0	Nil
Shareholders	YES*	1	0	Nil	1	0	Nil
Employees and workers	YES#	0	0	Nil	0	0	Nil
Customers	NO	0	0	Nil	0	0	Nil
Value Chain Partners	NO	0	0	Nil	0	0	Nil

\*<https://www.bfilpune.com/InvestorGrievance.html>

#<https://www.bfilpune.com/PDF/Whistle%20Blower%20Policy.pdf>

### 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)
1	Fluctuation in Securities Market and global economic scenario	R	This may pose a risk of devaluation of investments made by Company	Proper study and planning of market need to be done	Negative
2	Source of Income	R	Main source of income is dividend from Group Companies	Closely monitor performance of investee Companies	Negative
3	Non recovery of principal amounts lent and interest thereon	R	Analysis of financial performances of borrowers need to be made		Negative
4	change in Government Policies	R	The Company operates in a highly regulated environment	Flexibility to adopt Change	Negative
5	Digitalisation and Cyber security	R	Access to sensitive data by miscreants and loss of data integrity	Strong information security architecture and rigour of implementation with access points exercised	Negative

**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
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	No	Yes	No	No	No	No	Yes	No
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	No	No	No	No	Yes	No
c. Web Link of the Policies, if available	<a href="https://www.bfilpune.com/CodeOfConduct.html">https://www.bfilpune.com/CodeOfConduct.html</a>	-	<a href="https://www.bfilpune.com/PDF/Corporate%20Social%20Responsibility%20Policy.pdf">https://www.bfilpune.com/PDF/Corporate%20Social%20Responsibility%20Policy.pdf</a>	-	-	-	-	<a href="https://www.bfilpune.com/PDF/Corporate%20Social%20Responsibility%20Policy.pdf">https://www.bfilpune.com/PDF/Corporate%20Social%20Responsibility%20Policy.pdf</a>	-
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	No	Yes	No	No	No	No	Yes	No
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
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.	No such standards adopted by the entity								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Considering that we are in our initial year of ESG adoption, we intend to specify our objectives and targets in the upcoming reporting period. We recognise the need to align our ESG efforts with our business goals, and we are committed to implementing a comprehensive and effective ESG strategy that ensures sustainability and creates long-term value for all our stakeholders. We are dedicated to enhancing our ESG practices and performance and look forward to sharing our progress in the future								

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We are committed to providing comprehensive performance updates in the forthcoming years. As we navigate through the future, we intend to diligently communicate our achievements, financial results, and strategic advancements.
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**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>Dear Stakeholders,</p> <p>I am pleased to present the BRSR report for BF Investment Limited (BFINVEST), a Company engaged in the business of making investments in group. Corporate governance is of utmost importance to us, and we are dedicated to achieving transparency and governance goals. We adhere to established policies and frameworks that guide ethical decision-making in all our engagements. Considering that we are in our initial year of ESG adoption, we intend to specify our objectives and targets in the upcoming reporting period. We recognize the need to align our ESG efforts with our business goals, and we are committed to implementing a comprehensive and effective ESG strategy that ensures sustainability and creates long-term value for all our stakeholders. We are dedicated to enhancing our ESG practices and performance and look forward to sharing our progress in the future.</p> <p>Thank you for your continued support and partnership.</p> <p>Sincerely,</p> <p>Mr. Amit Kalyani Director DIN 00089430 BF Investment Limited</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name of highest authority Mr. Amit Kalyani Designation Non-Executive - Non Independent Director-Chairperson related to Promoter DIN 00089430
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 Company has a well-established internal governance structure to ensure implementation of various policies. We review the implementation of policies through our internal audit, Risk management process, monitoring of KPI's in-line with established policies

**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
Performance against above policies and follow up action	Yes. The Performance is reviewed by Board or any or any other committee authorized by the Board.									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	There have been no instances of rectification of non-compliances.									

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	No	No	No	No	No	No	No	No
If yes, provide name of the agency.					Not Applicable				

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	Yes	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)	Yes	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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
It is planned to be done in the next financial year (Yes/No)	Yes	No	No	No	No	Yes	Yes	No	No
Any other reason (please specify)	The Company is already in compliance with ethical standards by adopting code of conduct for Senior management and KMP and Board	This clause is not applicable considering nature of business.	-	This clause is not applicable considering nature of business.	This clause is not applicable considering nature of business.	This clause is not applicable considering nature of business.	This clause is not applicable considering nature of business.	-	The Company is always responsive to its customer needs.

### 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	1	Awareness programme for all Independent directors informing them about their roles, rights and responsibilities	50.00%



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
Key Managerial Personnel	0	NA	0.00%
Employees other than BoD and KMPs	0	NA	0.00%
Worker	0	NA	0.00%

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**

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Penalty/ Fine</b>	Regulation 23(9) of SEBI (LODR)	National Stock Exchange of India Limited BSE Limited	11,800/- 11,800/-	Delayed submission of disclosure regarding Related party transactions for the half year ended on March 31, 2022.	No
<b>Settlement</b>	Regulation 31(4) and 31(1)of the SEBI LODR	SEBI	6,39,200/-	The listed entity failed to disclose the names of the two promoter group entities viz. Kalyani Exports and Investments Private Limited ("Kalyani Exports"), Aboli Investments Private Limited ("Aboli") ("said entities")in the quarterly shareholding patterns filed from 2011 to 2021 as per Clause 35 of the erstwhile listing agreement and Regulation 31(4) and 31(1) of the SEBI LODR r/w Regulation 2(1)(pp) r/w Regulation 2(1)(zb) of the SEBI ICDR Regulations, 2009	No
<b>Compounding Fee</b>	NA	NA	NA	NA	NA

### Non-Monetary

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
No appeal or revision is preferred by the Company against the monetary actions and has duly paid amount of requisite penalty or settlement amount.	

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

The Company does not have anti-corruption or anti-bribery policy.

If yes, provide details in brief Provide a web-link to the policy, if available - NA

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	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

### 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)	No
b. If yes, what percentage of inputs were sourced sustainably?	
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 (d) other waste	Not applicable considering nature of business
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.	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										
	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)
<b>Permanent employees</b>											
Male	0	0	0.00%	0	0	0.00%	0	0	0.00%	0	0
Female	0	0	0.00%	0	0	0.00%	0	0	0.00%	0	0
Other	0	0	0.00%	0	0	0.00%	0	0	0.00%	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>
<b>Other than permanent employees</b>											
Male	2	2	100.00%	2	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%
<b>Total</b>	<b>2</b>	<b>2</b>	<b>100.00%</b>	<b>2</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
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%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than permanent workers</b>											
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%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

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

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	0.00%	0.00%	NA	0.00%	0.00%	NA
Gratuity	0.00%	0.00%	NA	0.00%	0.00%	NA
ESI	0.00%	0.00%	NA	0.00%	0.00%	NA
Others -	0.00%	0.00%	NA	0.00%	0.00%	NA

3. Accessibility of workplaces

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

- Not Applicable as the Company does not have any differently abled employees. Further, the company will make necessary arrangements as specified under Rights of Persons with Disabilities Act, 2016 as and when the Company hires any such differently abled employees

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. - Not Applicable

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

- Not Applicable

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable as there are no such cases.			
Female				
Other				
Total				

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	NA	NA
Other than Permanent Workers	NA	NA
Permanent Employees	NA	NA
Other than Permanent Employees	Yes	The grievance can be reported to Directors.

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

Not Applicable

Category	FY (2022-23)			PY (2021-22)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	'Not Applicable' as there are no such associations or organizations.					
Male						
Female						
Other						
Total Permanent Workers						
Male						
Female						
Other						

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 upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	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%
Total	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
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%
Total	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

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 acknowledges that there are no occupational health and safety hazards associated with its business operations. However, the well-being of its employees remain a top priority. We ensure the availability of first aid kit at our location. We conduct annual health check ups of our employees.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	In light of our business operations, hazard identification is not applicable.
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?	NA
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	NA

11. Details of safety related incidents, in the following format: Not Applicable

Safety Incident/Number	Category	FY (2022-23)	PY (2021-22)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees Workers	'Not Applicable' as there are no incidents.	
Total recordable work-related injuries	Employees Workers		
No. of fatalities	Employees Workers		
High consequence work related injury or ill-health (excluding fatalities)	Employees Workers		

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

The Company ensures the availability of first aid kit at our location. We conduct annual health check ups of our employees.

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	Not Applicable as the Company is not subject to any such inspection.
Working Conditions	

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions. - Not Applicable

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

**Essential Indicators**

1. Describe the processes for identifying key stakeholder groups of the entity.

We place great emphasis on stakeholder identification Our stakeholder identification process remains a continuous undertaking, enabling us to remain informed, engaged, and responsive to the ever-evolving needs of our stakeholders.

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 Management	Purpose and Scope of engagement including key topics and concerns raised during such engagement
1	Shareholders	No	<ul style="list-style-type: none"> <li>● Quarterly and annual financial results</li> <li>● Annual reports</li> <li>● Annual general meetings</li> </ul>	Quarterly Annually Annually	To share updates of the Company during AGM
2	Investors	No	Website	Quarterly	To share updates of the Company during AGM
3	Employees	No	E-mail	At required frequency	To share updates of the Company and work related updates
4	Government and Regulators	No	E-mail	At required frequency	To update on various compliances and to seek approvals

## 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	0	0	0.00%	0	0	0.00%
Other than permanent	2	2	100.00%	2	2	100.00%
<b>Total Employees</b>	<b>2</b>	<b>2</b>	<b>100.00%</b>	<b>2</b>	<b>2</b>	<b>100.00%</b>
<b>Workers</b>						
Permanent	0	0	0.00%	0	0	0.00%
Other than permanent	0	0	0.00%	0	0	0.00%
<b>Total Workers</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>0.00%</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	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%
Other than Permanent	2	0	0.00%	2	100.00%	2	0	0.00%	2	100.00%
Male	2	0	0.00%	2	100.00%	2	0	0.00%	2	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%
<b>Workers</b>										
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%
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%



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

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category (in Rs.)	Number	Median remuneration/ salary/ wages of respective category ( in Rs.)	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	2,38,30,000/-	1	13,15,000/-	0	0
Key Managerial Personnel	2	68,88,695/-	0	0	0	0
Employees other than BoD and KMP	0	0	0	0	0	0
Workers	0	0	0	0	0	0

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 employees can directly share their feedback, ideas and grievances with HR. HR will revert with relevant solutions.

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	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

The Company has internal complaint committee under Section 4 (1) of Sexual harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0.00%
Forced/involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%
Others - please specify	NA

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above : Not Applicable

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

**Essential Indicators**

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

The electricity consumption is 'Negligible' and the figures of the same cannot be procured as the rent paid by the Company covers the cost of electricity.

Parameter	FY (2022-23)	PY (2021-22)	
Total electricity consumption (A)	Nil	Nil	
Total fuel consumption (B)	Nil	Nil	
Energy consumption through other sources (C)	Nil	Nil	
Total energy consumption (A+B+C)	Nil	Nil	
Energy intensity per rupee of turnover Total energy consumption/ turnover in rupees)	Nil	Nil	
Energy intensity (optional) - the relevant metric may be selected by the entity	Nil	Nil	
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?			No
If yes, name of the external agency.			Not Applicable

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? 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

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

The water consumption is 'Negligible' as the Company only has 2 employees on deputation.

Parameter	FY (2022-23)	PY (2021-22)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	Nil	Nil
Total volume of water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	Nil	Nil
Water intensity (optional) - the relevant metric may be selected by the entity	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

If yes, name of the external agency. NA

4. Has the entity implemented a mechanism for Zero Liquid Discharge? No  
If yes, provide details of its coverage and implementation. NA

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:  
The Company's operations do not result in any of the abovementioned air emissions.

Parameter	Please specify unit	FY (2022-23)	PY (2021-22)
NOx	NA	Nil	Nil
SOx	NA	Nil	Nil
Particulate matter (PM)	NA	Nil	Nil
Persistent organic pollutants (POP)	NA	Nil	Nil
Volatile organic compounds (VOC)	NA	Nil	Nil
Hazardous air pollutants (HAP)	NA	Nil	Nil
Others - please specify	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

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 CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	NA	Nil	Nil
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	NA	Nil	Nil
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	NA	Nil	Nil
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, then provide details. - NA

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

Parameter	FY (2022-23)	PY (2021-22)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil

Parameter	FY (2022-23)	PY (2021-22)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A+B + C + D + E + F + G + H)	Nil	Nil
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	Nil	Nil
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. - Nil
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:

Sr. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/ No)	Relevant Weblink
Not applicable					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company's operations do not attract any of these permissions				

**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 - NIL
- 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	NA	Nil
2	NA	Nil
3	NA	Nil

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

Name of the Authority	Brief of the Case	Corrective action taken
Not Applicable		

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

**Essential Indicators:**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/ No)	Relevant Weblink
As per applicable laws, SIA is not applicable for any of the projects undertaken by the Company					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

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 Rs.)
No such project undertaken					

3.	Describe the mechanisms to receive and redress grievances of the community.	Step 1: Beneficiaries grievances are usually addressed by our implementing partner at their level.
		Step 2 : If unresolved they may contact CSR committee or visit our location.

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	0
	Sourced directly from within the district and neighbouring districts	0	0

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

**Essential Indicators**

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Not Applicable in view of Company's nature of business.

- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: Not Applicable

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	0.00%
Safe and responsible usage	0.00%
Recycling and/or safe disposal	0.00%

3.	Number of consumer complaints in respect of the following	FY (2022-23)		Remark	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	<b>Number</b>	<b>Reasons for recall</b>
	Voluntary recalls	Nil	NA
	Forced recalls		
5.	Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes	
	If available, provide a web-link of the policy	<a href="https://www.bfilpune.com/PDF/Risk%20Management%20Policy.pdf">https://www.bfilpune.com/PDF/Risk%20Management%20Policy.pdf</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.	The Company has taken corrective action after making payment of penalty and settlement amount. We ensure to reply to the regulators for any information as required by regulators.	