

REF: LTF/SE/2025-26/

Date: 08.09.2025

To,

The Department of Corporate Relations
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400001

The Secretary
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C/1, G-Block
Bandra-Kurla Complex
Bandra (E), Mumbai.

Ref. Code: 532783, Scrip ID: LTFOODS

Subject: Submission of Business Responsibility and Sustainability Report for the Financial Year 2024-25

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report for the Financial Year 2024-25.

You are requested to kindly take the above information on record.

Thanking you.
Yours truly,

For **LT Foods Limited**

Monika Chawla Jaggia
Company Secretary
Membership No. F5150

Our Trusted Brands



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT



SECTION A: GENERAL DISCLOSURES



SDGs Impacted



This section contains an overview of the business, including markets served, financial performance, key employee statistics and mapping of risks and opportunities. LT Foods is committed to generating sustainable value for its stakeholders. The Company regularly undertakes comprehensive materiality assessments to address a broad spectrum of economic, environmental and social concerns pertinent to its stakeholders. Through ongoing engagement, LT Foods gains insights into the changing needs and expectations of its stakeholders, ensuring their satisfaction is continuously monitored and improved.

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L74899DL1990PLC041790
2.	Name of the Company	LT Foods Limited
3.	Year of Incorporation	1990
4.	Registered Office Address	Unit no. 134, Rectangle-1, Saket District Centre, New Delhi-110017
5.	Corporate Address	4th Floor, MVL-I-Park, Sector – 15, Gurgaon – 122001
6.	Email Address	ir@ltgroup.in
7.	Telephone	Corporate Office- 0124-3055100, Registered Office-011-29565344
8.	Website	https://ltfoods.com/
9.	Financial Year Reported	FY 2024-25
10.	Name of the Stock Exchanges where shares are listed	BSE Limited, National Stock Exchange of India Limited
11.	Paid-up Capital	34.73 Crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Monika Chawla Jaggia, Chief Corporate Development officer Phone - 0124-3055100 Email id - monika.jaggia@ltgroup.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis (Only for LT Foods Limited)
14.	Name of assurance provider	Not Applicable (NA)
15.	Type of assurance obtained	NA

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Fast moving consumer goods	Selling basmati and specialty rice in consumer packs, staples, Rice Food products and others.	100%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Rice	15312	95.94%
2	Staples	15319	0.15%
3	Rice food products (AAWAT® Cuppa rice, Biryani Kit (BK) and Kari Kari (KK))	15319	0.51%
4	Others (Rice by-products, bardana, husk, paddy)	15312	3.4%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	30	32
International	0	0	0

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	35 (Including Union Territories)
International (No. of Countries)	40

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

42%

c. Types of customers

LT Foods is a global consumer food company specialising in Basmati and other specialty rice, as well as a range of convenience and health-focused products. The Company's business operations are organised into three primary segments:

- 1. Consumer (B2C):** LT Foods markets its flagship Basmati rice and other specialty rice renowned brands such as DAAWAT® and Heritage for retail consumers.
- 2. Institutional (B2B):** The Company's longest-established segment, serving the HORECA (Hotel, Restaurant, and Catering) industry with its brand, Chef's Secret.
- 3. Convenience:** This segment includes health and convenience-focused offerings such as Ready-to-Heat DAAWAT® Cuppa Rice, DAAWAT® Biryani kit, catering to modern, on-the-go consumers.

IV. Operations

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	770	687	89.22%	83	10.78%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	770	687	89.2%	83	10.78%
WORKERS						
4.	Permanent (F)	532	527	99.06%	5	0.94%
5.	Other than Permanent (G)	1140	1,011	88.68%	129	11.32%
6.	Total workers (F + G)	1672	1,538	91.99%	134	8.01%

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2	2	100.0%	0	0.0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	2	2	100.0%	0	0.0%
WORKERS						
4.	Permanent (F)	1	1	100.0%	0	0.0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total workers (F + G)	1	1	100.0%	0	0.0%

21. Participation/Inclusion/Representation of Women

Sl. No.	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22%
Key Management Personnel	5	1	20%

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

	FY 2024-25			FY 2023-24			FY'2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21%	23%	21%	16%	19%	16%	17%	21%	17%
Permanent Workers	14%	0%	14%	18%	0%	18%	19%	0%	19%

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

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

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	LT Overseas North America, Inc. USA	Subsidiary	100	No
2	LT Foods Americas Inc.	Subsidiary	100	No
3	LT Foods USA LLC	Subsidiary	100	No
4	LT Foods Middle East DMCC	Subsidiary	100	No
5	LT Foods Holdings ME Limited	Subsidiary	100	No
6	DAAWAT® Foods Limited	Subsidiary	100	No
7	Nature Bio Food Limited	Subsidiary	100	No
8	Raghunath Agro Industries Private Limited	Subsidiary	100	No
9	LT Foods Europe Holdings Limited	Subsidiary	100	No
10	LT Foods Europe BV	Subsidiary	100	No
11	Deva Singh Sham Singh Export Private Limited	Subsidiary	100	No
12	Eco pure Specialities Limited	Subsidiary	100	No
13	Nature Bio Foods B.V	Subsidiary	100	No
14	Raghuvesh Warehousing Private Limited	Associates	40	No
15	Raghuvesh Agri Foods Private Limited	Associate	40	No
16	Raghuvesh Infrastructures Pvt Limited	Associate	30	No
17	DAAWAT® Kameda India Private Limited	Joint Venture	51	No
18	Golden Star Trading Inc.	Joint Venture	100	No
19	Leev, NU BV	Joint Venture	30	No
20	Biomass India Private Limited	Associate	50	No
21	Nature Bio Foods Inc.	Subsidiary	100	No
22	LT Foods Arabia Company Limited	Subsidiary	100	No
23	LT Foods UK Limited	Subsidiary	100	No
24	LT Foundation (sold off during the year)	Subsidiary	100	No
25	Bonne Nature Limited	Subsidiary	100	No
26	LT Foods Middle East L.L.C	Subsidiary	100	No

VI. CSR Details

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

(ii) Turnover (in ₹ lakh): **4,15,620.70**

(iii) Net worth (in ₹ lakh): **1,80,089.82**

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes link: CSR Policy	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, link: Investor Grievance Redressal Policy	0	0	NA	0	0	NA
Shareholders	Yes link: Investor Grievance Redressal Policy	0	0	NA	1	0	NA
Employees and workers	Yes link: Whistle Blower Policy	0	0	NA	0	0	NA
Customers	Yes, complainants are afforded the convenience of expressing their concerns through an array of channels. They may opt to engage with the Company via a toll-free telephone number or they may choose to convey their concerns by sending emails at mail: customercare@ltgroup.in	779	0	NA	722	0	NA
Value Chain Partners	Yes link: Code of Conduct for Vendors and Service Providers	0	0	NA	0	0	NA
Others (Advertising, Retailer, Distributor, in transit, wholesaler etc.)	Yes, complainants can raise their concerns through various channels, such as contacting a toll-free telephone number or sending emails to: customercare@ltgroup.in	359	0	NA	373	0	NA

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Sustainable Sourcing	O	Responsible sourcing ensures supply chain resilience, supports farmer livelihoods, and meets consumer demand for traceable, SRP labelled products. It reduces reliance on unsustainable practices and strengthens brand reputation.		Positive – Sustainable sourcing ensures reliable raw material availability, compliance with residue norms and enhances export competitiveness.
2	Boosting Green Energy Share and Energy Efficiency	O	Transitioning to green energy and improving energy efficiency reduce carbon emissions, mitigate regulatory risks and lower long-term operational costs.		Positive – Reduction in energy costs, long-term savings and carbon footprint reduction strengthen operational efficiency and brand value.
3	Climate Change	R	Extreme weather and tightening regulations threaten raw material supply and operational continuity. Climate change poses both compliance and physical risks to the business.	The Company has prepared a roadmap for achieving carbon neutrality (Scope 1 and 2), diversified sourcing geographies, and implemented water-efficient cultivation practices.	Negative – Climate risks can disrupt supply chains and production. Positive – Transitioning to low-carbon operations secures long-term competitiveness.
4	Sustainable Packaging	O	Consumers and regulators increasingly demand recyclable and eco-friendly packaging. Transitioning to these alternatives reduces plastic use and waste impact.		Positive – lead to operational efficiencies, such as optimized packaging dimensions and reduced material usage, which may contribute to lower transportation costs over time. Eco-friendly packaging enhances brand reputation and aligns with evolving consumer preferences, potentially driving increased market share.
5	Health and Safety	R	Unsafe working conditions can lead to accidents, legal liabilities and reputational damage.	The Company has implemented strong safety protocols, regular audits, training programmes and upgraded equipment to reduce risks.	Positive – Investment in safety improves productivity and morale, while reducing long-term liabilities.
6	Human Rights Across Value Chain Assessment	R	Growing global focus on ethical supply chains requires companies to ensure no child labour, forced labour, or human rights violations.	LT Foods has initiated supplier assessments and third-party audits, with a phased roadmap to cover 100% of critical suppliers.	Negative – Non-compliance may lead to loss of global market access. Positive – Ethical sourcing strengthens trust with consumers and regulators.
7	Governance and Accountability	O	Strong governance enhances transparency, stakeholder trust, and regulatory compliance.		Positive – Strong governance fosters investor confidence and reduces compliance risks.
8	Business Ethics and Compliance	R	Non-compliance with regulations can result in penalties, reputational damage and stakeholder distrust.	The Company has rolled out IT-enabled compliance platforms, annual ethics training for employees and zero-tolerance for corruption or regulatory lapses.	Negative – Non-compliance can lead to penalties and reputational loss. Positive – Ethical practices enhance long-term credibility.
9	Data Security and Privacy	R	Rising cyber threats and data breaches can compromise sensitive information, leading to financial and reputational losses.	The Company has deployed advanced cybersecurity tools, cloud protection, employee training and incident response protocols.	Negative – Data breaches pose of risks financial and brand damage. Positive – Strong security enhances consumer trust and boosts digital resilience.



SECTION B:

MANAGEMENT AND PROCESS DISCLOSURES



SDGs Impacted



This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines for Responsible Business Conduct (NGRBC) principles and core elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Weblink of the policies, if available	https://ltfoods.com/investors								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	- P-9 ISO 9001:2015 certification - P-2, 9 BRC Global Standard for Food Safety (Issue-9) - P-2, 9 IFS Food- Version 8 - P-2, 9 SQF Food Safety Code for food Manufacturing, Edition-8.1 - P-2, 9 SQF Quality Code, Edition 9 - P-2, 9 HACCP - P-9 HALAL - P - 2, 6 ISO 14001:2015 - P - 3 ISO 45001:2018 - P - 2, 9 ISO/IEC 17025:2017 accredited Laboratory, approved by EIC (Export Inspection Council of India) - P - 2, 6, 7 registered processing unit by NPPO (National Plant Protection Organisation) for USA and China - P - 2, 7, 9 registered under USFDA (United States Food and Drug Administration Certification) - P - 5 SA 8000:2014 - P-2, 9 FSSC 22000 version- 6 (for DAAWAT® Cuppa and Devaaya staple units). - P-2, 9 FSMA QIC - P-2, 9 FSSAI - P-2, 9 KOSHER (A/F), KOSHER (OU)								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	Environment: Sustainable Sourcing - Quantity Targets – 50,000 MT Paddy by 2030 1 lakhs - Number of training sessions to be conducted for farmers by 2030 Boosting Green Energy Share and Energy Efficiency- 100% Green Electricity by 2030 10% Reduction in Specific Energy by 2030 Climate Change- - Carbon neutrality by 2030 (100 % reduction in GHG (Scope 1+2) Sustainable Packaging- 45 MT recycled plastics by 2030 82% of packaging to be recyclable by 2030 Social: Health and Safety- - Zero Fatality vision by 2030 Human Rights Across Value Chain Assessment- 100% of critical suppliers to undergo value chain assessment by 2030 Governance: Governance and Accountability- 56% Board Independence by 2030 30% of directors to be female by 2030 Business Ethics and Compliance- 100% of employees to be covered under training by 2030 - Aiming for zero compliance/regulatory penalties by 2030 Data Security and Privacy- - Achieve “zero data breach” vision by 2030 100% of employees to be covered under training by 2030								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	Environment: Sustainable Sourcing - Quantity sourced – 8100 MT Paddy 19,305 - Number of trainings conducted for farmers Boosting Green Energy Share and Energy Efficiency- 58.5% Green Electricity Climate Change- - Roadmap developed to achieve carbon neutrality by 2030, with a 100% reduction in GHG emissions (Scope 1+2) Sustainable Packaging- 79% Recyclable packaging achieved Social: Health and Safety- - Zero Fatality Human Rights Across Value Chain Assessment- - Onboarding a consultant for the critical suppliers' value chain assessment. Governance: Governance and Accountability- 56% Board Independence 22% Female director Business Ethics and Compliance- - Covered under the code of conduct and communicated during on-boarding; a yearly training module is in process. - Zero compliance/regulatory penalties Data Security and Privacy- - Achieved “zero data breach” vision - Covered under the code of conduct and communicated at the time of on boarding; a yearly training module is in process								
Governance, leadership and oversight									
7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	LT Foods is pleased to present its Business Responsibility and Sustainability Report (BRSR) for FY 2024–25, highlighting its continued commitment to sustainable and responsible growth. Throughout the year, the company has actively addressed key ESG challenges by setting clear targets and implementing impactful initiatives. On the environmental front, LT Foods has made notable progress in reducing energy consumption, minimizing waste, and enhancing recycling efforts across its operations. Socially, the company remains dedicated to fair labour practices, fostering diversity and inclusion, and supporting community development programs. In governance, LT Foods upholds the highest standards of ethics, transparency, and accountability, ensuring robust compliance and stakeholder trust. These achievements reflect the company’s integrated approach to sustainability and its vision for long-term value creation.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Board of Directors Phone -0124-3055100 Email id - ir@ltaroup.in								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Company has a CSR and ESG Committee in place. This Committee is entrusted with the responsibility of driving the Company's sustainability initiatives. The composition of CSR and ESG Committee is as follows: 1) Mrs. Neeru Singh, Independent Director – Chairperson 2) Mr. Vijay Kumar Arora, Managing Director – Member 3) Mr. Ashwani Kumar Arora, Managing Director and CEO – Member 4) Mr. Abhiram Seth, Independent Director – Member 5) Mr. Raju Lal, Independent Director - Member								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9

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 Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
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



SDGs Impacted



Capital Linkage



Human Capital



Social and Relationship Capital

Principle 1:

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

Ethical conduct is integral to the fundamental business principles of the Company, underscoring its dedication to sustainable value creation. A comprehensive set of guidelines, including ‘anticorruption and anti-bribery’, ‘Code of Conduct’ and ‘Code of Ethics and Business Conduct’, inspire each member of the Company to embody the highest standards of integrity, transparency and openness, while remaining accountable and compliant.

The Company has an exhaustive Code of Conduct rooted in the principles of fairness, ethics and exemplary corporate governance. It guides all employees to act in accordance with the highest Social and Relationship Capital standards of personal and professional integrity, honesty and ethical conduct. This includes managing actual or perceived conflicts of interest, ensuring that personal and professional relationships are conducted with probity. Furthermore, it mandates that all actions are free from fraud and deception.

Ethics and integrity lie at the very essence of the Company’s work culture and resonates with all stakeholders, including employees, customers, suppliers, government and the community at large. All employees affirm their allegiance to the Code of Conduct.

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	Financial update, budgets, corporate planning, corporate governance, ESG and CSR update, statutory update, internal controls, risk management, succession planning and so-on.	100%
Key Managerial Personnel	2	Microsoft AI - Co-Pilot : Envisioning Session, Generative Artificial Intelligence	100%
Employees other than Board of Directors and KMPs	53	Microsoft AI - Co-Pilot, Generative Artificial Intelligence, Total Productivity Maintenance, POSH, Mastering Time Management, Habits of Effective People, KAIZEN FOR ORGANISATIONAL GROWTH, Develop the Leader in You.	100%
Workers	132	Kaizen and 5-S, GHP, EHS, POSH, Capability Building, Code Of Conduct, Good Work Habits and workplace etiquette and Other HR related trainings.	100%

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

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	P5	PF	1,08,719	Late Deposit of PF	NO
Settlement	P9	Custom Duty fee	97,000	for Customer Duty document late submitted	NO
Compounding fee	P1	GST Fine	3,52,574	GST fine penalty	NO

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment			NA	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NA

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

Yes, LT Foods Limited has established a comprehensive Anti-Corruption and Anti-Bribery Policy that underscores the Company's unwavering commitment to ethical business practices and a zero-tolerance approach toward bribery and corruption. The policy provides clear guidelines for compliance with applicable laws and regulations and defines responsibilities to ensure ethical conduct across all levels of operation.

Designed with meticulous attention to detail, the policy applies to all employees including part-time, full-time, permanent, contractual staff, trainees, interns and Directors as well as relevant third parties and individuals acting on behalf of the Company. It is communicated at the outset of business relationships and reiterated as necessary to reinforce awareness and adherence.

The web-link of the policy - [Anti-Bribery and Anti-Corruption Policy](#)

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 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Nil

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	77	57

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances and investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	b. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	Nil	Nil

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	71%	66%
	b. Number of dealers / distributors to whom sales are made	2,014	1,200
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	17%	17%
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	21%	23%
	b. Sales (Sales to related parties as % of Total Sales)	29%	34%
	c. Loans and advances given to related parties as % of Total loans and advances	Nil	88%
	d. Investments in related parties as % of Total Investments made	26%	0

Leadership Indicators:

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	LT Foods has undertaken a series of awareness initiatives focused on its Code of Conduct and broader Environmental, Social and Governance (ESG) principles. These programmes reflect the Company's commitment to ethical practices and sustainability. In addition, LT Foods actively engages in educating consumers about the environmental impact of packaging, promoting responsible disposal methods and effective recycling practices to encourage eco-conscious behaviour.	65%

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.

LT Foods Limited has instituted a dedicated Code of Conduct specifically for the Board of Directors and Senior Management. This Code reinforces the Company's commitment to ethical governance by strictly prohibiting any situation where personal interests may conflict with those of the Company.

The web-link for policy - [Code of Conduct](#)



Principle 2:

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



SDGs Impacted



Capital Linkage



The Company is dedicated to enhancing environmental and social impacts through strategic investments, sustainable practices and responsible waste management. It ensures sustainable farming practices, adheres to EPR regulations and ensures proper disposal of plastics, e-waste and hazardous materials. Additionally, the Company prioritises health and safety, conducts comprehensive audits and collaborates with authorised vendors to maintain high standards of environmental responsibility.

Essential Indicator:

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

Segment	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0	0	The investment aligns with our sustainable business practices resulting into reduction of greenhouse gas emission and contributing to healthier environment.
Capex	0	10.6%	

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

Yes

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

Under its Sustainable Rice Production Programme (SRP), LT Foods procures 100% of its agricultural inputs from sustainable sources, reinforcing its commitment to responsible and environmentally conscious sourcing practices.

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

LT Foods Ltd is engaged in the business of food and its products are consumed at the end-user level. As such, the Company does not reclaim products post-consumption. Packaging materials, once used, typically enter the municipal waste stream. However, LT Foods has established responsible processes for managing waste generated during operations, ensuring safe disposal, recycling, or reuse in compliance with applicable regulations.

(a) Plastics (including packaging)	Proper Disposal of Plastic Waste • Timely Monitoring: LT Foods monitors plastic waste disposal through regular reporting by authorised vendors, ensuring accountability and traceability. • EPR Compliance: The Company ensures that all packaging waste is processed through vendors approved by the Central Pollution Control Board (CPCB) or State Pollution Control Boards (SPCB). All plastic and other packaging materials are either recycled or safely disposed of through certified waste management agencies, in compliance with Extended Producer Responsibility (EPR) guidelines.
(b) E-waste	LT Foods collaborates exclusively with authorised vendors to ensure responsible management of electronic and electrical waste. All e-waste is handled in strict accordance with applicable regulations and the highest standards of environmental responsibility.
(c) Hazardous waste	Waste Management and Disposal Procedures • Air Emissions (Fly Ash): Fly ash generated during operations is securely collected, covered with tarpaulin and transported to authorised vendors for responsible landfilling. • Solid Waste: Sludge from the Effluent Treatment Plant (ETP) is stored in concrete tanks and disposed of through authorised vendors, ensuring safe and regulatory-compliant landfilling. Additionally, dust from plant cleaning processes is handed over to authorised vendors in accordance with local government regulations. • Liquid Waste: The Company collaborates with authorised vendors to ensure the safe disposal of liquid waste—including black oil and waste oil—in full compliance with applicable environmental guidelines. • Bio-Waste: LT Foods ensures the responsible disposal of bio-waste through authorised vendors, with incineration often employed as an effective and environmentally sound method.
(d) other waste.	NA

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

Yes, the Company strictly adheres to the Extended Producer Responsibility (EPR) regulations as outlined by the Central Pollution Control Board (CPCB), ensuring environmental sustainability and mitigating operational impacts. Independent validation of disposal certificates guarantees compliance with standards and regulations.

Leadership Indicators:

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

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.
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As of now, the Company has not conducted LCA

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
	NA	

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Corrugated fibre based Packaging	26%	19%

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 2024-25			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	2,170.53	0	0	1,635	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

Note: The Company has revised its methodology and, accordingly, has disclosed data specifically related to products and packaging. Values for the previous year have also been updated to align with the revised methodology, ensuring consistency and accuracy in reporting.

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 % of total products sold in respective category
Category 01	100%
Category 02	100%

Essential Indicator:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
	Permanent employees										
Male	687	687	100.00%	687	100.00%	NA		687	100.00%	0	0%
Female	83	83	100.00%	83	100.00%	83	100.00%	NA		83	100.00%
Total	770	770	100.00%	770	100.00%	83	10.78%	687	89.22%	83	10.78%
	Other than Permanent employees										
Male											
Female											
Total	Not Applicable										

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	527	527	100.00%	527	100.00%	NA		527	100.00%	0	0%
Female	5	5	100.00%	5	100.00%	5	100.00%	NA		5	100.00%
Total	532	532	100.00%	532	100.00%	5	0.94%	527	99.06%	5	0.94%
Other than Permanent Workers											
Male	1,011	1,011	100.00%	1,011	100.00%	NA		1,011	100.00%	0	0%
Female	129	129	100.00%	129	100.00%	129	100.00%	NA		129	100.00%
Total	1,140	1,140	100.00%	1,140	100.00%	129	11.32%	1,011	88.68%	129	11.32%

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.12%	0.08%

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

Benefits	FY 2024-25			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others- please specify	NA					

3. Accessibility of workplaces

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

Yes, LT Foods is committed to fostering an inclusive workplace by providing equal opportunities to all employees, including individuals with special needs. The Company is actively working to upgrade its infrastructure in alignment with the standards set forth in the Rights of Persons with Disabilities Act, 2016. Additionally, a comprehensive Diversity and Equal Opportunity Policy has been implemented to support and institutionalise these initiatives.

The web-link the policy- [Diversity and Equal Opportunity Policy Final](#)

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

Yes. The Company is committed to inclusion, with a policy that promotes diversity and prevents discrimination, ensuring a fair and welcoming work environment for all.

The web link of the policy: [LT-Foods-Diversity-Policy](#)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	0	0
Female	100%	100%	0	0
Total	100%	100%	0	0

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 Company has a dedicated Grievance Redressal Committee at each plant and an online portal for easy access, ensuring prompt attention to employee concerns.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY 2024-25			FY 2024-25		
	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		
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	687	687	100%	687	100%	581	581	100%	581	100%
Female	83	83	100%	83	100%	67	67	100%	67	100%
Total	770	770	100%	770	100%	648	648	100%	648	100%
Workers										
Male	527	527	100%	527	100%	539	539	100%	539	100%
Female	5	5	100%	5	100%	1	1	100%	1	100%
Total	532	532	100%	532	100%	540	540	100%	540	100%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	687	687	100%	581	581	100%
Female	83	83	100%	67	67	100%
Total	770	770	100%	648	648	100%
Workers						
Male	527	527	100%	539	539	100%
Female	5	5	100%	1	1	100%
Total	532	532	100%	540	540	100%

10. Health and Safety Management System:

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

Yes, In line with its Environment, Health and Safety (EHS) Policy, LT Foods is committed to safeguarding the health and safety of its employees while preventing workplace accidents. This commitment is realised through the adoption of sound manufacturing practices, reduction of environmental pollutants and the proactive elimination of occupational health and safety hazards.

The web link of the policy- [EHS Policy](#)

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

LT Foods' Environment, Health and Safety (EHS) Policy reflects its strong commitment to maintaining a safe and secure working environment for all employees. The Company has established a robust framework to identify work-related hazards and assess risks through structured processes such as:

- Hazard Identification and Risk Assessment (HIRA)
- Job Safety Analysis (JSA)
- Permit to Work systems
- A digital platform for reporting unsafe acts and conditions
- Management of Change protocols

These mechanisms work in tandem to proactively mitigate risks and ensure operational safety across all facilities. They are integral to the Company's approach to EHS its dedication to continuous improvement and risk management.

For more information, the detailed [EHS Policy](#) is available on the Company's official website.

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

At LT Foods, ensuring the safety and well-being of all workers, including contract labour, is a top priority. All personnel undergo mandatory training before commencing any job, with a strong emphasis on safety protocols. No untrained individual is permitted to perform either routine or non-routine tasks.

The Company has established comprehensive systems that empower workers to identify and report work-related hazards and to remove themselves from potentially dangerous situations. These include:

- A structured reporting mechanism for identifying and escalating hazards
- Procedures that allow workers to safely withdraw from unsafe tasks without fear of reprisal
- Training and awareness programmes to equip workers with the knowledge to recognise and manage risks
- A “Near Miss and Safety Observation Reporting System” implemented at each factory to encourage proactive reporting of unsafe acts and conditions

If a worker anticipates any safety risk or feels uncomfortable performing a task, they are encouraged to report the issue to their supervisor. Concerns can also be escalated to plant management through the designated Safety Officer or HR Officer. Additionally, grievance redressal systems are in place at all plants, allowing workers to raise issues anonymously if needed.

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

Yes, the Company identifies and assesses health risks and conducts pre-employment and periodic health examinations for its employees. This requirement is incorporated into the Company's EHS Policy.

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

Safety Incident /Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

LT Foods ensures process safety through the implementation of robust design safeguards, well-defined process management systems and strict adherence to safe working procedures. Regular reviews and updates are conducted to maintain and improve safety standards. Comprehensive employee training, provision of appropriate Personal Protective Equipment (PPE) and periodic safety audits collectively ensure that all operations are carried out in a safe and controlled manner.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health and safety practices and working conditions.

LT Foods is committed to providing a safe and healthy workplace for its employees.

To achieve this, the Company has implemented an Occupational Health and Safety Management System, which includes:

- EHS induction programmes
- Safe operating procedures
- Tools and equipment inspections
- First aid protocols
- Processes for reporting near-misses and incidents

In the event of an accident or incident, dedicated investigation teams are formed at each site to identify the root cause and recommend corrective and preventive actions.

Additionally, a comprehensive hazard identification and risk assessment process is in place to detect and mitigate potential health, safety and legal compliance risks.

LT Foods conducts regular internal and external audits to evaluate its Occupational Health and Safety Management System. These audits ensure compliance with safety standards, identify areas for improvement and support the continuous enhancement of workplace safety and employee well-being.

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).**

Employees- Yes

Workers- Yes

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

LT Foods ensures that all its vendors and suppliers strictly adhere to applicable statutory laws and regulatory requirements. The Company fosters a culture of open communication and collaboration, promoting a shared commitment to ethical and responsible business practices across its supply chain.

3. Provide the number of employees/workers having suffered grave consequences due to work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who 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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
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

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.

NA





Principle 4:

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



SDGs Impacted



Capital Linkage



Social and relationship Capital

LT Foods prioritises stakeholder engagement, maintaining open communication with consumers, investors, suppliers and partners to understand their needs and expectations. The Company builds long-term relationships through empathy, respect and sustainable business practices. Additionally, it harnesses technology to gather instant anonymous employee feedback. This integrated approach aligns its ESG strategy with business objectives, fostering transparency, accountability and informed decision-making.

Essential Indicator:

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

At the core of LT Foods' strategy and business model is a strong focus on stakeholder priorities. By staying attuned to the evolving needs of its stakeholders, the Company is able to make well-informed, strategic decisions that drive long-term value. A robust process has been established for identifying key stakeholders and engaging with them through structured and meaningful interactions. Regular stakeholder reviews are conducted to assess and address emerging concerns, expectations and interests. Further details of these engagements are provided in the Stakeholder Engagement section of this Report. Ongoing communication with a broad spectrum of stakeholders—including consumers, investors, suppliers, employees and partners—provides valuable insights that inform business decisions. The Company is committed to building enduring relationships based on empathy, respect, active listening and shared values. This inclusive and collaborative approach enables LT Foods to remain agile and responsive in a dynamic business environment, fostering a culture of continuous improvement and mutual benefit.

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

Stakeholder Group	Whether identified as vulnerable and marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Consumers	No	Customer satisfaction surveys, social media, website, consumer research	Need basis, continuous	Understanding customer needs and expectations. - Product awareness and advertising. - Gauging customer satisfaction. - Identifying areas of improvement. - Collecting and analysing consumer feedback. - Conducting consumer connect studies to gain insights and enhance consumer engagement.
Communities	Yes	CSR initiatives, satisfaction surveys	Continuous	- Establishing positive relationships with local communities. - Addressing community concerns and interests. - Contributing to the wellbeing and development of the communities.
Investors and Shareholders	No	Shareholder meetings, investor meetings and events, emails, website, helpline number, social media, roadshows and investor calls	Quarterly, annually, Need-basis, continuous	Financial results, understanding shareholder expectations and communicating the Company's performance

Stakeholder Group	Whether identified as vulnerable and marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Bodies	No	Public disclosures, newspapers, email, social media, website and statutory filings.	Continuous, Need-basis	Compliance with rules and regulations, tax revenues, change in laws and regulations.
Employees	No	Town hall meetings, internal grievance committees, HR team meetings, training and development activities, social media and internal communication.	Continuous	Identifying areas of improvement, understanding needs of employees and gauging employee satisfaction.
Business Partners, Suppliers and Distributors	No	Supplier / vendor meets, contract meetings, workshops and training sessions.	Continuous, Need-basis	Business performance update, understanding areas of improvement/ bridging gaps in business activities, product awareness and market strategies.
Supply Chain Partners and Farmers	No	Supplier meets, CSR, awareness camps on sustainable agricultural practices, contract meetings, training sessions and workshops and mobile application.	Continuous, Need-basis	Procurement, quality checks, sustainable rice production programme, awareness sessions, modifications in requirements communication.
Banks and Other Financial Institutions	No	Public disclosures, email, regular file updates, consortium meetings.	Need basis	Compliance requirements, financial performance, business due diligence.
Media	No	Newspaper, brand building and marketing initiatives, press conference, quarterly/ annual results, social media, media interactions.	Continuous, Need-basis	Business performance and updates, new products launches, product modifications and engagement activities conducted with stakeholders.

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

LT Foods has adopted a proactive, data-driven approach to sustainability through a comprehensive materiality assessment aimed at identifying key business issues. The Company engages stakeholders using an interactive methodology that reflects best industry practices.

A materiality matrix has been developed to map and prioritise Environmental, Social and Governance (ESG) parameters by evaluating their importance to both stakeholders and the business. This structured approach enables the Company to align its ESG strategy with core business objectives, thereby strengthening overall sustainability performance.

To ensure robust governance, LT Foods has constituted a CSR and ESG Committee comprising members of the Board. This Committee is responsible for overseeing and reviewing the Company's sustainability initiatives. Additionally, a dedicated ESG Head has been appointed to facilitate stakeholder engagement, maintain effective communication and provide regular updates to the Committee.

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, Stakeholder participation is vital to identifying material sustainability issues, enabling LT Foods to adopt a comprehensive and inclusive approach. By actively consulting stakeholders, the Company gains diverse perspectives, contributing to a well-rounded understanding of key environmental and social topics.

This inclusive engagement fosters greater transparency, strengthens accountability and supports informed decision-making. Ultimately, it leads to the development of more effective sustainability strategies and improved outcomes across the Company's ESG initiatives.

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

LT Foods' Corporate Social Responsibility (CSR) initiatives reflect the Company's steadfast commitment to social welfare, particularly in supporting vulnerable populations. The Company has undertaken initiatives in some of India's most underprivileged regions, focusing on targeted projects to address critical needs such as basic infrastructure. Access to clean drinking water, and educational opportunities. These efforts are aimed at improving the overall well-being and quality of life in these communities, reinforcing LT Foods' dedication to making a positive and lasting societal impact.





Principle 5:

Business should respect and promote human rights



SDGs Impacted

- 1 NO POVERTY
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Capital Linkage

- Human Capital
- Social and relationship Capital

LT Foods upholds human rights through comprehensive strategies and frameworks, featuring induction workshops, a Code of Conduct and alignment with international standards. The Company ensures fair wages, non-discrimination and prohibition of child labour, while maintaining a safe and inclusive work environment. With dedicated human resource personnel and a robust grievance redressal mechanism, the Company proactively addresses human rights concerns and mandates compliance across its value chain, reinforcing its commitment to ethical business practices and the well-being of all stakeholders.

Essential Indicator:

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 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	770	770	100%	648	648	100%
Other than Permanent	0	0	0	0	0	0
Total Employees	770	770	100%	648	648	100%
Workers						
Permanent	532	532	100%	540	540	100%
Other than Permanent	1140	1140	100%	1,145	824	72%
Total Workers	1672	1672	100%	1,685	1,364	81%

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

Category	FY 2024-25					FY 2023-24				
	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										
Male	687	0	0	687	100%	581	0	0	581	100%
Female	83	0	0	83	100%	67	0	0	67	100%
Other than Permanent										
Male	Not Applicable									
Female										
Workers										
Permanent	532	0	0	532	100%	540	0	0	540	100%
Male	527	0	0	527	100%	539	0	0	539	100%
Female	5	0	0	5	100%	1	0	0	1	100%
Other than Permanent	1140	0	0	1140	100%	1145	0	0	1145	100%
Male	1,011	0	0	1011	100%	996	0	0	996	100%
Female	129	0	0	129	100%	149	0	0	149	100%

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

- a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	4,60,000	2	5,95,000
Key Managerial Personnel	2	1,56,58,482	1	94,12,044
Employees other than BoD and KMP	685	6,13,332	82	8,55,000
Workers	527	3,20,952	5	1,68,000

Note: The remuneration of Mr. Vijay Kumar Arora (Chairman and Managing Director), Mr. Ashwani Kumar Arora (Managing Director and CEO), and Mr. Surinder Kumar Arora (Managing Director), who are designated as Key Managerial Personnel (KMPs), has not been taken into account in this context. Only the sitting fees paid to Non-Executive Independent Directors have been considered.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	11.05%	10%

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. LT Foods is actively developing a comprehensive Human Rights Policy and framework, aligned with internationally recognised principles and standards. The Company conducts thorough assessments and stakeholder consultations to identify and address potential human rights impacts and concerns across its operations.

Dedicated Human Resources personnel are appointed at each site to monitor compliance and resolve any human rights issues that may arise, ensuring timely and effective grievance redressal and reinforcing the Company’s commitment to ethical and responsible business practices.

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

LT Foods is committed to fostering an inclusive work environment where every individual is treated with dignity and respect. To support this commitment, the Company has implemented a robust set of policies designed to address grievances in a fair, transparent, and effective manner. A comprehensive grievance mechanism has been established, which includes a dedicated web portal, designated email IDs, and specific contact points for receiving and managing complaints. Employees with concerns are encouraged to first approach their reporting

manager or the designated Business Integrity Officer. For added accessibility and assurance, staff members may also report concerns anonymously via telephone, ensuring confidentiality and can be protection from retaliation.

The respective policies can be found on the Company's website and accessed through the following link-https://ltfoods.com/ltfoodscms/uploads/investors/policiesandrelateddocuments/policiesandrelateddocuments_1732180791.pdf



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

The details are provided below:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at Workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human rights related issues	0	0	-	0	0	-

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

	FY 2024-25	PY 2023-24
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	0	0
iii) Complaints on POSH as a % of female employees / workers	0	0
iv) Complaints on POSH upheld	0	0

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

LT Foods has implemented a comprehensive Diversity Policy along with a Prevention of Sexual Harassment (POSH) Policy, both of which establish clear procedures to address any instances of discrimination or harassment in the workplace. These policies are designed to ensure a safe, respectful and inclusive working environment for all employees.

By adopting a zero-tolerance approach to any form of discrimination or harassment, the Company reinforces its strong commitment to promoting diversity, equity and inclusion across all levels of the organisation.

The Web-link for the [POSH Policy](#)

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

Yes, the Company ensures that its value chain partners adhere to ethical and responsible business practices through the Supplier Code of Conduct. All suppliers are governed by this Code, which outlines LT Foods' expectations for compliance with applicable laws related to labour and human rights, environmental conservation, food safety and statutory business practices.

The Supplier Code of Conduct also establishes a clear mechanism for reporting any illegal or unethical practices in the workplace, ensuring that concerns can be raised without fear of reprisal. This reinforces the Company's commitment to maintaining integrity and accountability across its supply chain.

10. Assessment for the year:

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

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

No

Leadership Indicators:

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

LT Foods is deeply committed to promoting and protecting human rights across all aspects of its operations. This commitment extends to its employees, contract workers, customers, supply chain partners, local communities and end users. The Company strives to prevent any infringement on stakeholders' human rights and takes proactive measures to uphold these principles.

The Company's comprehensive Code of Conduct addresses key human rights concerns, serving as a guiding framework for ethical and responsible business practices. It reinforces LT Foods' dedication to maintaining a respectful, inclusive and safe environment for all stakeholders.

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

All facilities of LT foods are assessed with ISO 45001 and OSHA 18001 which covers key requirements related to labour, working conditions and human rights.

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?

LT Foods is committed to providing equal opportunities for individuals with special abilities and is actively enhancing its infrastructure to ensure compliance with the Rights of Persons with Disabilities Act, 2016. These efforts aim to create an accessible and inclusive environment for all, including persons with disabilities.

This commitment is further reinforced through the Company's Diversity and Equal Opportunity Policy, which outlines its approach to fostering equity, dignity and non-discrimination in the workplace.

The Web-link for [Diversity and Equal Opportunity Policy](#)

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	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
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.

NA





Principle 6:

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



SDGs Impacted

2
ZERO HUNGER

3
GOOD HEALTH AND WELL-BEING

6
CLEAN WATER AND SANITATION

7
AFFORDABLE AND CLEAN ENERGY

8
DECENT WORK AND ECONOMIC GROWTH

10
REDUCED INEQUALITIES

11
SUSTAINABLE CITIES AND COMMUNITIES

12
RESPONSIBLE CONSUMPTION AND PRODUCTION

13
CLIMATE ACTION

14
LIFE BELOW WATER

15
LIFE ON LAND

Capital Linkage



Natural Capital

LT Foods is committed to sustainability, with a primary focus on reducing Greenhouse Gas (GHG) emissions, optimising natural resource use and assisting communities in overcoming environmental challenges. The Company has implemented measures such as Zero Liquid Discharge systems, renewable energy projects and innovative waste management practices. Additionally, LT Foods adheres to stringent environmental regulations, ensuring compliance and transparency in its operations. Through significant investments across renewable energy, carbon neutrality initiatives and sustainable agricultural practices, the Company aims to reduce its environmental impact and promote sustainable development.

Essential Indicator:

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A) (Solar)	8,373	6,771
Total fuel consumption (B)	0	0
Energy consumption other sources (C) (Husk)	5,59,554	5,49,513
Total energy consumed from renewable sources (A+B+C)	5,67,928	5,56,284
From non-renewable sources		
Total electricity consumption (D)	52,941	53,905
Total fuel consumption (E)	3,487	671
Energy consumption other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	56,428	54,576
Total energy consumed (A+B+C+D+E+F)	6,24,355	6,10,860
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ / Rs in lakh)	1.53	1.52
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ / Lakh US Dollar)	31.57	31.40
Energy intensity in terms of physical output*	1.85	1.86
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The PPP (Purchasing Power Parity) values have been adopted in accordance with SEBI's prescribed guidelines. The previous year's figures have also been revised based on the IMF-reported PPP conversion factor of 20.66, to ensure consistency and comparability in the disclosures.

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

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

No

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	2,10,341	2,43,788
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,10,341	2,43,788
Total volume of water consumption (in kilolitres)	1,09,037	1,32,247
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL / Rs in lakh)	0.27	0.34
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL / Lakh US Dollar)	5.51	7.02
Water intensity in terms of physical output	0.32	0.41
Water intensity (optional) the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment please specify level of treatment	0	0
(ii) To Groundwater	1,01,304	1,08,541
- No treatment	0	0
- With treatment (ETP and STP)	1,01,304	1,08,541
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment please specify level of treatment	0	0
Total water discharged (in kiloliters)	1,01,304	1,08,541

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

No

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

LT Foods has implemented a Zero Liquid Discharge (ZLD) system across all its manufacturing plants, ensuring that no liquid waste is released into the environment. This approach reflects the Company's commitment to responsible industrial practices and environmental protection. In addition, LT Foods regularly submits compliance reports to relevant regulatory authorities, demonstrating adherence to environmental standards related to pollution control, wastewater recycling, effluent treatment and safe waste disposal.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NO _x	MT	7.4	10.97
SO _x	MT	2.1	5.09
Particulate matter (PM)	MT	23.9	24.76
Persistent organic pollutants (POP)		NA	
Volatile organic compounds (VOC)		NA	
Hazardous air pollutants (HAP)		NA	
Others please specify Mercury, Cadmium, Chromium etc.		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

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	tonnes of CO ₂ equivalent	807	1,063
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)	tonnes of CO ₂ equivalent	10,691	10,891

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tonnes of CO ₂ equivalent / Rs in lakh	0.03	0.03
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tonnes of CO ₂ equivalent / Lakh US Dollar	0.58	0.62
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tonnes of CO ₂ equivalent / MT	0.034	0.036
Total Scope 1 and Scope 2 emission intensity (optional) the relevant metric may be selected by the entity	-	-	-

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

No

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

Yes, LT Foods has undertaken multiple projects aimed at reducing GHG emissions:

Energy Efficiency Projects: Upgradation of boilers, use of energy-efficient motors, LEDs and process optimisation leading to lower energy intensity.

Biomass Utilisation: Use of rice husk as a renewable fuel substitute, reducing reliance on coal and furnace oil.

Carbon Reduction Commitment: LT Foods is working towards long-term carbon footprint reduction and aligning its efforts with global climate goals.

9. Provide details related to waste management by the Company, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2,170.53	1,635
E-waste (B)	0.65	845
Bio-medical waste (C)	0	0.73
Construction and demolition waste (D)	0	0
Battery waste (E)	0.06	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	27	26.06
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	23	16.96
Total (A+B + C + D + E + F + G + H)	2,220.63	2,523.75
Parameter		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT / Rs in lakh)	0.0053	0.0062
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT / Lakh US Dollar)	0.11	0.14
Waste intensity in terms of physical output	0.0066	0.0077
Waste intensity (optional) the relevant metric may be selected by the entity	-	-

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2,171.24	2,480
(ii) Re-used	1.88	2.65
(iii) Other recovery operations	4.36	0
Total	2,177.48	2,482.65
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0.73
(ii) Landfilling	40.33	40.37
(iii) Other disposal operations	2.82	0
Total	43.15	41.10

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

10. Briefly describe the waste management practices adopted in your establishment. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

LT Foods acknowledges the environmental impact of its product packaging and actively works to mitigate it through responsible plastic waste disposal. This is achieved by monitoring vendor-submitted disposal reports and ensuring full compliance with Extended Producer Responsibility (EPR) regulations via the Central Pollution Control Board (CPCB) portal. These efforts help minimise the environmental footprint of plastic, hazardous and electronic waste.

The Company manages hazardous waste through authorised vendors, ensuring the safe handling and disposal of fly ash, Effluent Treatment Plant (ETP) sludge, plant cleaning dust, black oil, waste oil, bio-waste and operator clothing used in industrial processes.

Additionally, LT Foods ensures the responsible disposal of all electronic and electrical waste (e-waste) through authorised channels, reinforcing its commitment to environmental sustainability and regulatory compliance.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA			

12. 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
NA					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).

If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
LT Foods complies with all applicable environmental regulations.				

Leadership Indicators:

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

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

(i) **Name of the area** – Sonipat and Varpal

(ii) **Nature of operations** – Rice processing / manufacturing.

(iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	2,10,341	2,43,788
(iii) Third party water	0	-
(iv) Seawater / desalinated water	0	-
(v) Others	0	-
Total volume of water withdrawal (in kiloliters)	2,10,341	2,43,788
Total volume of water consumption (in kiloliters)	1,09,037	1,35,247
Water intensity per rupee of turnover (Water consumed / turnover)	0.27	0.34
Water intensity (optional) the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment please specify level of treatment	0	0
(ii) Into Groundwater	1,01,304	1,08,541
- No treatment	0	0
- With treatment please specify level of treatment	1,01,304	1,08,541
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment please specify level of treatment	0	0
Total water discharged (in kilolitres)	1,01,304	1,08,541

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

No

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		NA	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity			

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

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

NA

4. If the entity provided below taken 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	Energy Efficiency Measures	Use of advanced boilers, energy-efficient motors, VFDs, LED lighting and upgraded production equipment.	Improved energy efficiency, reduced electricity consumption and optimised operational costs.
2	Water Stewardship	Effluent Treatment Plants (ETPs) have been installed across manufacturing sites to ensure responsible wastewater management. Additionally, the Company has implemented rainwater harvesting initiatives to promote water conservation and reduce dependency on external water sources.	Enhanced water recycling, reduced freshwater consumption and minimised wastewater discharge.
3	Waste Management	Segregation at source, increased utilisation of rice husk and other by-products.	Reduced landfill disposal, promoted circularity and contributed to renewable fuel use.
4	Sustainable Packaging	Shift towards recyclable and eco-friendly packaging materials.	Lower plastic footprint and reduced environmental impact.

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

LT Foods has implemented a robust Risk Management Policy that encompasses a comprehensive business continuity and disaster management strategy, aimed at minimising the impact of natural disasters and supply shortages on its operations. In the event of a natural disaster affecting any facility, the Company's contingency plans enable swift situation assessment, activation of alternate production sites and realignment of supply chains. This ensures rapid response, minimal operational disruption and uninterrupted product availability.

The Company's multi-location operations reduce dependence on any single facility, enabling greater flexibility and resilience. This geographic diversification allows LT Foods to leverage alternative supply sources and maintain consistent service delivery, even amid localised disruptions. LT Foods also maintains strong relationships with suppliers to facilitate seamless coordination and communication during crisis situations. These partnerships support a proactive response to supply shortages and aid in identifying alternative sourcing options to ensure continued product availability.

The Company has uploaded [Risk Management Policy](#) on its website.

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

No significant environmental impact has been identified across the Company's value chain. However, it proactively ensures environmental responsibility by mandating suppliers to follow strict environmental standards under its Vendor Code of Conduct. The Company promotes sustainability through Sustainable Rice Production (SRP) methods and farmer education on eco-friendly practices, thereby minimising agricultural impact and reaffirming its commitment to long-term environmental protection.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

The Company has initiated critical vendor evaluation audits. According to this system, the Company assesses the environmental impact of its value chain partners.

8. How Many green credits have been generated or produced

a	By the listed entity	Nil
b	By the top ten (in terms of value of purchase and sales respectively) value chain partners	NA





Principle 7:

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



SDGs Impacted

- | | | | | |
|---|--|---|---|--|
| 
2 ZERO HUNGER | 
7 AFFORDABLE AND CLEAN ENERGY | 
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 
10 REDUCED INEQUALITIES | 
11 SUSTAINABLE CITIES AND COMMUNITIES |
| 
13 CLIMATE ACTION | 
14 LIFE BELOW WATER | 
15 LIFE ON LAND | 
16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 
17 PARTNERSHIPS FOR THE GOALS |

Capital Linkage



Social and Relationship Capital

The Company, in acknowledgement of its pivotal role in shaping public policy, is committed to promoting societal and environmental prosperity. This commitment is demonstrated through principles that make a positive impact on policy formulation. Furthermore, the Company recognises that engaging responsibly and transparently in policy advocacy reflects its core values and promotes public trust. This trust is essential for building lasting partnerships and enabling collective progress.

Essential Indicator:

1. a. Number of affiliations with trade and industry chambers/associations.
 - ⦿ Yes, the Company is affiliated with six trade and industry chambers and associations.
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	All India Rice Exporters Association (AIREA)	National
2	Confederation of Indian Industry (CII)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Progress, Harmony and Development Chamber of Commerce and Industry (India)	National
5	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
6	All India Rice Exporters Federation	National

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

Name of the authority	Brief of the case	Corrective action taken
There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.		

Leadership Indicators:

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/Others- please specify)	Web Link, if available
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The Company collaborates with prominent industry institutions, including the Confederation of Indian Industry (CII), the Federation of Indian Chambers of Commerce and Industry (FICCI) and the Associated Chambers of Commerce and Industry of India (ASSOCHAM) and various regional Chambers of Commerce. These engagements are guided by a steadfast commitment to integrity, transparency and thoughtful consideration of all stakeholders.



Principle 8:

Businesses should promote inclusive growth and equitable development.



SDGs Impacted



Capital Linkage



Human Capital



Social and Relationship Capital

LT Foods demonstrates a strong commitment to social responsibility through various initiatives, including Project Parivartan for village development and comprehensive community feedback mechanisms. The Company sources a significant portion of its inputs from MSMEs within India thereby actively creating jobs in smaller towns. It follows a non-discriminatory procurement policy to ensure fair treatment for all suppliers. Additionally, LT Foods undertakes substantial CSR initiatives, particularly in aspirational districts and regularly assesses and addresses community grievances. The Company also ensures transparency and compliance with industry standards, reflecting its dedication to ethical practices and continuous improvement.

Essential Indicator:

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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

S.no	Name of Project for which RandR is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by RandR	Amounts paid to PAFs in the FY (In INR)
NA						

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

The Company addresses community concerns through a structured feedback mechanism. Community members are encouraged to share their input on project execution and satisfaction surveys are conducted to assess their level of contentment. These interactions help identify gaps, highlight areas for improvement and ensure that community needs and concerns are adequately addressed. To facilitate this process, the Company has adopted a pen-and-paper method to record and resolve community issues.

Some projects are implemented through dedicated partner organisations that work closely with local communities to ensure effective execution and monitoring. Their involvement helps streamline operations and enhances the reach and impact of the Company's social initiatives.

The Village Adoption Project was developed using a bottom-up approach, ensuring the active involvement of all community members. Social development initiatives in the adopted villages were implemented based on the community feedback. Regular meetings were conducted with gram panchayats and village heads to gather input and address concerns. Additionally, a register in the local language is maintained at the project office to document community satisfaction and grievances.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	40%	33%
Sourced directly from within the district and neighbouring districts.	60%	77%

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

Location	FY 2024-25	FY 2023-24
Rural		
% of Job creation in Rural areas	28.07%	29.3%
Semi-urban		
% of Job creation in Semi-urban areas	1.20%	1.8%
Urban		
% of Job creation in Urban areas	45.63%	42.9%
Metropolitan		
% of Job creation in Metropolitan areas	25.10%	26%

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

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
	NA

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

S.no	State	Aspirational District	Amount spent (In INR)
1	Madhya Pradesh	Chhatarpur	43,68,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?

No. The Company adheres to a non-discriminatory approach in its dealings with suppliers and does not operate a separate preferential procurement policy. Instead, it has implemented an integrated procurement process, engaging directly with farmers to ensure the timely procurement of high-quality paddy.

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

NA

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

Procurement is carried out through a thorough evaluation of raw material quality to ensure alignment with the criteria defined in the Company's internal checklist. The purchasing process is free from prejudice or bias, with a strong emphasis on fairness and equal opportunity for all suppliers.



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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)
		NA	

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

Name of authority	Brief of the Case	Corrective action taken
	NA	

6. Details of beneficiaries of CSR Projects:

S.no	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Pardada Pardaadi Educational Society	33	100%
2	Udayan Care for Promoting Girl Child Education	75	100%
3	Maharaja Jagat Singh Medical Relief for Promoting Health care	2,000	100%
4	Providing school infrastructure to the Rafi Memorial Girls School.	50	100%
5	Central square foundation (CSF)	5,84,300	100%
6	Leadership for equity – Organised a mathematics conference.	100	100%
7	Half marathon - Sonipat	100	0%
8	Empowerment Art and Culture (NGO): Art Exhibition	50	0%
9	Promoting education - Kalan (badaun)	1,103	100%
10	Parivartan Project 2.0 and 3.0 (Village adoption - Chattarpur)	13,000	100%
11	Parivartan Project 4.0 (Village adoption - Raisen)	5,000	100%
12	TB Support Programme	567	100%
13	Scholarship Programme with Ashoka University	20	100%



Principle 9:

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



SDGs Impacted



Capital Linkage



Intellectual Capital



Social and Relationship Capital

LT Foods prioritises customer feedback through accessible communication channels and trained sales teams to develop high-quality products that meet customer expectations. The Company adheres to strict data privacy and cyber security policies, with no reported breaches. Additionally, LT Foods addresses advertising and service delivery issues proactively, ensuring seamless product availability and customer satisfaction. The Company's commitment to ethical practices and continuous improvement underscores its dedication to consumer trust and safety.

Essential Indicator:

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

At LT Foods, consumer feedback is highly valued and actively encouraged. Each product pack features a dedicated customer service phone number and email address, enabling consumers to easily share their suggestions and feedback. Additionally, the sales teams are trained to collect direct insights from consumers regarding their experiences with the products.

This feedback is systematically compiled and shared with the relevant departments for review, including research and development. The Company places strong emphasis on customer satisfaction by delivering high-quality products that align with consumer needs and expectations. Continuous improvement is pursued by incorporating customer input into product development and enhancements.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	50%
Recycling and/or safe disposal	

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

Number of consumer complaints in respect of the following:	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	1	0	-	38	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	44	0	-	15	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	1,093	0	-	1,042	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the Company 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. LT Foods Limited has an IT and Privacy Policy in place that addresses data privacy and cybersecurity risks. The policy outlines the types of user data collected, its purpose and the safeguards adopted to prevent unauthorised access, data theft and disclosure. The Company employs advanced technologies to ensure data confidentiality and allows users with control over the collection of their personal information. This reflects the Company's commitment to secure and responsible data management.

The Web-link for [IT Policy](#)

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.

Product safety, advertising, cybersecurity and data privacy are core priorities for the Company. Aligned with global standards and industry best practices, the Company effectively manages the evolving landscape of cybersecurity and data privacy. It remains fully compliant with the Information Technology Act, along with applicable rules,

case laws, and regulatory guidelines issued from time to time. No significant concerns, complaints, penalties, or regulatory actions were reported during the year. In the event of any concerns, consumers can reach out through multiple channels, including phone, email and social media. A defined turnaround time and response mechanism ensure timely resolution of complaints.

7. Provide the following information relating to data breaches:

	As a percentage to total turnover
a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customer	0
c. Impact, if any, of the data breaches	NA

Leadership Indicators:

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

Information regarding the Company's product range is available on the official website. Web link for the same is as follows- <https://ltfoods.com/brands>

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

To support informed consumer choices, each product is packaged with clear information regarding its safety for use. The packaging also includes detailed nutritional information and usage instructions. Additionally, the Company has introduced a dedicated recipe section on its website, allowing consumers to explore and enhance their culinary skills.

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

LT Foods has established multiple channels of consumer engagement to ensure timely and effective communication. In the event of disruptions or adverse scenarios, the Company reaches out to consumers through social media, television, print media, e-commerce platforms and brand websites. Emails or messages are also shared with consumers who are part of the Company's network. Additionally, the consumer cell team engages directly with consumers when necessary.

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 whole? (Yes/No)

Yes. LT Foods complies with all applicable regulations related to product labelling and ensures that relevant information is clearly displayed on

each product. Where applicable, the Company also provides additional information beyond regulatory requirements, particularly to highlight product benefits. To assess customer satisfaction, the Company regularly conducts consumer satisfaction surveys across its key products, services and operational locations. These surveys serve as a valuable tool for gathering feedback, identifying areas for improvement, and enhancing the overall quality of products and services. The findings are thoroughly analysed and the insights are leveraged to inform strategic decisions, product development and customer experience initiatives. The Company's commitment to customer satisfaction is reflected in its proactive approach to collecting and incorporating consumer feedback.

