

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** - L01542KA1995PLC019046
2. **Name of the Listed Entity** - Shree Renuka Sugars Limited
3. **Year of incorporation** - 1995
4. **Registered office address** - 2nd and 3rd Floor, Kanakashree Arcade, CTS No.10634, JNMC Road, Neharu Nagar, Belagavi – 590010, Karnataka
5. **Corporate address** - 7th Floor, Devchand House, Shiv Sagar Estate Dr. Annie Besant Rd, Worli, Mumbai – 400018
6. **E-mail** - groupcs@renukasugars.com
7. **Telephone** - 91-831-2404000
8. **Website** - <http://www.renukasugars.com/>
9. **Financial year for which reporting is being done** - 2022-23
10. **Name of the Stock Exchange(s) where shares are listed:**

| Name of the Exchange | Stock Code |
|---|------------|
| National Stock Exchange of India Ltd. (NSE) | RENUKA |
| BSE Ltd. (BSE) | 532670 |

11. Paid-up Capital -

₹ 2,128 Mn

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. Deepak Manerikar- Company Secretary
Shree Renuka Sugars Limited
7th Floor, Devchand House, Shiv Sagar Estate
Dr. Annie Besant Rd, Worli, Mumbai – 400018, Maharashtra, India
Office: +91-22-40011400

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). –

The disclosures made under this report are made on a standalone basis for Shree Renuka Sugars Limited.

II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

| Sr. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|---------|------------------------------|---|-----------------------------|
| 1. | Manufacturing of Sugar | Manufacture, sale and marketing of sugar in various forms. | 83.60% |
| 2. | Generating Power | Power generated through cogeneration is sold to state government utilities, third parties | 1.61% |
| 3. | Manufacturing Ethanol | Manufacture, sale and marketing of distillery products such as Ethanol | 13.96% |

Note- The business activity of sugar is considered to be comprising of distillery and cogeneration, which are by-products during the process of manufacture of sugar.

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

| Sr. No. | Product/Service | NIC Code | % of total Turnover contributed |
|---------|-----------------|----------|---------------------------------|
| 1. | Sugar | 10721 | 83.60% |
| 2. | Ethanol | 11019 | 13.96% |
| 3. | Power | 35106 | 1.61% |

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 | 8 | 4 | 12 |
| International | NIL | NIL | NIL |

17. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|-----------|
| National (No. of States) | Pan India |
| International (No. of Countries) | 15 |

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

The Company had 69.44% exports as a percentage of the total turnover during the reporting period.

c. A brief on types of customers

The Company has four types of consumers viz. Industrial consumers, Sugar Consumers for retail business, Distillery Consumers such as Oil Marketing Companies, Liquor Manufacturers, Pharmaceutical Companies and Electricity co-gen Consumers

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 1023 | 990 | 96.77 | 33 | 3.23 |
| 2. | Other than Permanent (E) | 43 | 43 | 100.00 | 0 | 0.00 |
| 3. | Total employees (D + E) | 1066 | 1033 | 96.90 | 33 | 3.10 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 575 | 575 | 100.00 | 0 | 0.00 |
| 5. | Other than Permanent (G) | 336 | 336 | 100.00 | 0 | 0.00 |
| 6. | Total workers (F + G) | 911 | 911 | 100.00 | 0 | 0.00 |

b. Differently abled Employees and workers:

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|------------------------------------|---|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | | | | | |
| 2. | Other than Permanent (E) | | | | | |
| 3. | Total differently abled employees (D + E) | | | NIL | | |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | | | | | |
| 5. | Other than permanent (G) | | | | | |
| 6. | Total differently abled workers (F + G) | | | NIL | | |

19. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 12 | 1 | 8.33 |
| Key Management Personnel | 5 | 0 | 0.00 |

20. Turnover rate for permanent employees and workers

| | FY 2022-23 | | | FY 2021-22 | | | FY 2020-21 | | |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 19.92 | 25.81 | 20.09 | 13.67 | 21.43 | 13.87 | 13.63 | 3.92 | 13.38 |
| Permanent Workers | 15.85 | 0.00 | 15.85 | 8.41 | 0.00 | 8.41 | 10.66 | 0.00 | 10.66 |

V. Holding, Subsidiary and Associate Companies (including joint ventures)
21. (a) Names of holding / subsidiary / associate companies / joint ventures

| Sr. No. | Name of the Holding/ Subsidiary / Associate companies/ Joint Ventures | 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. | Wilmar Sugar Holdings Pte. Ltd. | Holding | 62.48 | No |
| 2. | Gokak Sugars Ltd. | Subsidiary | 93.64 | No |
| 3. | Shree Renuka Agri Ventures Ltd. | Subsidiary | 100.00 | No |
| 4. | Monica Trading Private Ltd. | Subsidiary | 100.00 | No |
| 5. | Shree Renuka Tunaport Private Ltd. | Subsidiary | 100.00 | No |
| 6. | KBK Chem Engineering Private Ltd. | Subsidiary | 100.00 | No |
| 7. | Renuka Commodities DMCC, Dubai | Subsidiary | 100.00 | No |
| 8. | Shree Renuka East Africa Agriventures | Subsidiary | 99.99 | No |
| 9. | Shree Renuka Global Ventures Ltd | Associate | 17.12 | No |
| 10. | Renuka Vale Do Ivai S/A | Associate | 17.12 | No |
| 11. | Renuka Do Brasil S/A | Associate | 17.12 | No |
| 12. | Lanka Sugar Refinery Company (Private) Ltd. | Associate | 17.12 | No |

Companies mentioned in Sr. No. 10 to 12 above are subsidiaries of Shree Renuka Global Ventures Ltd., a Company in which Renuka Commodities DMCC holds 17.12% stake.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(i) Turnover (in Rs.) – 85781 Million

(ii) Net worth (in Rs.) – 4,127 Mn

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 redressal policy) | FY 2022-23 | | | FY 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 | Nil | Nil | NA | Nil | Nil | NA |
| Investors (other than shareholders) | NA | NA | NA | NA | NA | NA | NA |
| Shareholders | Yes. The SEBI mechanism of SCORES is effectively in place – https://scores.gov.in . Also Shareholders can write to groupcs@renukasugars.com | 88 | 0 | The Complaints were routine in nature and resolved with the help of RTA | 46 | 0 | The Complaints were routine in nature and resolved with the help of RTA |
| Employees and workers | Yes. Escalation points – HOD to HR Head HR policies | Nil | Nil | NA | Nil | Nil | NA |
| Customers | YES | 20 | 4 | Complaints were majorly around quality and quantity of the product | 55 | 0 | Resolved all the complaints by the year end. |
| Value Chain Partners | Yes, Respective Heads of Operations dealing with different categories of Value Chain Partners resolve the grievances as per their internal SOPs | 0 | 0 | NA | 0 | 0 | NA |

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:

| Sr. 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 | GHG Emissions | Risk | The identification of Shree Renuka Sugars’ GHG emissions issue is driven by environmental impact, regulatory compliance, reputational risk, market expectations, cost savings, efficiency gains and competitive advantage. Addressing this issue presents an opportunity for sustainability and long-term resilience. | To mitigate the risk of GHG emissions at Shree Renuka Sugars, the company will set clear reduction targets, implement energy efficiency measures, adopt renewable energy sources, improve waste management, optimize transportation, engage employees in sustainability practices, collaborate with suppliers, ensure transparent reporting, and continuously monitor and improve its efforts to reduce emissions. These proactive steps will help the company lower its carbon footprint, comply with regulations, enhance its reputation, and contribute to a more sustainable future. | Negative |
| 2 | Product Quality & Safety | Risk | Identifying product quality and safety risks/opportunities is crucial for ensuring customer satisfaction, regulatory compliance, brand reputation, risk mitigation, market competitiveness, consumer health, supply chain management, innovation, and business resilience. Addressing these aspects leads to greater customer loyalty, market advantage, and long-term success. | To adapt or mitigate product quality and safety risks, Shree Renuka Sugars should implement a robust quality management system, comply with regulations, conduct product testing and inspection, assure supplier quality, monitor and audit continuously, conduct risk assessments, provide employee training, maintain transparent communication, establish prompt recall procedures, and learn from past incidents to prevent future ones. These measures will ensure customer satisfaction, protect the brand reputation, and enhance business resilience. | Negative |

| Sr. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---------|-------------------------------|--|--|---|--|
| 3 | Energy Management | Risk | Identifying energy management risks and opportunities at Shree Renuka Sugars is essential for cost savings, environmental impact reduction, regulatory compliance, managing energy price volatility, ensuring resource availability, meeting stakeholder expectations, enhancing competitiveness, improving energy security, driving innovation, and achieving long-term sustainability goals. | To adapt or mitigate energy management risks, Shree Renuka Sugars should conduct an energy audit, set reduction targets, invest in energy-efficient technologies, provide employee training, explore renewable energy sources, implement demand-side management, use energy monitoring and automation, collaborate with energy suppliers, ensure regulatory compliance, and continuously improve energy practices. These measures will enhance energy efficiency, reduce costs, and contribute to the company's environmental sustainability goals. | Negative |
| 4 | Water & Wastewater Management | Risk | Identifying water and wastewater management risks and opportunities is crucial to ensure water availability, comply with regulations, reduce costs, enhance environmental performance, meet stakeholder expectations, ensure business resilience, and promote long-term sustainability. | To adapt or mitigate water and wastewater management risks, Shree Renuka Sugars should conduct a water audit, implement water recycling and conservation measures, invest in wastewater treatment, comply with regulations, provide employee training, engage stakeholders, collaborate with suppliers, develop resilience plans, and continuously improve water management practices. These efforts will ensure responsible water usage, reduce environmental impact, and enhance long-term sustainability. | Negative |
| 5 | Employee Health & Safety | Risk | Identifying employee health and safety risks and opportunities is essential to comply with legal obligations, protect employee well-being, improve productivity, reduce costs, enhance the company's reputation, and demonstrate commitment to social responsibility and sustainability. | To adapt or mitigate employee health and safety risks, Shree Renuka Sugars should conduct risk assessments, provide safety training and protocols, ensure proper use of PPE, implement hazard controls, establish, promote health and wellness programs, demonstrate management commitment, monitor safety performance, and engage employees in safety initiatives. These measures will create a safer work environment, prevent accidents, and enhance overall employee well-being and productivity. | Negative |

| Sr. 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) |
|---------|---------------------------------|--|---|---|--|
| 6 | Supply Chain Management | Risk | Identifying risks and opportunities in supply chain management enables Shree Renuka Sugars to anticipate and mitigate disruptions, optimize costs, maintain product quality, enhance resilience, build strong supplier relationships, improve sustainability practices, drive innovation, and gain a competitive advantage. | To adapt or mitigate supply chain risks, Shree Renuka Sugars should conduct risk assessments, diversify suppliers, evaluate supplier capabilities, create contingency plans, enhance supply chain visibility, collaborate with suppliers, promote sustainable practices, continuously improve processes, monitor regulations, and communicate with customers transparently. These measures will build a resilient and efficient supply chain, minimizing disruptions and enhancing overall performance. | Negative |
| 7 | Materials Sourcing & Efficiency | Risk | Identifying materials sourcing risks and opportunities is crucial for supply chain stability, cost optimization, product quality, sustainability, supplier relations, regulatory compliance, innovation, supply chain efficiency, business resilience, and customer satisfaction. | To adapt or mitigate materials sourcing risks, Shree Renuka Sugars should diversify suppliers, assess supplier capabilities, enhance supply chain visibility, consider long-term contracts, optimize inventory, promote sustainable sourcing, develop contingency plans, collaborate with suppliers, monitor compliance, and continuously improve sourcing processes. These measures will secure material supply, reduce disruptions, and enhance overall sourcing efficiency and sustainability. | Negative |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| c. Web Link of the Policies, if available | | | | | | | | | |

Policies available with the Company:

| Name of the Policy | Web-link | Principles Mapped |
|--|---|--------------------------|
| Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting Trading by Insiders | https://renukasugars.com/pdf/corporate-governance/srsl-pit-code-of-conduct-002.pdf | P1, P4, P7 |
| Dividend Distribution Policy | https://renukasugars.com/pdf/corporate-governance/dividend-distribution-policy.pdf | P3, P4 |
| Archival Policy | https://renukasugars.com/pdf/corporate-governance/archival-policy.pdf | P1 |
| Familiarisation Programme for Independent Directors | https://renukasugars.com/pdf/corporate-governance/familiarisation_programme_for_independent_directors.pdf | P1 |
| Policy on Corporate Social Responsibility | https://renukasugars.com/pdf/corporate-governance/policy-on-corporate-social-responsibility.pdf | P4, P8 |
| Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information | https://renukasugars.com/pdf/corporate-governance/code-of-fair-diclosure-web-site.pdf | P1 |
| Policy on Related Party Transactions | https://renukasugars.com/pdf/corporate-governance/tpt-policy-srsl.pdf | P1, P4, P7 |
| Policy on Determining Material Subsidiaries | https://renukasugars.com/pdf/corporate-governance/policy-on-determining-material-subsidiaries.pdf | P1 |
| Nomination and Remuneration Policy | https://renukasugars.com/pdf/corporate-governance/nomination-and-remuneration-policy-amended-9-8-2022.pdf | P3, P4 |
| Code of Business Conduct and Ethics for Board of Directors and Senior Management | https://renukasugars.com/pdf/code-of-business-conduct-and-ethics.pdf | P1 |
| Terms and Conditions of appointment of Independent Directors | https://renukasugars.com/pdf/corporate-governance/terms-and-conditions-of-appointment-of-independent-directors.pdf | P1 |
| Vigil Mechanism / Whistle Blower Policy | https://renukasugars.com/pdf/corporate-governance/whistle-blower-policy.pdf | P1 |
| Policy on Determination of Materiality for Disclosure of Events or Information | https://renukasugars.com/pdf/corporate-governance/policy-on-determination-of-materiality-for-disclosure-of-events-9-8-2022.pdf | P1, P4 |
| Environment Health & Safety Policy | Internal | P2, P6 |
| Talent Acquisition Process | Internal | P8 |
| Workplace Health and Safety Policy | Formulated by Wilmar Group and adopted by the Company | P3 |
| High Risk Work Policy | Formulated by Wilmar Group and adopted by the Company | P3, P5 |
| Incident & Hazard Reporting Policy | Formulated by Wilmar Group and adopted by the Company | P3, P5 |
| Human Resource Management Policy | Internal | P3 |
| Policy for Prevention of Sexual Harassment | Internal | P5 |
| Procurement Policy | Internal | P9 |
| Training & Development Policy | Internal | P3 |
| Cyber Security Policy | Internal | P9 |
| Workman Compensation Policy | Internal | P3 |

| | |
|---|---|
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | No |
| 4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | For our manufacturing units, we have obtained the following certifications: <ul style="list-style-type: none"> • Kandla - FSSC 22000 , AIB , Halal , Kosher , Export Inspection Council • Athani - FSSC 22000 & Halal • Kolavi - FSSC 22000 • Havalga - FSSC 22000 & Halal • Munoli - FSSC 22000 & Halal |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company's strategy and business model is based on climate protection, manpower welfare and good corporate governance. In its ESG Journey, Shree Renuka Sugars looks forward to set short, medium and long term targets for sustainability KPIs mentioned below: <ol style="list-style-type: none"> 1. Climate change mitigation 2. Energy conservation 3. Water management 4. Waste management 5. GHG reduction and 6. Value chain partners |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | |

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

A shift towards more sustainable living is not only shaping new trends in every industry and ours is not an exception. Today the variety of products where innovation is used necessitates producers to continuously improve quality and offer products with a lesser carbon footprint. While doing this, apart from the monetary factors, non-monetary aspects of sustainability are essential in all round growth of the Business. This brings us to the formal recognition to the best practices which are required to be followed by the corporate in the Environment, Social & Governance gamut.

The operations of the Company are carried on in a manner which ensure Zero Liquid Discharge. Secondly, the Company generates most of the energy required by its operation by using bagasse which ensures minimum carbon footprint. It is one of the biggest suppliers of ethanol to the Oil Marketing Companies, which will help the country reduce its carbon footprint in a big way, apart from planting trees in big numbers and engaging with farmers on drip irrigation techniques and other efficient methods for cultivation of sugarcane. In the coming years, the Company plans to gear up on its sustainability efforts by making processes more energy efficient, and find newer ways of contributing to reduction in its carbon footprint.

| | |
|---|--|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Vijendra Singh Executive Director & Deputy CEO |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | The Board of Directors as a whole is responsible for Sustainability related issues |

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 | | | | | | | | | |
|--|---|----|----|----|----|----|----|----|----|-----|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |
| Performance against above policies and follow up action | Yes, the Board of Directors have reviewed the performance against all the above mentioned policies. | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | The compliance review has been carried out the Board of Directors and relevant Committees. | | | | | | | | | |

| Subject for Review | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | | |
|--|---|----|----|----|----|----|----|----|----|-----|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |
| Performance against above policies and follow up action | Periodically | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Periodically | | | | | | | | | |

| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|--|----|----|----|----|----|----|----|----|
| | Yes, Dhir & Dhir Associates, an eminent legal firm, conducted an evaluation to assess the implementation and adequacy of policies. The evaluation primarily focused on the effectiveness of policy execution. Moreover, the policies undergo periodic evaluations and revisions led by department heads and business heads, followed by approval from the management or board. It is important to mention that internal auditors and regulatory bodies may review the processes and compliance measures, as necessary. | | | | | | | | |

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

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No) | | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | NA | | | | | | | | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | | | | |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

| Segment | Total Number of training and awareness programmes held | Topics/ principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|---|---|---|
| Board of Directors | 5 | Insider trading, SEBI LODR, Operational updates, Companies Act | 100% |
| Key Managerial Personnel | Multiple trainings conducted with mixed set of employees & KMPs | The Company periodically updates and familiarises employees on the Code of Conduct which covers aspects such as Corporate Governance & Good Corporate Practices | 100% |
| Employees other than BoD and KMPs | | Behavioural training, Skill Development, Team Building, Webinars, Wellness month, Safety, Mock Drills, Induction programme and socialization | |
| Workers | Multiple trainings conducted | Health and Safety, Skill Upgradation | Health and Wellness – 76% (PY 69%) Skill Upgradation – 59% (PY 47%) |

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

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

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

| Case Details | Name of the regulatory/enforcement agencies/judicial institutions |
|--------------|---|
| NIL | NIL |

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

The Company has defined the Code of Conduct for its Directors and employees that cover issues related to ethics, workplace responsibilities and conflict of interest. The company has integrated ABAC clauses in Code of Conduct and is shared with stakeholders at the time of joining.

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 | FY 2021-22 |
|-----------|------------|------------|
| 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 | | FY 2021-22 | |
|--|------------|---------|------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of conflict of interest of the Directors | 0 | NA | 0 | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | NA | 0 | NA |

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

Not Applicable

Leadership Indicators

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

| Total number of awareness programs held | Topic/principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|---|
| | Nil | |

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes. The Company has laid down a Code of Conduct for all Board Members and senior management of the Company. The Code of Conduct has necessary provisions to avoid / manage conflict of interests. All Related Party Transactions are approved by due process of law.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe
Essential Indicators

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

| | Current Financial Year | Previous Financial Year | Details of improvements in the environmental and social impacts |
|-------|---|-------------------------|---|
| R&D | The Company strives to innovate & adopt technology in its processes, which will lead its operations environment & socially friendly; however the cost spent on it is inseparable. | | |
| Capex | | | |

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

Yes. Under its sustainable sugarcane initiatives, the Company has set up several processes & mechanism to ensure sustainable sourcing. Establishment of Automatic Weather Station; Farmer Training-cum-Exposer Visit, Release of Trichogramma Chilonis for control of Early Shoot Borer (ESB); Process to arrest the spread of white root grub and to retain sugar cane crop unaffected; Distribution of Soil Moisture Indicator (SMI); Rainwater Harvesting are a few steps taken to ensure that the crop is sustainably sourced.

- If yes, what percentage of inputs were sourced sustainably?

The Company tries to source its entire input sustainably.

- 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.

None of our Plastic waste, E-waste and/ or Hazardous Waste is reclaimed at the end of life. With respect to molasses, which is a byproduct of sugar, is fully used to produce ethanol for supply to Oil Marketing Companies for fuel blending programme of the Government of India, Bagasse remaining after crushing sugarcane is used as fuel to generate clean energy which is used internally and also exported to grids.

- 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.

The Company is in compliance with the requirement of Plastic waste Management Rules, 2016 and subsequent amendments thereto. The waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board. Total EPR target for the Company during the reporting period was 1402.16 metric tons and was achieved.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

| NIC Code | Name of Product/ Service | % of total Turnover Contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|----------|--------------------------|---------------------------------|--|---|--|
|----------|--------------------------|---------------------------------|--|---|--|

The company has not conducted any LCA as of now but it conducts an Environment Audit as per the parent group Wilmar policy, on yearly basis.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

| Name of Product/ Service | Description of the risk/ concern | Action Taken |
|--------------------------|----------------------------------|--|
| | | The company formulates action plan as per the Environment Impact Assessment. The company did not identify any risks after conducting the audit and there was no need for any preventive measure. |

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

| Indicate input material | Recycled or re-used input material to total material | |
|---|---|--|
| | FY 2022-23 | FY 2021-22 |
| The company has taken up some projects on water for which the input material that is being used is reused water in the processes. | 1000.6 million litres (52% of 1924 million litres) | 855 million litres (42.24% of 2015 million litres) |

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

| | FY 2022-23 | | | FY 2021-22 | | |
|--------------------------------|------------|----------|-----------------|------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | | | | | | |
| E-waste | | | Not Applicable | | | Not Applicable |
| Hazardous Waste | | | | | | |
| Other waste | | | | | | |

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

| Indicate product category | Reclaimed products and their packaging materials (as percentage of products sold) for each product category. |
|---------------------------|--|
| | Not Applicable |

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:

| | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|---------------|--------------------|---------------|---------------------|-------------|--------------------|---------|---------------------|---------|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Insurance | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 990 | 990 | 100.00 | 990 | 100.00 | 0 | 0.00 | | | | |
| Female | 33 | 33 | 100.00 | 33 | 100.00 | 33 | 100.00 | | | Nil | |
| Total | 1023 | 1023 | 100.00 | 1023 | 100.00 | 33 | 3.22 | | | | |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | 43 | 43 | 100.00 | 43 | 100.00 | | | | | | |
| Female | 0 | 0 | 0.00 | 0 | 0.00 | | | | | Nil | |
| Total | 43 | 43 | 100.00 | 43 | 100.00 | | | | | | |

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

| | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|---------------|--------------------|---------------|---------------------|---------|--------------------|---------|---------------------|---------|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Insurance | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 575 | 575 | 100.00 | 575 | 100.00 | | | | | | |
| Female | 0 | 0 | 0.00 | 0 | 0.00 | | | | | Nil | |
| Total | 575 | 575 | 100.00 | 575 | 100.00 | | | | | | |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | | | | | | | | | | | |
| Female | | | | | | | | | | Nil | |
| Total | | | | | | | | | | | |

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

| Benefits | FY 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|-------------------------|---|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| | PF | 97.47 | 99.67 | Y | 97.98 | 99.67 |
| Gratuity | 91.18 | 98.68 | Y | 92.60 | 98.81 | Y |
| ESI | 0.00 | 0.22 | Y | 0.00 | 0.43 | Y |
| Others – Please specify | 100% coverage in Term Life Insurance, Mediciam and Personal Accident Insurance All workmen are covered in Workmen Compensation | | | | | |

3. Accessibility of workplaces

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

Yes, partially- some offices are equipped with ramps, lifts and other facilities for the differently abled and the Company is committed to make all plants and offices wheelchair friendly.

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.

The Company is in the process of formulating an Equal Opportunity Policy and the same shall be uploaded on the company's website.

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 | NA | NA | NA | NA |
| Female | 100 | 100 | NA | NA |
| Total | 100 | 100 | NA | NA |

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

| | Yes/No (If Yes, then give details of the mechanism in brief) |
|--------------------------------|--|
| Permanent Workers | Yes. The workforce can approach their immediate supervisor/ manager in case of any grievances that they may have. From head of department to HR head – there are multiple stages available to the workforce to raise their grievances. |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |

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

| Category | FY 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|---------------------------|--|---|-----------|--|---|-----------|
| | Total employees / workers in respective category (A) | No. of employees/ workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees/ workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Total Permanent Employees | Nil | Nil | Nil | Nil | Nil | Nil |
| Male | Nil | Nil | Nil | Nil | Nil | Nil |
| Female | Nil | Nil | Nil | Nil | Nil | Nil |
| Total Permanent Worker | Nil | Nil | Nil | Nil | Nil | Nil |
| Male | Nil | Nil | Nil | Nil | Nil | Nil |
| Female | Nil | Nil | Nil | Nil | Nil | Nil |

8. Details of training given to employees and workers:

| | FY 2022-23 | | | | | FY 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 | 1033 | 539 | 52.18 | 677 | 65.54 | 1012 | 462 | 45.65 | 516 | 50.99 |
| Female | 33 | 7 | 21.21 | 21 | 63.64 | 29 | 5 | 17.24 | 20 | 68.97 |
| Total | 1066 | 546 | 51.22 | 698 | 65.48 | 1041 | 467 | 44.86 | 536 | 51.49 |
| Workers | | | | | | | | | | |
| Male | 911 | 692 | 74.86 | 536 | 58.84 | 921 | 635 | 68.95 | 433 | 47.01 |
| Female | 0 | 0 | 0.00 | 0 | 0.00 | 0 | 0 | 0.00 | 0 | 0.00 |
| Total | 911 | 692 | 74.86 | 536 | 58.84 | 921 | 635 | 68.95 | 433 | 47.01 |

Note: Majority of our female workforce is employed in the corporate office.

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|--------------|-------------|------------|---------------|-------------|------------|--------------|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| Employees | | | | | | |
| Male | 1033 | 897 | 86.83 | 1020 | 856 | 83.92 |
| Female | 33 | 18 | 54.55 | 29 | 19 | 65.51 |
| Total | 1066 | 915 | 85.83 | 1049 | 875 | 83.41 |
| Workers | | | | | | |
| Male | 911 | 911 | 100.00 | 913 | 873 | 95.62 |
| Female | 0 | 0 | 0.00 | 0 | 0 | 0.00 |
| Total | 911 | 911 | 100.00 | 913 | 873 | 95.62 |

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 of such system?

The company has its own OHS Policy that governs health and safety of its workers. HIRA register is being implemented and available at the sites.

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

Yes, the Company is HIRA and ISO 45001 certified and during the year, 3 meetings were conducted to review work-related hazards & assess the risk.

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

Yes, The Company has a common platform called as Enablon wherein the workers can directly access their user account and put in the hazards with control measures such as Electrical, mechanical, bio hazards, slip and trip hazard, fall hazard, etc. Regular trainings are conducted for the same.

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

Yes, through mediclaim the Company, promotes health and wellness for its employees.

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

| Safety Incident/Number | Category | FY 2022-23 | FY 2021-22 |
|--|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 1.36 | 2.48 |
| | Workers | 2.5 | 0.38 |
| Total recordable work-relatedinjuries | Employees | 16 | 11 |
| | Workers | 12 | 2 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 1 | 0 |
| High consequence work-related injury or ill-health (excludingfatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

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

The Company takes all the necessary measures to ensure a safe & healthy work place. After every Incident and Hazard identification, there is an action plan tracker and it tracks the actionables on periodic basis and closes the action points on risk rating basis. Further, continuous trainings and campaigns for employees and workers for explaining risks, hazards & its control measures are held. The Company, being certified under ISO 45001/2018 and 14001/2015 – takes all the required measures under it.

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

| | FY 2022-23 | | | FY 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 | Nil | Nil | NA | Nil | Nil | NA |
| Health & Safety | Nil | Nil | NA | Nil | Nil | NA |

13. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and safety practices | 66.67% |
| Working Conditions | 66.67% |

14. 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.

Basis the assessments mentioned above, the Company has prepared action plan with respect to the following and shall be implemented in due course:

- (i) Fire Protection System
- (ii) Machine guarding

- (iii) Fall Protection
- (iv) Electrical safety
- (v) General Safety

Leadership Indicators

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

Yes, both employees and workers receive life insurance or compensatory packages in the event of death.

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

The Company ensures that its manpower suppliers comply with the statutory provisions, through regular audits done by Company representatives.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

| | Total no. of affected employees/workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|---|----------|---|----------|
| | FY 22-23 | FY 21-22 | FY 22-23 | FY 21-22 |
| Employees | Nil | Nil | Nil | Nil |
| Workers | Nil | Nil | Nil | Nil |

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No, the entity does not provide transition assistance programs to facilitate continued employability and career endings resulting from retirement or termination of employment.

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | Nil |
| Working Conditions | Nil |

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

The Company ensures that there is a continuous drive on safety awareness like Tool box training, induction training, class room training on several topics, Campaigns, Electronic visual display, Display boards, signages, rewards etc. The company has a platform named Enablon to report and monitor all safety related incidents which helps mitigate the possible hazards.

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.

Stakeholders are identified while conducting business operations of the organization and predominately include employees, farmers, shareholders, regulatory bodies, investors and customers, Pollution Control Board, Agri Ministry, SEBI, Petroleum Ministry etc. For each area of activity of the Company, the stakeholders are identified respectively.

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

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/ No) | Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other) | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---|---|---|---|---|
| Employees | No | In person/ Email/ SMS/ meetings/ Notice Board/ HR Portal | Continued engagement/ Daily/Monthly/ Need basis | Employee connect session/ Health and Wellness |
| Customers | No | Email / SMS | Monthly/Quarterly/ Periodically need basis (at sales/service times) | Product related information |
| Suppliers | Yes | Email | Monthly | Follow up w.r.t order delivery and other deliverables |
| Investors | No | Email, Meetings | Periodically | Business Operations/ Governance |
| Analysts | No | Email, Meetings | Need Basis | Business Operations |
| Shareholders | No | Email, SMS, Newspaper Advertisement, Letters, Annual Report, Notices, Dissemination on Company's website and portals of Stock Exchanges | Periodically | Statutory requirement and for the benefit of the shareholders in terms of claiming their unclaimed dividend and for getting their KYC details, etc. updated in the system |
| Regulatory Bodies | No | Through returns / filings / submissions etc. | Periodically | For completing statutory compliance requirements |
| Community around our plants including school going children, village youths and family belonging to underprivileged section | Yes | Notice Board, Website, display on the locations | Periodically | Statutory Requirement, CSR activities |

*Note- Migrant and Contract Workforce are considered as marginalized. MSME Suppliers considered as vulnerable and marginalized.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company often engages with different stakeholders to discuss a range of topics pertaining to its commercial operations on concerns like environmental, social, and governance. Additionally, it hires specialists to perform a thorough investigation and due diligence. The management then reviews the analysis report before resubmitting it, as necessary, to the board.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the Board advises the management on the actions to be done on the aforementioned themes and to incorporate the same in either current policies or construct new policies as necessary based on the talks between the Board and the management.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

No as there are no specific concerns raised or identified from such groups. The company remains committed to maintaining an inclusive approach and addressing any stakeholder concerns that may arise in the future.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials 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 22-23 Current Financial Year | | | FY 21-22 Previous Financial Year | | |
|------------------------|---------------------------------|--------------------------------------|---------|--|--------------------------------------|---------|
| | Total (A) | No. of employees/workers covered (B) | % (B/A) | Total (C) | No. of employees/workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 1023 | | | | | |
| Other than permanent | 43 | | | Nil. The Company shall conduct the trainings in the coming years | | |
| Total Employees | 1066 | | | | | |
| Workers | | | | | | |
| Permanent | 575 | | | | | |
| Other than permanent | 336 | | | Nil. The Company shall conduct the trainings in the coming years | | |
| Total Workers | 911 | | | | | |

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

| Category | FY 22-23 | | | | | FY 21-22 | | | | |
|-------------------------|--------------|--------------------------|---------|---------------------------|---------|--------------|--------------------------|---------|---------------------------|---------|
| | 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) |
| Employees | | | | | | | | | | |
| Permanent | 1023 | 35 | 3.42 | 988 | 96.58 | 1005 | 47 | 4.67 | 958 | 95.32 |
| Male | 990 | 33 | 3.33 | 957 | 96.67 | 976 | 47 | 4.82 | 929 | 95.18 |
| Female | 33 | 2 | 6.06 | 31 | 93.94 | 29 | 0 | 0 | 29 | 100.00 |
| Other than Permanent | 43 | 8 | 18.60 | 35 | 81.39 | 36 | 8 | 22.22 | 28 | 77.78 |
| Male | 43 | 8 | 18.60 | 35 | 81.39 | 36 | 8 | 22.22 | 28 | 77.78 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Workers | | | | | | | | | | |
| Permanent | 575 | 18 | 3.13 | 557 | 96.87 | 569 | 15 | 2.64 | 554 | 97.36 |
| Male | 575 | 18 | 3.13 | 557 | 96.87 | 569 | 15 | 2.64 | 554 | 97.36 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than Permanent | 336 | 33 | 9.82 | 303 | 90.17 | 352 | 41 | 11.65 | 311 | 88.35 |
| Male | 336 | 33 | 9.82 | 303 | 90.18 | 352 | 41 | 11.65 | 311 | 88.35 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| | Male | | Female | |
|----------------------------------|--------|---|----------------|---|
| | Number | Median remuneration/ Salary/ Wages of respective category (INR per month) | Number | Median remuneration/ Salary/ Wages of respective category (INR per month) |
| Board of Directors (BoD) | 11# | 32,10,000 | 1 [^] | 1,00,000 |
| Key Managerial Personnel | 5 | 18,17,572 | - | 0 |
| Employees other than BoD and KMP | 1028 | 33,894 | 33 | 44,325 |
| Workers | 911 | 25,163 | - | 0 |

Out of 12 Directors, 6 Are independent directors. 3 Directors are Non- Executive and Non-Independent who do not get any remuneration and 3 Directors are Executive Directors also included in KMPs

The Median indicated above for BoD indicates remuneration paid to Executive Directors

[^] The Remuneration includes Commission paid to the Independent Director.

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 established a dedicated focal point, either an individual or a committee, responsible for addressing human rights impacts or issues caused or contributed to by the business. This focal point takes proactive

measures to identify, assess, and address human rights concerns within the organization and its operations. They work to ensure compliance with human rights standards and implement appropriate remedial actions when necessary, fostering a culture of respect for human rights throughout the company.

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

Yes the Company is dedicated to giving its workers and employees a safe and healthy working environment. The Company has a strong system in place that aids in preserving a safe work environment. To handle any potential issues, many committees have been established, including Grievance Committee, Internal Complaint Committee under POSH, Whistleblower Committee and their working is being monitored.

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

| | FY 22-23 | | | FY 21-22 | | |
|-----------------------------------|-----------------------|---|---------|-----------------------|---|---------|
| | 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 | Nil | Nil | NA | Nil | Nil | NA |
| Discrimination at workplace | Nil | Nil | NA | Nil | Nil | NA |
| Child Labour | Nil | Nil | NA | Nil | Nil | NA |
| Forced Labour/ Involuntary Labour | Nil | Nil | NA | Nil | Nil | NA |
| Wages | Nil | Nil | NA | Nil | Nil | NA |
| Other Human Rights related issues | Nil | Nil | NA | Nil | Nil | NA |

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

As of now, the company does not have specific mechanisms in place to prevent adverse consequences to the complainant in discrimination and harassment cases. However, the company is committed to addressing such cases seriously and ensuring a safe and respectful working environment for all employees. Any complaints related to discrimination and harassment are thoroughly investigated and appropriate actions are taken to address the concerns and ensure a fair resolution. The company is continuously reviewing its policies and practices to enhance its approach in handling such cases effectively in the future.

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

No, currently the Company does not take into consideration systems and procedures pertaining to human rights issue while finalizing vendors and supplier agreements.

9. Assessments for the year:

| | % of your plants and Offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child Labour | 100 |
| Forced/involuntary labour | 100 |
| Sexual Harassment | 100 |
| Discrimination at workplace | 100 |
| Wages | 100 |

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

Leadership Indicators

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

Not applicable

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Nil. The Company has not conducted any human rights due diligence, however shall consider the same in coming years after assessing feasibility.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. The Company has made its premises accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|------------------------------------|---|
| Sexual Harassment | |
| Discrimination at workplace | |
| Child Labour | Nil |
| Forced Labour / Involuntary Labour | |
| Wages | |
| Others – Please Specify | |

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

| Parameter | FY 22-23 (in GJ) | FY 21-22 (in GJ) |
|---|------------------|------------------|
| Total electricity consumption (A) | 19,124.80 | 48,816.52 |
| Total fuel consumption (B) | 43,06,693.37 | 1,85,85,482.00 |
| Energy consumption through other sources (C) | NA | NA |
| Total energy consumption (A+B+C) | 43,25,818.17 | 1,86,34,298.52 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) | 0.00005 | 0.000304 |

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. There was no any independent assessment carried out during reporting period.

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

Not applicable. The Company does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

| Parameter | FY 22-23 | FY 21-22 |
|--|-----------|-----------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 15,09,480 | 11,44,865 |
| (ii) Groundwater | 1,22,648 | 4,70,866 |
| (iii) Third party water | 2,91,750 | 3,99,487 |
| (iv) Seawater / desalinated water | NIL | NIL |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv) | 19,23,879 | 20,15,218 |
| Total volume of water consumption (in kilolitres) | 19,23,879 | 20,15,218 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.000022 | 0.000033 |

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. There was no any independent assessment carried out during reporting period.

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

Yes, distillery plants have the ZLD system in place. The (Effluent) raw spentwash is divided into two streams, one of which is processed in a bio-digester before being evaporated in multi-effect evaporators, and the other of which is burned in an incinerator boiler after first being evaporated in falling film evaporators and then concentrated in them. Intensive bio-methane from spentwash is used to make organic manure. Condensate polishing units with tertiary treatment are used in effluent treatment plants to treat spentwash condensate and spentlees generated during the distillation of ethanol. The cleaned wastewater is used in the distillery's cooling tower construction and processing. The blowdown from cooling towers is biologically treated before being sent through a RO plant. Reject water is sent to spentwash evaporators while RO permeate water is used for process.

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

| Parameter | Please specify unit | FY 22-23 | FY 21-22 |
|-------------------------------------|---------------------|----------|----------|
| NOx | kgs/year | 1,53,078 | 1,29,650 |
| SOx | kgs/year | 1,40,234 | 1,22,687 |
| Particulate matter (PM) | kgs/year | 5,43,652 | 5,53,985 |
| Persistent organic pollutants (POP) | | NA | NA |
| Volatile organic compounds (VOC) | | NA | NA |
| Hazardous air pollutants (HAP) | | 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. There was no any independent assessment carried out during reporting period.

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

| Parameter | Unit | FY 22-23 | FY 21-22 |
|---|---|-------------|-------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 5,77,040.30 | 4,34,989.70 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 1,68,334.28 | 1,26,352.93 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | Metric tonnes of CO ₂ equivalent/ Rupees | 0.0000087 | 0.0000091 |

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. There was no any independent assessment carried out during reporting period.

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

Yes, the Company has undertaken projects to reduce Green House Gas (GHG) emissions. Specifically, the Company has installed a solar power plant with a capacity of 125 KW at our Pathri Unit. The Company has taken steps to reduce energy consumption by installing LED bulbs across all their units. These initiatives are aimed at reducing the Company's carbon footprint and contributing to environmental sustainability by utilizing cleaner and more energy-efficient technologies.

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

| Parameter | FY 22-23 | FY 21-22 |
|---|---------------------|---------------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 1,402.16 | 0.00 |
| E-waste (B) | 1.00 | 4.87 |
| Bio-medical waste (C) | - | - |
| Construction and demolition waste (D) | - | - |
| Battery waste (E) | - | - |
| Radioactive waste (F) | - | - |
| Other Hazardous waste. (G) | 0.96 | 2.42 |
| - Used oil soaked cotton waste | | |
| - Used oil and barrel | | |
| Other Non-hazardous waste generated (H). | 23,04,153.00 | 23,79,707.00 |
| 1. Bagasse | | |
| 2. Pressmud | | |
| 3. Ash | | |
| 4. Spentwash | | |
| Total (A+B + C + D + E + F + G + H) | 23,05,557.12 | 23,79,714.29 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |

| Parameter | FY 22-23 | FY 21-22 |
|--|---------------------|---------------------|
| Category of waste | | |
| (i) Recycled | 23,04,153.00 | 23,79,707.00 |
| (ii) Re-used | - | - |
| (iii) Other recovery operations- Recycling through vendor | 0.57 | 0.61 |
| Total | 23,04,153.57 | 23,79,707.61 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 0.38 | 1.81 |
| (ii) Landfilling | - | - |
| (iii) Other disposal operations | - | - |
| Total | 0.38 | 1.81 |

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. There was no any independent assessment carried out during reporting period.

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

The waste collection, storage & disposal is carried out as specified by the CPCB. Non-hazardous waste is used for composting internally regularly also used as fuel. Authorized waste collectors are lifting waste from sites and disposing the same by incinerating it.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

| S. No. | Location of operations/offices | Types 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 |
|---|----------------------|------|---|--|-------------------|
| There is no EIA carried out during FY 2022-23 | | | | | |

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with the applicable environmental laws and regulations in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act, along with the rules thereunder. The company has obtained Consent for Operation under these acts, and there have been no instances of non-compliance reported. This indicates that the company is operating within the legal framework and adhering to the environmental guidelines, ensuring responsible environmental practices in its operations.

Leadership Indicators

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

| Parameter | FY 22-23 (In GJ) | FY 21-22 (In GJ) |
|--|------------------|------------------|
| From renewable sources | | |
| Total electricity consumption (A) | 1,10,52,201.25 | 9,85,699.28 |
| Total fuel consumption (B) | 24,52,593.88 | 1,59,68,902.00 |
| Energy consumption through other sources (C) | - | - |
| Total energy consumed from renewable sources (A+B+C) | 1,35,04,795.13 | 1,69,54,601.28 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 19,124.80 | 48,816.52 |
| Total fuel consumption (E) | 18,54,099.49 | 26,16,580.00 |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from non-renewable sources (D+E+F) | 18,73,224.30 | 26,65,396.52 |

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. There was no any independent assessment carried out during reporting period.

2. Provide the following details related to water discharged:

| Parameter | FY 22-23 (Current Financial Year) | FY 21-22 (Previous Financial Year) |
|--|---|--|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | NA | NA |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (ii) To Groundwater | NA | NA |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iii) To Seawater | NA | NA |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |

| Parameter | FY 22-23 (Current Financial Year) | FY 21-22 (Previous Financial Year) |
|--|---|--|
| (iv) Sent to third-parties | Yes | Yes |
| - No treatment | | |
| - With treatment – Biologically followed by tertiary treatment | 4,45,311 | 6,94,030 |
| (v) Others | NA | NA |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| Total water discharged (in kilolitres) | 4,45,311 | 6,94,030 |

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. There was no any independent assessment carried out during reporting period.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

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

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

| Parameter | FY 22-23 (Current Financial Year) | FY 21-22 (Previous Financial Year) |
|--|---|--|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | | |
| (ii) Groundwater | Not Applicable | |
| (iii) Third party water | | |
| (iv) Seawater / desalinated water | | |
| (v) Others | | |
| Total volume of water withdrawal (in kilolitres) | | |
| Total volume of water consumption (in kilolitres) | | |
| Water intensity per rupee of turnover (Water consumed / turnover) | | |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |

| Parameter | FY 22-23 (Current Financial Year) | FY 21-22 (Previous Financial Year) |
|--|---|--|
| (i) Into Surface water | | |
| - No treatment | | Not Applicable |
| - With treatment – please specify level of treatment | | |
| (ii) Into Groundwater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iii) Into Seawater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iv) Sent to third-parties | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (v) Others | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| Total water discharged (in kilolitres) | | |

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

No. There was no any independent assessment carried out during reporting period.

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

| Parameter | Unit | FY 22-23 | FY 21-22 |
|--|---------------------------------|--|----------|
| Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | Not Assessed for the reporting period. The Company shall consider computing this in coming years | |
| Total Scope 3 emissions per rupee of turnover | | | |

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. There was no any independent assessment carried out during reporting period.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable, however the Company takes into account the company's impact on bio-diversity due to its operations and activities.

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

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|--|--|---|
| 1 | Distillery effluent (concentrated spentwash) incineration Boiler - 2 X 75 TPH, Athani and Havalga Unit | Reuse of Distillery effluent as fuel for Boiler | Last FY (21-22) fossil fuel coal saving was 39,339 MT & for Current FY (22-23) it was 27,530 MT @ coal calorific value - 4800 kcal/kg |
| 2 | Installation condensate units (Effluent resue Plant) | Reuse of Distillery process condensate & sugar plant excess condensate | Last FY (21-22) reduction in the effluent discharge & saving in the water requirement was 8,54,866 KL & for Current FY (22-23), it was 10,00,660 KL |

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

The Business Continuity Plan offers guidelines and processes to help process owners carry out the mentioned tasks in order to limit company operations disruptions and their effects on brand image. It presents a list of potential occurrences that, if they take place, could disrupt operations or discontinue supplying customers. Each risk event also includes potential "Risk Drivers" that could cause the risk to materialize. And yes, the Company does have a business continuity plan, with different plans for HR, Sales and Finance, among others.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

This parameter has not been assessed for the financial year 2022-23.

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

This parameter has not been assessed for the financial year 2022-23.

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.

The Company is part of 7 industry chambers/ associations.

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

| S. No | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|-------|---|---|
| 1 | Indian Sugar Mills Association (ISMA) | National |
| 2 | All India Sugar Trade Association (AISTA) | National |
| 3 | Refined Sugar Association (RSA) | National |
| 4 | South Indian Sugar Mills Association (SISMA) | Karnataka, Tamil Nadu and Andhra Pradesh |
| 5 | Western Indian Sugar Mills Association (WISMA) | Maharashtra |
| 6 | ASSOCHAM | National |
| 7 | Confederation of Indian Industry | National |

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

| Name of authority | Brief of the case | Corrective active taken |
|-------------------|-------------------|-------------------------|
| Nil | | |

Leadership Indicators

1. Details of public policy positions advocated by the entity:

| Sr. No | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, If available |
|--------|-------------------------|-----------------------------------|--|---|------------------------|
| NA | | | | | |

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

Essential Indicators

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

| 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, as during the financial year 2022-23, the Company was not required to conduct Social Impact Assessment. | | | | | |

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 INR) |
|--|-------|----------|---|--------------------------|---|
| Not Applicable. No Rehabilitation and Resettlement has been undertaken by the Company during the FY 2022-23. | | | | | |

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

The Plant heads of each of our plant takes care of the grievances of the society around the plant.

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

| | FY 2022-23 | FY 2021-22 |
|--|--|------------|
| Directly sourced from MSMEs/ small producers | 3,355.8 | 2,263.8 |
| Sourced directly from within the district and neighbouring districts | Not assessed during the period under review. | |

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| Not applicable | |

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

| State | Aspirational District | Amount spent (In INR) |
|-------|-----------------------|-----------------------|
| NIL | | |

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

No. The Company does not give preference to, and does not discriminate with, any supplier.

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

Not Applicable

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

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

| Sr. No | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/ No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|----------------|--|---------------------------|---------------------------|------------------------------------|
| Not applicable | | | | |

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

| Name of authority | Brief of the case | Corrective Action taken |
|-------------------|-------------------|-------------------------|
| Not applicable | | |

6. Details of beneficiaries of CSR Projects:

| Sr. No | CSR Project | No. of persons benefitted from CSR projects | % of beneficiaries from vulnerable and marginalized groups |
|--------|--|--|--|
| 1 | Health infrastructure which includes donation of ambulances to local healthcare centres, contribution to armed forces flag day fund, contribution of welfare of differently abled children, donation to an NGO for education of children in slum areas | Not quantifiable because of nature of CSR projects | Apart from contribution to armed forces, everything |

Note: Details of all initiatives taken towards all CSR activities taken is available in the CSR report which is annexed to the Annual report.

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.

The company has a customer service team and various communication channels to receive and address consumer complaints and feedback. They register complaints, investigate issues, and aim for prompt resolutions. Feedback is valued for continuous improvement. The company strives to give an end to end solution to its consumers.

- 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 |

- Number of consumer complaints in respect of the following:

| | FY 2022-23 | | Remarks | FY 2021-22 | | Remarks |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the Year | Pending resolution at end of year | | Received during the Year | Pending resolution at end of year | |
| Data Privacy | Nil | Nil | Nil | Nil | Nil | Nil |
| Advertising | Nil | Nil | Nil | Nil | Nil | Nil |
| Cyber-security | Nil | Nil | Nil | Nil | Nil | Nil |
| Delivery of essential services | Nil | Nil | Nil | Nil | Nil | Nil |
| Restrictive Trade Practices | Nil | Nil | Nil | Nil | Nil | Nil |
| Unfair Trade Practices | Nil | Nil | Nil | Nil | Nil | Nil |
| Other | Nil | Nil | Nil | Nil | Nil | Nil |

- Details of instances of product recalls on account of safety issues:

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | Nil | Nil |
| Forced recalls | Nil | Nil |

- Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy

Yes, The Company has a draft framework/policy on cyber security and data privacy and is in the process of finalisation.

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.

Not Applicable.

Leadership Indicators

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

The Company provides information on its products and services through various channels and platforms. Customers and stakeholders can access details about their offerings on the official websites: "Renukasugars" (www.renukasugars.com), "Madhur Sugar" (www.madhursugars.com).

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

The Company informs and educates consumers about safe and responsible product usage through their website, sharing MSDS with customers, and implementing clear labeling procedures.

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

The Company employs mechanisms such as emails and phone calls to inform consumers about any risk of disruption or discontinuation of essential services. By using these communication channels, the company ensures that customers are promptly notified of any potential issues, allowing them to take necessary actions or make alternative arrangements in case of service disruptions. This proactive approach helps maintain transparency and enhances customer satisfaction in critical situations.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, The Company displays additional product information beyond local law requirements. The company also conducts an annual customer satisfaction survey to gather feedback and improve the customer experience.

5. Provide the following information relating to data breaches:

- a) Number of instances of data breaches along-with impact

None during reporting period

- b) Percentage of data breaches involving personally identifiable information of customers

Nil during reporting period

The Company has taken numerous initiatives over the years & last year towards betterment of its ESG profile. The same are aligned to UN Sustainable Development Goals as under:

Sustainability Development Goals

Initiatives



SDG 3: GOOD HEALTH AND WELL BEING:

- HR initiated celebrations on National Safety Day, World Environment Day, World Food Safety Day, Wellness month and various other occasions where the celebrations were clubbed with sports, competitions, and group games.
- Various trainings/sessions for health and Safety of the Employees were initiated:
- Implementation of Lock Out Tag Out (LOTO): This training enables employees to protect themselves from injuries caused by machines that are being serviced or repaired.
- Self-contained Breathing Apparatus (SCBA) Implementation: This apparatus aids the employees in breathing while performing work in a confined space.
- Fall protection safety: Advanced fall protection systems were implemented in a phased manner at all sites to ensure better safety of employees.



SDG 4: QUALITY EDUCATION:

- The Company believes in the importance of education and has distributed primary school supplies and educational kits among students.
- The Company has taken initiatives in specific areas of Social Development which includes infrastructure facilities primary & secondary education/schools, skill development, vocational training, health & hygiene etc. mainly for the community around the Company's manufacturing locations



SDG 5: GENDER EQUALITY:

- Through the 'Sustainable Sugarcane Initiative, the company is increasing occupational health and safety awareness, primarily among women farmers.



SDG 6: CLEAN WATER AND SANITATION:

- The company implemented measures to reduce specific water consumption from natural sources and work on improving their water management. All the facilities are equipped with zero liquid discharge to enhance our sustainability measures. (10,00,660 KL of Reduction in water consumption).
- Formed an inter-unit committee with the objective of minimising freshwater consumption. It is done by enhancing the use of recycled water, which automatically reduces the use of water.
- The Company is treating environmental effluents and all its facilities are equipped with zero liquid discharge to enhance its sustainability measures
- The Company is also focusing its efforts towards improving access to clean water and consequently has ensured the supply of potable water by installing RO plants and borewell hand pumps as well as carried out refurbishment of ponds.

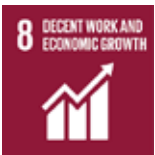
**Sustainability
Development Goals**

Initiatives



SDG 7: AFFORDABLE AND CLEAN ENERGY:

- For captive consumption, the company uses a large proportion of energy generated by their cogeneration units. Around 83% of the cogeneration process is renewable energy, resulting in a significant reduction in GHG emissions. (501 Mn Kwh of clean energy generated).
- The Company has undertaken various power conservation initiatives during the year, mainly installation of LED bulbs in place of conventional bulbs, solar power plants and solar heaters. The Company installed 150 KWH Solar power plant at Pathri plant, 32 No. of 2.0 KWH capacity of solar heater at Athani Plant and 1,921 LED bulbs from 20 Watts to 200 Watts at all the plants. All this resulted in power saving of 2.85 Mn KWH during the year.
- The Company uses Distillery Plant waste-water spent wash which is generated during Ethanol production, as an alternative source of energy.
- The Company has made investments during the year for electricity conservation projects of Rs. 3.7 Mn. In six units installation of LED bulbs, in one unit installation of solar heater and in one unit installation solar power plant to conserve the energy 2.849 Mn kwh per year.
- Their cogeneration power plants convert bagasse, a by-product of the sugar manufacturing process, into electrical and thermal energy. Hence, the majority of their cogeneration process is powered through a circular economy that ultimately results in significant reductions in greenhouse gas emissions. A significant portion of the power generated is consumed captively within their plants, while the remainder is sold to the state electricity grid, other industries & in power exchanges.



SDG 8: DECENT WORK AND ECONOMIC GROWTH

- The company has recently conducted safety training on International Scaffolding Inspection held at the Athani Plant.
- They also conducted an event in Kolavi, Karnataka, where safety kits were distributed to sugarcane farmers. Gum boots, gloves, goggles, masks, and caps, among other items, were included in the safety kits to protect the farmers from accidents, cuts, and injuries while working in the fields.
- SPCC tank assessments, Stormwater management, Job safety environment analysis for all critical High-Risk Works have also been initiated at all sites to identify the gaps in the system and prepare plans to take necessary steps for its implementation
- The Company has undertaken various power conservation initiatives during the year, mainly installation of LED bulbs in place of conventional bulbs, solar power plants and solar heaters. The Company installed 150 KWH Solar power plant at Pathri plant, 32 No. of 2.0 KWH capacity of solar heater at Athani Plant and 1,921 LED bulbs from 20 Watts to 200 Watts at all the plants. All this resulted in power saving of 2.85 Mn KWH during the year.
- The Company also actively conducts numerous cane development activities such as enlightening our growers of the new methods of cane plantation and irrigation, and providing them with pesticides, organic manure and crops at subsidized rates.

Sustainability Development Goals

Initiatives



SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:

- The Company also minimised air pollution around our units through the installation of electrostatic precipitators, which control the air quality by bringing down particulate matter content to the standard prescribed limits.
- SRSL has installed fully automated weather stations at Athani (2) and Kolavi (2) to provide climatic updates and necessary steps to farmers associated with the organization. The weather stations are strategically located to cover all SRSL farmers. Predictions from AWS are used to generate advisories, which are circulated to 10,000 farmers via IVR and WhatsApp.



SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:

- Under the Sustainable sugarcane cultivation Joint Project in Athani and Kolavi, training sessions are conducted at the village level for 24 days a month. Two meetings are held each day to address various topics. Additionally, regular meetings are held with farmers to address routine issues they encounter.
- In the Havalga unit, field days and farmers' training/awareness programs were conducted. Expert entomologists and plant pathologists were invited to deliver lectures on managing pests like White fly and Root Grub, as well as diseases like Rust and Smut in sugarcane crops.
- 206 farmers (120 from Athani and 86 from Kolavi) were trained on various topics related to sugarcane cultivation at S. Nijalingappa Sugar Institute, Belagavi. The training included field demonstrations, distribution of a Sugar Cane handbook, and providing soil moisture indicators for practical use.



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION:

- World class refinery in their Kandla unit has received the prestigious AIB standard certification, as a testament to the company's commitment to produce safe and hygienic sugar.
- Installed incineration boilers at all distilleries as a step towards achieving better utilisation of spent wash. After extracting energy from spent wash, the potash rich fly ash generated from these incineration boilers can be used as a source of potash nutrition for agricultural green belt development.
- The Company also actively conducts numerous cane development activities such as enlightening our growers of the new methods of cane plantation and irrigation, and providing them with pesticides, organic manure and crops at subsidised rates.
- Their sugar mills are fully integrated to process sugarcane and manufacture sugar using a sulphur-free process, enabling them to provide their customers with superior quality products.
- The company distributed 50 battery operated spray pumps (Athani 26 & Kolavi 24) to promote spraying of nutrients, biofertilizers.

**Sustainability
Development Goals**

Initiatives



SDG 13: CLIMATE ACTION:

- Their cogeneration power plants convert bagasse, a by-product of the sugar manufacturing process, into electrical and thermal energy. Hence, the majority of their cogeneration process is powered through a circular economy that ultimately results in significant reductions in greenhouse gas emissions. A significant portion of the power generated is consumed captively within their plants, while the remainder is sold to the state electricity grid, other industries & in power exchanges.
- The Company also minimizes air pollution around their units through the installation of electrostatic precipitators, which control the air quality by bringing down particulate matter content to the standard prescribed limits.
- The Company is treating environmental effluents and all its facilities are equipped with zero liquid discharge to enhance its sustainability measures
- For captive consumption, the company uses a large proportion of energy generated by their cogeneration units. Around 83% of the cogeneration process is renewable energy, resulting in a significant reduction in GHG emissions. (501 Mn KWH of clean energy generated).



SDG 15: LIFE ON LAND:

- Planted trees in all of their units to help lower pollution levels. Additionally, environmental awareness posters and banners have been placed in prominent positions throughout the units to raise employee awareness, every year; the company also commemorates World Environment Day by planting trees in and around the company's operations. To reduce air pollution levels, the Company has planted a total of 10,217 trees across all its units
- As part of the smart Agri project, Drip irrigation systems were distributed and installed in 5 demo plots across different villages in Athani and Kolavi units, near the Weather Stations. These demo plots showcased the benefits of micro irrigation systems and improved agronomical practices in sugarcane cultivation. Each field staff maintained two demo plots, consisting of one Plant crop and one Ratoon crop. The demo plots yielded positive results, leading to the selection of a few successful farmers from various villages. Senior officials from Shree Renuka Sugars Ltd. released books highlighting these success stories.

Sustainability Development Goals

Initiatives



SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:

- The Havalga Plant of the company has been selected for the 'Best Safe Industry- Sugar Category' award at 52nd National Safety Day Celebration, organized by the Government of Karnataka and the Directors of Factories Kalburgi Division Industrial safety committee.
- The Athani unit of the company has won the 2nd prize in the state level safety award for 'Best Industries' in the large industries category.
- The SRSL's Kandla Unit has been recognized for its commitment to food safety, receiving the prestigious CII National Food Safety Award in the large manufacturing sector.
- World class refinery in their Kandla unit has received the prestigious AIB standard certification, as a testament to the company's commitment to produce safe and hygienic sugar.
- Madhur Pure & Hygienic Sugar, their flagship brand has received the award of being the largest sugar brand in the country.
- Shree Renuka Sugars Ltd. has been conferred with the national award for Leadership & Excellence (8th Edition) by the #WorldHRDCongress in the Category of Operational Performance Excellence.
- They are also recognized and awarded as the Maharashtra State Best Employer Brand 2022.
- Shree Renuka Sugars Limited has been recognized as one of 'The Economic Times - Sustainable Organizations 2022.'



SDG 17: PARTNERSHIPS FOR THE GOALS:

- With the help of the CocaCola Foundation, The Company is collaborating with Solidaridad Asia to develop a project for sustainable sugarcane production in the districts of Karnataka, Belgaum and Gulbarga. (The project's main focus is on training and capacity building in order to improve sugarcane yield through judicious use of agricultural inputs, increased irrigation efficiency, and timely information at each stage of plant growth.)
- The Company has partnered with Solidaridad, a Dutch non-profit organisation that assists sugarcane farmers in adopting sustainable practices and imparts training to them. The trainings are designed in a way that the adoption of these methods raises productivity levels, contributing towards economic development of the farmers. These methods contribute towards the progress of the farming community.