



## Tasty Bite Eatables Limited

TBEL/SE/2024-25  
17 July 2024

**BSE Limited**

Corporate Relationship Department  
1<sup>st</sup> Floor, New Trading Ring,  
Rotunda bldg., P.J. Towers,  
Dalal Street, Mumbai- 400001  
Scrip Code: 519091

**National Stock Exchange of India**

Corporate Service  
Exchange Plaza,  
Bandra Kurla Complex,  
Bandra (East), Mumbai -400051  
NSE Symbol: TASTYBITE

**Sub: Intimation under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Dear Sir/Madam,

Pursuant to Section 34(2)(f) of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2023-24, which also forms part of the Integrated Annual Report for the Financial Year 2023-24.

The intimation will also be updated on the Company's website at: <https://www.tastybite.co.in/>

You are requested to kindly take the above on record.

**Thanking You,**  
For Tasty Bite Eatables Limited

**Vimal Tank**  
Company Secretary

Encl: A/a

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

At Tasty Bite Eatables Limited, the company envisions a future where everyone thrives through a steadfast commitment to sustainability. This dedication to sustainability focuses on fairness, social justice, and responsible resource management while prioritizing environmental protection. Tasty Bite Eatables Limited is passionate about driving economic growth and fostering innovation through collaboration and eco-friendly practices. ←

The Company continually seeks ways to enhance its impact on the planet and within communities. Its dedication extends beyond regulatory compliance, aiming to set the benchmark for sustainable business practices. By adhering to the BRSR framework, Tasty Bite Eatables Limited ensures that stakeholders receive clear, reliable, and relevant information about its environmental, social, and governance (ESG) initiatives. This transparent communication builds trust with investors, customers, and the broader community, bolstering its reputation as a responsible organization. Together with its stakeholders, Tasty Bites Limited is committed to making the world a better, more sustainable place.

## SECTION A: GENERAL DISCLOSURES

This section offers a detailed overview of the company, covering its diverse products and services, the extent of its operations, and its dedicated team. It also outlines the company's connections with its holding, subsidiary, and associate companies, including joint ventures. It also highlights the company's Corporate Social Responsibility (CSR) initiatives and emphasises its commitment to transparency and disclosure requirements.

### I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L15419PN1985PLC037347
2.	Name of the Company	Tasty Bite Eatables Limited
3.	Year of Incorporation	1985
4.	Registered Office Address	201-202, Mayfair Towers, Wakdewadi, Shivajinagar, Pune 411005 Maharashtra, India
5.	Corporate Address	201-202, Mayfair Towers, Wakdewadi, Shivajinagar, Pune 411005 Maharashtra, India
6.	Email Address	<a href="mailto:secretarial@tastybite.com">secretarial@tastybite.com</a>
7.	Telephone	020 3021 6000
8.	Website	<a href="http://www.tastybite.co.in">www.tastybite.co.in</a>
9.	Financial Year Reported	2023-24
10.	Name of the Stock Exchanges where shares are listed	BSE, NSE
11.	Paid-up Capital	INR 25.66 Million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Vimal Tank 020 3021 6000 <a href="mailto:secretarial@tastybite.com">secretarial@tastybite.com</a>
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
14.	Name of assurance provider	N.A.
15.	Type of assurance obtained	N.A.

### II. Products/services

#### 16. Details of business activities (accounting for 90% of the turnover)

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacturing	Food, Beverages	100%

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)****17. Products/Services sold by the Company (accounting for 90% of the turnover)**

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Ready-to-eat	107	74.7%
2	Formed Frozen products	107	25.3%

**III. Operations****18. Number of locations where plants and/or operations/offices of the Company are situated:**

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

**19. Markets served by the Company**

## a. Number of locations

Location	Number
National (No. of States)	14
International (No. of Countries)	17

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

75% of total turnover

## c. Types of customers-

- Manufacturing Arm: Produces ready-to-eat food products.
- Marketing Arm: Products are sold to Preferred Brands International Inc. in the US and other Mars affiliates for consumer distribution.
- Partner of choice for major Quick Service Restaurants (QSRs).
- Key supplier for the Hotel, Restaurant, and Catering (HoReCa) segment.

**IV. Employees****20. Details as at the end of Financial Year**

## a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	149	133	89%	16	11%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	<b>149</b>	<b>133</b>	<b>89%</b>	<b>16</b>	<b>11%</b>
<b>WORKERS</b>						
4.	Permanent (F)	116	103	89%	13	11%
5.	Other than Permanent (G)	608	391	64%	217	36%
6.	<b>Total workers (F+G)</b>	<b>724</b>	<b>494</b>	<b>68%</b>	<b>230</b>	<b>32%</b>

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

b. Differently abled Employees and workers:

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

### 21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	2	0	0%

### 22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16	4	20	24	3	27	17	4	21
Permanent Workers	1	0	1	3	1	4	1	1	2

Note: This includes employees/workmen who have retired during the year.

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

### 23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Preferred Brands Foods (India) Private Limited	Holding	74.22%	PBFIPL is a Core Investment Company and has no other business.
2	Effem Holdings Limited	Holding	0.01%	EHL follows Mars Five Principles which are aligned with business responsibility initiatives of the Company

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover: INR 5,581.96 Million
- (iii) Net worth: INR 2,865.73 Million

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

**VII. Transparency and Disclosure Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="https://www.tastybite.co.in/corporate">https://www.tastybite.co.in/corporate</a>	0	0	Not Applicable	0	0	Not Applicable
Investors (other than shareholders)	Yes <a href="https://www.tastybite.co.in/corporate">https://www.tastybite.co.in/corporate</a>	0	0	Not Applicable	0	0	Not Applicable
Shareholders	Yes <a href="https://www.tastybite.co.in/corporate">https://www.tastybite.co.in/corporate</a>	80	0	Not Applicable	59	0	Not Applicable
Employees and workers	Yes <a href="https://www.tastybite.co.in/corporate">https://www.tastybite.co.in/corporate</a>	0	0	Not Applicable	3	0	Not Applicable
Customers	Yes <a href="https://www.tastybite.co.in/corporate">https://www.tastybite.co.in/corporate</a>	165	0	Not Applicable	260	0	Not Applicable
Value Chain Partners	Yes <a href="https://www.tastybite.co.in/corporate">https://www.tastybite.co.in/corporate</a>	0	0	Not Applicable	0	0	Not Applicable
Other (please specify)	Bankers-Yes <a href="https://www.tastybite.co.in/corporate">https://www.tastybite.co.in/corporate</a>	0	0	Not Applicable	0	0	Not Applicable

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. 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	Water Consumption	R	TBEL uses water for production and various other processes. TBEL draws water from multiple sources and water consumption is regulated by various regulatory requirements.	<ol style="list-style-type: none"> <li>The Company uses 4R framework- reduce, reuse, recycle and recover for water usage.</li> <li>TBEL minimise water withdrawal by reusing / recycling the effluent treated water by setting up world-class Effluent Treatment Plants (ETP).</li> <li>We are also aiming at Zero Liquid Discharge from work premises.</li> <li>New technologies are used for production to reduce the usage of water.</li> <li>Appropriate maintenance of the ETP to ensure effluent treatment of water.</li> <li>There are no hazardous chemicals or processes involved in water after processing by TBEL and hence environmental impact is minimal.</li> </ol>	Negative Implications
2	Energy efficiency	O	TBEL uses electricity for production and various other processes. There are various initiatives taken by the Company to manage energy efficiency in the form of using alternate sources of energy, optimising energy	<ol style="list-style-type: none"> <li>100% steam generated using biomass fuel.</li> <li>Biogas plant active in TBEL. All food waste generated is used in the biogas plant to generate electricity.</li> <li>Solar energy is used to generate electricity and thus reduce the burden on the usage of electricity provided by MSEDCL.</li> <li>Various initiatives taken in factory w.r.t. optimising electricity usage like usage of Variable Frequency Drivers (VFD).</li> </ol>	Positive Implications

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

Sl. 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)
3	Sustainable packaging material	R	TBEL uses plastic packaging material suitable for product application.	<ol style="list-style-type: none"> <li>TBEL is working on a sustainable packaging solution as per product requirements.</li> <li>TBEL on its own has reduced plastic use by reducing laminate thickness from 127 microns to 107 microns pouches.</li> <li>Also, we changed cartons from 5-ply to 3-ply to reduce the usage of paper consumption.</li> <li>The Company has in place an "Extended Producer Responsibility"(EPR) agreement with the Plastic Waste Recycling agency.</li> </ol>	Negative Implications
4	Community support	O	The factory of TBEL is in Bhandgaon which is close to the community. Deep engagement with the community fosters goodwill amongst society. It brings long-term benefits in terms of community support, loyalty, source of future employees, and goodwill which in turn helps raise awareness of the Company	<ol style="list-style-type: none"> <li>TBEL firmly believes in the welfare of the people and society in which it operates. Maximum workers belong to the local region wherein the factory operates.</li> <li>Our CSR initiatives focus on farmer development, skill development of women in local areas, natural resource management in local areas, etc.</li> <li>TBEL engages in open and transparent dialogues with members of the community to understand their concerns and tries to address them through various initiatives.</li> <li>Details of the above are available in CSR annual report- Annexure- d to Boards' report in this annual report</li> </ol>	Positive Implications

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is designed to help businesses highlight the frameworks, policies, and procedures they have put in place to align with the NGRBC Principles and Core Elements. It allows companies to demonstrate their dedication to adopting sustainable business practices that encompass environmental, social, and governance (ESG) dimensions. Through this, businesses can effectively show their commitment to creating a more sustainable and responsible future.

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 the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Weblink of the policies, if available			<a href="https://www.tastybite.co.in/">https://www.tastybite.co.in/</a>						
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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 the Company and mapped to each principle.	<ol style="list-style-type: none"> <li>Policies pertaining to health, safety and environment are audited externally by DNV (a leading global independent risk and assurance certification organisation). The Company is ISO 14001 certified and ISO 45001 certified.</li> <li>The Company is also FSSC 22000 certified by Lloyd's Register Quality Assurance.</li> <li>The Department of Science &amp; Industrial Research (DSIR) of the Union Ministry of Science &amp; Technology accreditation to the R&amp;D department (TBRC) is valid till March 2025.</li> <li>The Company has valid licenses w.r.t. food manufacturing by the Food Safety and Standards Authority of India (FSSAI)</li> </ol>								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	Increased usage of recycled water thereby reducing withdrawal of drawn water								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	The Company has already started recycling more water. In FY 2024, the Company recycled 90 million litre water.								
<b>Governance, leadership and oversight</b>									
7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> ) - Not applicable									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name: Mr. Dilen Gandhi Designation: Managing Director DIN: 10298654 Tel: 020 3021 600 e-mail: <a href="mailto:secretarial@tastybite.com">secretarial@tastybite.com</a>								
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Rajendra Jadhav								



**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Performance against above policies and follow up action	The Senior Management of the Company regularly reviews the performance against various Policies. The Company also undergoes various audits by independent auditors, customers, etc under various Policies.									Regularly							
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with existing regulations as applicable and statutory compliance certification on applicable laws are provided by the CFO and Managing Director to the Board on quarterly basis.									Regularly								

11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency. ▶

P 1	P 2	P 3
P 4	P 5	P 6
P 7	P 8	P 9

Yes

Yes. Policies pertaining to health, safety and environment are audited externally by DNV (a leading global independent risk and assurance certification organisation.) The Company is ISO 14001 certified and ISO 45000 certified.

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 Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)						N.A			
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Note: The Independent assessment/evaluation of the working of its policies has been carried out by the different agencies expertise in relevant areas.

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

**Principle 1** **Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable**

While business activities drive human progress, they can impact the environment and society. Responsible practices are essential to mitigate these effects. Companies must balance people, planet, and prosperity, operating transparently and staying accountable to stakeholders.

Tasty Bite Eatables Limited is committed to integrity and ethical conduct. The Company has built a robust governance framework to uphold these values and protect stakeholder interests. With a comprehensive Code of Conduct, Tasty Bite sets clear goals and regulations for all employees and senior management, ensuring compliance and ethical behaviour across the board.

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

**Essential Indicator:**

**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	2	BRSR Reporting	100%
Key Managerial Personnel	2	Corporate Governance	100%
Employees other than Board of Directors and KMPs	29	code of conduct safety training / Behavior	55%
Workers	7	code of conduct safety training / QA Training	100%

**2. Details of fines /penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:**

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	Penalty/ Fine				
	Settlement	Nil			
	Compounding fee				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
	Imprisonment				
	Punishment	Nil			

**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

NA

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

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

Yes, anti-corruption policies are a part of the Code of Conduct for employees, senior management and all directors. The same is available on the website of the Company.

**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 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

NA

**Principle 2**



**Business should provide goods and services in a manner that is sustainable and safe**

Responsible businesses must use safe, resource-efficient, and low-carbon technologies to design, manufacture, procure, and supply goods and services. Sustainable production and consumption are essential for enhancing quality of life and preserving natural resources.

The Company prioritises sustainability and safety in its products and services. It integrates sustainability into all operations, focusing on efficiency and resource optimisation. By proactively reducing its environmental impact and upholding ethical standards, The Company drives sustainable growth and responsible business practices.

**Essential Indicator:**

**1 Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively.**

Segment	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
 R & D	0	0	Not Applicable
 Capex	0	17.70%	Effluent Treatment Plant

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

Yes. The Company sources all fresh vegetables from local farmers and farmer groups and the Company has a Code of Conduct which is applicable to its Suppliers mentioning fair business practices, human rights and health and safety.

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

100% of fresh vegetables are sourced from local farmers and farmer groups

### 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.



(a) Plastics (including packaging)

We have an agreement with the Plastic re-use agency for the purpose of Extended Producer Responsibility. The plastic used by TBEL across India is collected by the agency and recycled.



(b) E-waste

E-waste generated within the Company is in the form of computers, batteries etc. These are sold to authorised MPCB vendors for further recycling.



(c) Hazardous waste

Hazardous waste generated is minimal in the form of used machine oil. This is sent to the MPCB-authorized vendor for disposal.



(d) other waste.

100% of food waste generated is processed in an in-house biogas plant.

### 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes. EPR is applicable to the Company. The agency is authorised to collect the waste plastic generated on PAN India basis. The Company has Central Pollution Control Board (CPCB) registration

#### Principle 3

**Business should respect and promote the wellbeing of all employees, including those in their value chains**

Sustainable businesses ensure that employees and value chain workers are treated with fairness and respect, prioritising their health and safety. The Company embraces equitable practices, offering equal opportunities, fair working conditions, and growth prospects. The Company recognises that employee well-being and satisfaction are essential for success, maintaining a strong commitment to nurturing a happy and productive workforce.

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

**Essential Indicator:**

**1. a. Details of measures for the well-being of employees:**

Category	Total (A)	% of employees covered by									
		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	133	133	100%	133	100%	NA	NA	133	100%	133	100
Female	16	16	100%	16	100%	16	100%	NA	NA	16	100%
<b>Total</b>	<b>149</b>	<b>149</b>	<b>100%</b>	<b>149</b>	<b>100%</b>	<b>16</b>	<b>10.74%</b>	<b>133</b>	<b>89.26%</b>	<b>149</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	Total (A)	% of workers covered by									
		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	103	103	100%	103	100%	NA	NA	103	100%	103	100%
Female	13	13	100%	13	100%	13	100%	NA	NA	13	100%
<b>Total</b>	<b>116</b>	<b>116</b>	<b>100%</b>	<b>116</b>	<b>100%</b>	<b>13</b>	<b>11%</b>	<b>103</b>	<b>89%</b>	<b>116</b>	<b>100%</b>
<b>Other than Permanent Workers</b>											
Male	391	391	100%	391	100%	NA	NA	NA	NA	391	100%
Female	217	217	100%	217	100%	217	100%	NA	NA	217	100%
<b>Total</b>	<b>608</b>	<b>608</b>	<b>100%</b>	<b>608</b>	<b>100%</b>	<b>217</b>	<b>36%</b>	<b>0</b>	<b>0</b>	<b>608</b>	<b>100%</b>

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –**

Parameter	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.12%	0.13%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0	5%	Yes	0	9%	Yes
Others- please specify						

### 3. Accessibility of workplaces

**Are the premises/offices of the Company 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 Company in this regard.**

New Tasty Bite Research Center building is built in accordance with accessibility by differently abled employees. However, the Company has no employees/ worker who is differently abled

### 4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company has equal opportunity policy as part of Code of Conduct which is available on intranet of the Company.


### 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	100	100	100	100
Female	100	100	100	100
<b>Total</b>	100%	100%	100%	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	<p>Yes</p> <ol style="list-style-type: none"> <li>Grievance Redressal Policy and Grievance Committee for workers.</li> <li>There also exists a Works Committee for workers to resolve grievances.</li> <li>There exists an Open Door Policy in place wherein any associate can directly reach to the topmost authority in organisation to share grievances or suggestions.</li> <li>There is a Town Hall meeting every quarter in the organisation which is a direct platform for all the associates to share ideas, thoughts, grievances, etc.</li> <li>Apart from this there exists Ombudsman details appointed by Mars for grievance registration and resolution on an anonymous basis.</li> <li>There is also a Whistle blower and Vigilance Mechanism Policy.</li> <li>There is a 'Great Place to Work' survey in which the Company participates each year, and associates provide feedback anonymously. The Company has in place the Prevention of Sexual Harassment of Women at Workplace Policy and Internal Complaints Committee. Policy and Committee members' details (direct contact nos.) are available at various places in the factory and Head Office. Trainings are imparted on the topic to increase awareness.</li> </ol>

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

 Other than permanent workers	<p>Yes</p> <ol style="list-style-type: none"> <li>1. Grievance Redressal Policy and Grievance Committee for workers.</li> <li>2. There also exists a Works Committee for workers to resolve grievances.</li> <li>3. There exists an Open Door Policy in place wherein any associate can directly reach to the topmost authority in organisation to share grievances or suggestions.</li> <li>4. There is a Town Hall meeting every quarter in the organisation which is a direct platform for all the associates to share ideas, thoughts, grievances, etc.</li> <li>5. Apart from this there exists Ombudsman details appointed by Mars for grievance registration and resolution on an anonymous basis.</li> <li>6. There is also a Whistle blower and Vigilance Mechanism Policy.</li> <li>7. There is a 'Great Place to Work' survey in which the Company participates each year, and associates provide feedback anonymously. The Company has in place the Prevention of Sexual Harassment of Women at Workplace Policy and Internal Complaints Committee. Policy and Committee members' details (direct contact nos) are available at various places in the factory and Head Office. Trainings are imparted on the topic to increase awareness.</li> </ol>
 Permanent employees	<p>Yes</p> <ol style="list-style-type: none"> <li>1. Grievance Redressal Policy and Grievance Committee for workers.</li> <li>2. There also exists a Works Committee for workers to resolve grievances.</li> <li>3. There exists an Open Door Policy in place wherein any associate can directly reach to the topmost authority in organisation to share grievances or suggestions.</li> <li>4. There is a Town Hall meeting every quarter in the organisation which is a direct platform for all the associates to share ideas, thoughts, grievances, etc.</li> <li>5. Apart from this there exists Ombudsman details appointed by Mars for grievance registration and resolution on an anonymous basis.</li> <li>6. There is also a Whistle blower and Vigilance Mechanism Policy.</li> <li>7. There is a 'Great Place to Work' survey in which the Company participates each year, and associates provide feedback anonymously. The Company has in place the Prevention of Sexual Harassment of Women at Workplace Policy and Internal Complaints Committee. Policy and Committee members' details (direct contact nos.) are available at various places in the factory and Head Office. Trainings are imparted on the topic to increase awareness.</li> </ol>
 Other than permanent employees	<p>NA</p>

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

Category	FY 2023-24			FY 2022-23		
	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)
<b>Total Permanent Employees</b>	149	0	0	132	0	0
Male	133	0	0	117	0	0
Female	16	0	0	15	0	0
<b>Total Permanent Workers</b>	<b>116</b>	<b>105</b>	<b>91%</b>	<b>115</b>	<b>109</b>	<b>95%</b>
Male	103	94	91%	102	96	94%
Female	13	11	85%	13	13	100%

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

Category	FY 2023-24					FY 2022-23				
	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)
<b>Employees</b>										
Male	133	133	100%	133	100%	117	117	100%	82	70%
Female	16	16	100%	16	100%	15	15	100%	12	80%
Other	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>149</b>	<b>149</b>	<b>100%</b>	<b>149</b>	<b>100%</b>	<b>132</b>	<b>132</b>	<b>100%</b>	<b>94</b>	<b>71%</b>
<b>Workers</b>										
Male	494	494	100%	303	61.03%	479	479	100%	220	46%
Female	230	230	100%	145	61.85%	586	586	100%	340	58%
<b>Total</b>	<b>724</b>	<b>724</b>	<b>100%</b>	<b>448</b>	<b>61.44%</b>	<b>1065</b>	<b>1065</b>	<b>100%</b>	<b>560</b>	<b>53%</b>

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	%(B / A)	Total (C)	No. (D)	%(D/C)
<b>Employees</b>						
Male	133	133	100%	117	117	100%
Female	16	16	100%	15	15	100%
<b>Total</b>	<b>149</b>	<b>149</b>	<b>100%</b>	<b>132</b>	<b>132</b>	<b>100%</b>
<b>Workers</b>						
Male	103	103	100%	102	102	100%
Female	13	13	100%	13	13	100%
<b>Total</b>	<b>116</b>	<b>116</b>	<b>100%</b>	<b>115</b>	<b>115</b>	<b>100%</b>

### 10. Health and Safety Management System:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, 100% of employees & contractual workers are covered.

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

Risk assessments are in place along with the authority-to-work and permit-to-work system.



**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

- c. **Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N) -Yes**
- d. **Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)-**  
Yes

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

Safety Incident /Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.19	1.68
Total recordable work-related injuries	Employees	0	0
	Workers	11	61
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	6

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

Policies and procedures in place along with dedicated health and safety professionals on each site.

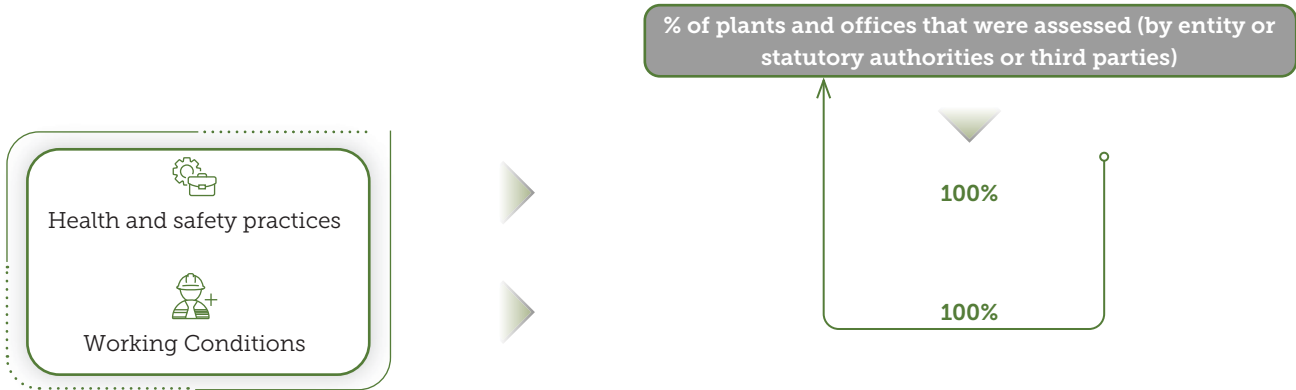
1. Focus on critical standard like LOTO, Work At Height, Work Place Transportation, Machine Guarding.
2. Identification of hazard and risk through risk assessment & action taken for mitigation.
3. KIOSK system installed for training.
4. Mock drill & mock training conducted.
5. ERT developed to handle emergency situation.
6. Reward & recognition program conducted.
7. Risk reduction activity carried out.
8. Leadership team knowledge , competency, capability development on Safety.
9. Focused on HSE governance and driving system.
10. Felt leadership culture developed.
11. Safety communication developed to connect heart & mind.
12. Safety awareness event conducted.
13. ISO 45001 & ISO 14001 audit conducted by third party and organization successfully certified with mentioned certificate.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

**14. Assessments for the year:**



**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.**

1. Condensate line provided for preventing steam exposure from steam drain line.
2. Machine guarding & interlock provided for preventing accident from exposure by rotating parts of machine.
3. LOTO system implemented to avoid any kind of energy related exposure.
4. Self-door closer system installed at height platform for preventing fall from height.
5. KIOSK system installed for training program.
6. Risk reduction activity carried out.

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

**Principle 4**

**Business should respect the interests of and be responsive to all its stakeholders**

The organisation values and actively supports the diverse needs of its stakeholders, including customers, suppliers, government bodies, investors, and employees. By fostering open communication, the company gains valuable insights into stakeholder concerns and expectations, guiding its strategic approach and decision-making processes effectively.

**Essential Indicator:**

**1. Describe the processes for identifying key stakeholder groups of the Company.**

The Company has mapped its stakeholders- external as well as internal. Stakeholders are identified by the Stakeholders Committee based on interaction with the senior management and analysing the impact of activities of the Company on them. Key stakeholders identified are Employees, Shareholders, Suppliers, and Bankers.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1 Employees-	No	E-mail	Quarterly	Continuous learning, work-life balance,
2 Shareholders -	No	Website	Others- please specify	Corporate governance, financial performance
3 Suppliers -	Yes	E-mail	Others- please specify	Ease of doing business, social practices
4 Bankers -	No	E-mail	Others- please specify	Ease of doing business

**3. 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.**

- Grievance Redressal Policy and Grievance Committee for workers.
- There also exists a Works Committee for workers to resolve grievances.
- There exists an Open Door Policy in place wherein any associate can directly reach the topmost authority in organisation to share grievances or suggestions.
- There is a Town Hall meeting every quarter in the organisation which is a direct platform for all the associates to share ideas, thoughts, grievances, etc.
- Apart from this there exist Ombudsman details appointed by Mars for grievance registration and resolution on an anonymous basis.
- There is also a Whistle blower and Vigilance Mechanism Policy.
- There is a 'Great Place to Work' survey in which the Company participates each year, and associates provide feedback anonymously. The Company has in place the Prevention of Sexual Harassment of Women at Workplace Policy and Internal Complaints Internal Complaints Committee formed. Policy and Committee members' details (direct contact nos) are available at various places in the factory and Head Office. Trainings are imparted on the topic for increasing awareness.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

### Principle 5

Business should respect and promote human rights

### Essential Indicator:

The Company is deeply committed to advancing human rights. It places a strong emphasis on respecting human rights in all its operations, guiding how the company interacts with and treats its employees. Dedicated to improving society, the company not only works to protect the environment but also advocates for essential rights such as privacy, safety, and freedom of expression.

#### 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 2023-24			FY 2022-23		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	149	149	100%	132	22	17%
Other than Permanent	0	0	0%	0	0	0%
<b>Total Employees</b>	149	149	100%	132	22	17%
<b>Workers</b>						
Permanent	116	116	100%	115	6	5%
Other than Permanent	608	608	100%	950	657	69%
<b>Total Workers</b>	724	724	100%	1065	663	62%

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

Category	FY 2023-24					FY 2022-23				
	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	149	0	0%	149	100%	132	0	0%	132	100%
Male	133	0	0%	133	100%	117	0	0%	117	100%
Female	16	0	0%	16	100%	15	0	0%	15	100%
Other than Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
Permanent	116	0	0%	116	100%	115	0	0%	115	100%
Male	103	0	0%	103	100%	102	0	0%	102	100%
Female	13	0	0%	13	100%	13	0	0%	13	100%
Other than Permanent	608	428	70%	180	30%	950	654	69%	296	31%
Male	391	251	64%	140	36%	390	375	96%	15	4%
Female	217	177	82%	40	18%	560	279	50%	281	50%

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

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

**a. The details are provided below:**

	Male		Female	
	Number	salary/wages of respective category (₹ in Million)	Number	salary/wages of respective category (₹ in Million)
Board of Directors (BoD)	6	60.29	2	1.62
Key Managerial Personnel (KMP)	2	14.42	0	1.85
Employees other than BoD and KMP	132	205.83	16	23.98
Workers	103	77.12	13	9.10

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	11%	11%

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No) -**

Yes, the Company has 'Open Door Policy' and 'Grievance Redressal Policy' in place to address the human rights impacts/ issues caused or contributed by the business. The employees may also connect with 'Ombudsman' for their grievance

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

We have a Grievance Redressal Policy, Whistleblowing Policy, Code of Conduct, Prohibition of Sexual Harassment of Women at Workplace Policy, and Equality Policy.

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

The details are provided below:

Benefits	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0		3	3	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other Human rights related issues	0	0		0	0	

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

### 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)		
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

We have various policies in place from Grievance, Prevention of Sexual Harassment, Code of Conduct, Whistleblowing Policy to ensure all forms of harassment can be raised. Same policies ensure adverse consequences to the complainant.

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

### 10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	100%

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

The Company is complied with the regulations. The Company underwent Customer Audits for the same.

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

**Principle 6**

**Business should respect and make efforts to protect and restore the environment.**

The Company is passionate about protecting the environment. It actively works to minimise its carbon footprint by leading initiatives to restore natural balance and reduce ecological impact. By using energy from renewable sources and implementing efficient resource management practices, the Company is dedicated to sustainability and creating a healthier planet for everyone.

**Essential Indicator:**

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

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	3,18,59,845.00	3,10,42,717.00
Total fuel consumption (B)	11,16,00,125.00	10,53,61,609.00
Energy consumption through other sources (C)	20,29,882.00	18,46,206.00
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>14,54,89,852.00</b>	<b>13,82,50,532.00</b>
<b>Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)</b>	<b>0.03 Rupees per unit</b>	<b>0.28 Rupees per unit</b>

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

-No

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	184,050.00	189,533.00
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>184,050.00</b>	<b>189,533.00</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>189,641.00</b>	<b>176,711.00</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>0.00</b>	<b>0.00</b>

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

-No

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

Water from ETP plant is reused for farming purposes.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	µg/M <sup>3</sup>	29.4	28.7
SOx	µg/M <sup>3</sup>	17.9	21.9
Particulate matter (PM)	µg/M <sup>3</sup>	56.3	56.3
Persistent organic pollutants (POP)	µg/M <sup>3</sup>	NA	NA
Volatile organic compounds (VOC)	µg/M <sup>3</sup>	NA	NA
Hazardous air pollutants (HAP)	µg/M <sup>3</sup>	NA	NA
Others – please specify Mercury, Cadmium, Chromium etc.		NA	NA

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

-No

**6. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:**

The details are provided below:

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (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)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 2 emissions</b> (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)	Metric tonnes of CO <sub>2</sub> equivalent		

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

**7. Does the Company have any project related to reducing Green House Gas emission? If yes, then provide details. -No, as our emmision are very low as compared to the legal requirements**

**8. Provide details related to waste management by the Company, in the following format:** The required details are provided below:

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	42	36
E-waste (B)	0.5	0.11
Bio-medical waste (C)	0.05	0.03
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)	0.12	0.67
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>42.67</b>	<b>36.81</b>



**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

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

No

**9. Briefly describe the waste management practices adopted in your establishment. 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.**

Ours is a food manufacturing industry and has no hazardous processes. There are no hazardous raw materials used in our process. The only hazardous waste generated is used oil from machineries. The same is sent to MPCB approved recycler.

**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 Web link
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).**

Yes , the Company is complied with applicable regulations

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
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## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

### Principle 7

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.**

The Company acknowledges its role in shaping public policy to promote social and environmental well-being. This commitment drives its principled actions that contribute positively to policy development. The Company recognises that engaging responsibly and transparently in policy influence not only aligns with its core values but also builds trust with the public. This trust is crucial for nurturing sustainable partnerships and collaborative progress.

### Essential Indicators:

**1. a. Number of affiliations with trade and industry chambers/associations.**

- 4

**b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.**

Sr.No.	Name of the trade and industry chambers	Reach of trade and industry chambers/associations (State/ National)
1	Mahratta Chamber of Commerce, Industries and Agriculture(MCCIA)	National
2	Confederation of Indian Industry(CII)	National
3	Association of Indian Organic Industry(AIOI)	National
4	Institute of Directors(IOD)	National

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

There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.

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

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

**Principle 8**

**Businesses should promote inclusive growth and equitable development.**

The company is dedicated to fostering inclusive growth and equitable development, recognising it as key to corporate success. Through purposeful CSR initiatives, the company ensures sustainable value and enhances societal well-being by providing equal development opportunities. These focused activities drive positive change in operational areas, creating long-term value for all stakeholders.

**Essential Indicators:**

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, in the following format:**

Sr.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In INR)
Not applicable						

- Describe the mechanisms to receive and redress grievances of the community.**

No formal mechanism for communication with the community. Communication is delivered on an "as required" basis. However, there exists an "Open Door" policy. Any concerned community member may contact the topmost authority in the Company (details of whom are available on the website of the Company) and Policies and share their grievances.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	18%	6.61%
Directly from Within India	81%	34.03%

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

**5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2023-24	FY 2022-23
Semi-urban		
Rural	124 people (Average salary 12k)	267 people (Average salary 6k)
Urban		
Metropolitan		

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

**Principle 9**

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

Businesses must ensure their products and services are safe and have minimal impact on society and the environment. They should also provide accurate and complete information to help consumers make informed decisions and promote fair competition in the market.

The Company is dedicated to engaging with its clients to understand their needs and align its operations to maximise value. By focusing on customer satisfaction and loyalty, the Company positions itself as a client-centric organisation, building strong, long-term partnerships.

**Essential Indicators:**

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

All complaints should be sent to our customer services team / relevant account manager. All details are mentioned on the artwork of the packaging for launching complaints. Once a complaint is raised, a notification is sent to the relevant account manager / quality team to initiate an investigation. Initial responses to all complaints are shared within 72 hours. Root Cause Analysis of complaints is also done.

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

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

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)**

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

Number of consumer complaints in respect of the following:	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	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	NIL	0	0	NIL
Restrictive Trade Practices	0	0	NIL	0	0	NIL
Unfair Trade Practices	0	0	NIL	0	0	NIL
Other	165	0	NIL	260	0	NIL

**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 Company have a framework/policy on cyber security and risks related to data privacy?**

Yes , the same is available on website of the company.

(Yes/No) If available, provide a web-link of the policy. – <https://www.tastybite.co.in/>

**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. - NA**

**7. Provide the following information relating to data breaches:**

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	NA
b. Percentage of data breaches involving personally identifiable information of customer	NA
c. Impact, if any, of the data breaches	NA