

## BUSINESS RESPONSIBILITY &amp; SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

## I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L15490AP2012PLC080067
2. Name of the Listed Entity	APEX FROZEN FOODS LIMITED
3. Year of incorporation	30/03/2012
4. Registered office address	3-160 PANASAPADU KAKINADA East Godavari AP 533005 IN
5. Corporate address	3-160 PANASAPADU KAKINADA East Godavari AP 533005 IN
6. E-mail	cs@apexfrozenfoods.com
7. Telephone	0884-2383904
8. Website	<a href="http://www.apexfrozenfoods.in">www.apexfrozenfoods.in</a>
9. Financial year for which reporting is being done	April 01, 2024 -March 31, 2025
10. Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11. Paid-up Capital	₹ 312,500,000
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms Swathi Billuri 0884-2383904 cs@apexfrozenfoods.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis
14. Name of assurance provider	NA
15. Type of assurance obtained	Na

## II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Processing and Sale of Shrimp	Processing and Sale of Shrimp	94%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Processing and preserving of fish, crustaceans and molluscs and products thereof	1020	94%

## III. Operations

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

Location	Number of plants	Number of offices	Total
National	Two (2) Processing Plants One (1) Pre-Processing Plant Three (3) Hatcheries	1	7
International	Nil	Nil	Nil

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## 19. Markets served by the entity:

### a. Number of locations

Locations	Number
National (No. of States)	The shrimp seed from the Company's Hatcheries is marketed to shrimp farmers in the state of Andhra Pradesh, odisha, West Bengal.
International (No. of Countries)	During the year under review, the Company exported processed shrimp to the USA, European, Union, and China

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

94% (excluding Export Incentives)

### c. A brief on types of customers

Apex deals in the sale of processed frozen shrimp to distributors, on a B2B basis. In turn, the distributors sell these to their customers that include, inter alia, HORECA (Hotels, Restaurants, and Cafes) as well as departmental stores primarily based in the USA, European Union and China. Additionally, we also sell high quality Shrimp Seed to farmers that contributes to a good harvest.

## IV. Employees

### 20. Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	474	441	93.04%	33	6.96%
2.	Other than Permanent (E)	25	20	80.00%	5	20.00%
<b>3.</b>	<b>Total employees (D + E)</b>	<b>499</b>	<b>461</b>	<b>92.38%</b>	<b>38</b>	<b>7.62%</b>
<b>WORKERS</b>						
4.	Permanent (F)	2694	304	11.28%	2390	88.72%
5.	Other than Permanent (G)	154	27	17.53%	127	82.47%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>2848</b>	<b>331</b>	<b>11.62%</b>	<b>2517</b>	<b>88.38%</b>

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100.00%	-	-
2.	Other than Permanent (E)	0	0	0.00%	-	-
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100.00%</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	1	1	100.00%	-	-
5.	Other than permanent (G)	0	0	0.00%	-	-
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>100.00%</b>	<b>-</b>	<b>-</b>

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	4	2	50.00

## 22. Turnover rate for permanent employees and workers

	FY 2025 (Turnover rate in current FY)			FY 2024 (Turnover rate in previous FY)			FY 2023 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.56%	0	4.56%	3.67%	1.65%	5.32%	3.84%	0	3.84%
Permanent Workers	7.34%	20.20%	27.54%	10.53%	23.17%	33.7%	12.28%	24.68%	36.96%

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

### 23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Nil				

## VI. CSR Details

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

Turnover: ₹ 81,355.24 Lakhs

Net worth: ₹ 49,448.14 Lakhs

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  If Yes, then provide web-link for grievance redress policy	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes Yes- The process to register grievance is listed on the website	-	-	-	-	-	-
Investors (other than shareholders)	Yes, <a href="https://apexfrozenfoods.in/investors/contact-us/">https://apexfrozenfoods.in/investors/contact-us/</a>	-	-	-	-	-	-

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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	If Yes, then provide web-link for grievance redress policy	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes Shareholders can register their grievances on SCORES Portal <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a> and on SMART ODR Portal at <a href="https://smartodr.in/">https://smartodr.in/</a> . Additionally, shareholders can lodge complaints by emailing at <a href="mailto:cs@apexfrozenfoods.com">cs@apexfrozenfoods.com</a> or to the Registrar and Share Transfer Agent (RTA) who principally is responsible for managing the shares related affairs by emailing at <a href="mailto:investor@bigshareonline.com">investor@bigshareonline.com</a> .	-	-	-	-	-	-
Employees and workers	Yes Link to the Grievance redressal policy is , Whistle Blower Policy, Anti sexual Harassment policy is <a href="#">Policies &amp; Code of conduct – Apex</a>	-	-	-	-	-	-
Customers	Yes Company has code of conduct for maintaining professional relationships with customers and suppliers.	-	-	-	-	-	-
Value Chain Partners	Further, it follows general guidelines for treatment of customers and suppliers with respect fairness and professionalism, Provide accurate information regarding products, services, pricing and delivery timelines, Respond to inquiries within 24 hours during the business hours and let them know of a time frame within which the company can respond. Regularly update customers with relevant developments and offer constructive feedback and accept feedback openly to improve business practices.	-	-	-	-	-	-

## 26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Human Capital Management	Risk and Opportunity	As a Risk: Consistent availability of skilled labour, retention of such employees and ensuring optimum productivity all year round As an Opportunity: The right mix of employees – gender, demographics and skillset can result in a vibrant and self-sustaining culture that can drive productivity and help the employees generate job satisfaction and wealth for themselves.	At Apex, we begin with ensuring that we have the right person for the right job. They are then put through our strong training programs to ensure that they are equipped with the right skills to discharge their job and excel in their roles.	Negative Inadequate hiring and retention practices can lead to decreased productivity and increased costs and also result in a loss of business. Positive Creating a viable work environment will contribute to long-term business success and will also help position Apex as an employer of repute and create a virtuous cycle of attracting good talent.
2.	Environmental Risk Management	Risk	Effective management of climate risk is crucial for the progress of the community that we operate in and ultimately the ability of the Company to continue its operations at an optimum level.	While the business is subject to vagaries of nature, several steps are taken to ensure that the ecological balance of the areas we work in are maintained, including safeguards and best practices to create a sustainable business model.	Failing to effectively maintain ecological balance could result in long-term sustainability problems for both our business and the communities in which we operate, potentially leading to revenue loss or operational disruptions
3.	Community Development	Opportunity	Community presents a significant opportunity for our business, especially given our labor-intensive processes. By hiring from the areas close to our operations, we not only create job opportunities but also foster sustainable community development.	Community Development	Opportunity
4.	Product Quality	Opportunity	We have invested in creating strong processes around Quality Checks, some of which are driven by regulatory requirements. This creates an entry barrier since some of the pre-qualifications for selling in specific geographies are extremely stringent	NA	Superior product quality leads to consumer stickiness and strengthens relationships with clients. Also, it gives them a vote of confidence to buy more products, which leads to healthy and sustainable revenues
5.	Supply Chain Management	Risk	Dependence on external suppliers for raw material, procurement of containers for export, has a likelihood to disrupt the supply of the products of the Company, resulting in lower sales.	While we are able to work on our supply chain for raw materials through constant interactions with farmers, we are exposed to supply chain risks on the delivery side. Given the delicate geopolitical balance on several of our key routes, disruptions could lead to increased costs and unavailability of timely supply to customers and inventory buildups.	If we are unable to secure raw materials in the sizes we require, or are unable to make timely shipments of our finished products, it could have a material adverse impact on our results of operations and could increase our costs and thereby impact our profitability.

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## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section describes the structures, policies and processes aligned to nine principles of business responsibility. These briefly are as follows:

P1 Business should conduct and govern themselves with Ethics, Transparency and Accountability

P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

P3 Businesses should promote the wellbeing of all employees

P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

P5 Businesses should respect and promote human rights

P6 Business should respect, protect, and make efforts to restore the environment

P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

P8 Businesses should support inclusive growth and equitable development

P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/ No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies, if available</b>	<a href="https://apexfrozenfoods.in/investors/policies-code-of-conduct/">https://apexfrozenfoods.in/investors/policies-code-of-conduct/</a> Some of the policies of the Company are accessible only to employees and internal stakeholders								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes, our Code of Business Conduct and Ethics and Business Responsibility Policy extend to value chain partners.								
<b>4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	The company has following certifications: 1. SA 8000- Social accountability international includes Management systems, worker engagement, a culture of continuous improvement, and other elements of SA8000 not only lead to better working conditions and worker well-being, they also have benefits for productivity, stakeholder relationships, market access, and more. 2. ASC- Aquaculture stewardship council ensuring Sustainable aquaculture and workers wellbeing. 3. BAP- Best Aquaculture Practices ensures environmental responsibility, Animal health and welfare, food safety and social accountability. 4. BRC-British Retail consortium global food standards ensures food safety and customer satisfaction								
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	Apex is committed to sustainability and has set specific goals and targets to reduce energy consumption and achieve electricity savings. To this end, the company installed 1.5 Megha watt solar power generation facilities across its three plants. Company aims to significantly reduce its overall energy consumption by leveraging renewable energy sources.								
<b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	Nil								

**Governance, leadership and oversight**

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

Kindly refer to the 'Message from the Chairman which forms part of the Annual Report FY2024-25

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Mr. Subrahmanya Chowdary Managing Director
<b>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</b>	Yes, Mr. Subrahmanya Chowdary Managing Director

**6. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	The Management of the Company regularly reviews the performance of the Company against various policies. Key aspects of such reviews are also updated to the Board and its Committees by the Management from time to time. Frequency: on a periodic basis upon requirement								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	The Company is in compliance with the relevant regulations as applicable and a Compliance Certificate on applicable laws is provided by the Managing Director & CEO to the Board of Directors. Further, review with regard to the compliance requirements is done on quarterly basis by the Audit committee and the Board.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										Yes, SGS and Contecna certification body, to assess the food safety and social compliance policies. We maintain a functional review mechanism supported by an independent internal audit process that covers the working of all key policies. Additionally, relevant third-party assessments are periodically conducted across our plant locations. The Company conducts internal reviews of its policies as needed to ensure that the policies are implemented across all the Plant sites.								

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

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**Essential Indicators**

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

Segment	Total number of training and awareness Programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Corporate Governance, Code of Business Conduct and Ethics, Insider Trading, Risk Management, performance of the Company, its business activities, key regulatory developments or Statutory Updates.	100%
Key Managerial Personnel	4	In terms of impact, these programmes enable the Directors to discharge their roles and responsibilities effectively	100%
Employees other than BoD and KMPs	29	Company has scheduled 11 Training topics to cover as per frequency & Training Schedule of the Company. Topics include General awareness on SA8000, General Health and Safety, First Aid Training, Chemical Handling, Mock Drills, Induction Training, PPE, Emergency Preparedness, Fire Fighting, Anti Bribery Policy And ETI code of conduct. Health and safety awareness campaigns enable employees to assess their physical/mental health and safety, effectively. other awareness and knowledge sessions are conducted in each business unit throughout the year for the relevant employees	100%
Workers	29	contractual workers hired via a third party for daily or time bound operational work at the major facilities. Company conducted Training on 11 topics to cover as per frequency & Training Schedule of the Company. Topics include General awareness on SA8000, General Health and Safety, First Aid Training, Chemical Handling, Mock Drills, Induction Training, PPE, Emergency Preparedness, Fire Fighting, Anti Bribery Policy and ETI code of conduct. Health and safety awareness campaigns enable to assess their physical/mental health and safety, effectively. other awareness and knowledge sessions are conducted in each business unit throughout the year for the workers	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, in the following format:**

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				There are no such cases during the reporting period.	
Settlement					
Compounding fee					
Non- 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)
Imprisonment				There are no such cases during the reporting period.	
Punishment					

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

S.No	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
		Not Applicable

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

Yes, Apex is committed to upholding highest standards of moral and ethical conduct of business operations and the Company does not allow corrupt practices in any form, including bribery. The APEX FROZEN FOODS LTD shall not, pay bribes or offer improper inducements to anyone for any purpose nor does it or will it accepts bribes or improper inducements.

This policy underscores the Company’s proactive approach in establishing and executing measures to both prevent and detect instances of bribery and other corrupt activities within its operations. Within The APEX FROZEN FOODS LTD the responsibility to control the risk of bribery occurring rests at all levels. It does not rest solely within assurance and audit functions, but in all business units and corporatee functions and members exercising their Council functions. This policy covers all staff at all levels and grades, those permanently employed, temporary agency staff, contractors, non-executives, agents, members (including independent members), volunteers and consultants. The policy is available on the Company’s website at [Policies & Code of conduct – Apex](#)

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

Designation	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMP’s	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Topic	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 conflicts 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	FY 2023-24
Number of day of accounts payables	16	9

**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 & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases^	Purchases from trading houses as % of total purchases	Nil	Nil
	Number of trading houses where purchases are made from	-	-
	Purchases from top 10 trading houses as % of total purchases from trading houses	-	-

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Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Sales	Sales to dealers / distributors as % of total sales	-	-
	Number of dealers / distributors to whom sales are made	-	-
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs (as respective %) in	Purchases (purchases with related parties / Total Purchases)	Nil	Nil
	Sales (Sales to related parties / Total Sales)	Nil	Nil
	Loans and advances (Loans and advances given to related parties / Total loans and advances)	Nil	Nil
	Investments (Investments in related parties / Total Investments made)	Nil	Nil

### 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.
Nil	Nil	Nil

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

Yes, the Company has processes in place to avoid/manage conflict of interests involving members of the Board. Apex has a detailed 'Code of Conduct for its Directors and Senior Management', which contains comprehensive guidelines and mechanism for avoiding the conflict of interest and for disclosing any such situations that may trigger a potential conflict. As a process, the company receives annual disclosure from the board at the beginning of every financial year, with respect to any change in his/her interests. The interested director is not allowed to participate in the discussion and vote on the business item taken up for approval in which the concerned director remains present.

### PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

#### Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	Nil	Nil	Nil

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No): Yes  
 b. If yes, what percentage of inputs were sourced sustainably? 100%

#### 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.

The company does not produce any product that can be re used or re cycled. Waste produced during the manufacturing process is disposed of in accordance with State Pollution Control Board (PCB) rules.

We have list of approved dealers for the collection of various wastes generated like packaging waste and hazardous waste like used oil and lubricants. The waste packaging material is sold off to authorized dealer for re-use and disposal. The hazardous waste like oil and lubricants are disposed off through authorized dealer who has been approved by the state pollution control board.

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. Not Applicable

**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.
-	-	-	-	-	-

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
	Not Applicable	
	Waste water produced during processing is treated in an effluent treatment plant and used for gardening in the facility.	

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).

Not Applicable

Indicate Input Material	Recycled or re-used input materials to total material	
	FY 2024-25	FY 2023-24
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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: Not Applicable

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	0	0	85	0	0	70
E-Waste	0	0	0	0	0	0
Hazardous waste	0	0	5	0	0	4
Other waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Shrimp Wastage	39%
Packaging Material	2%

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## PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

### Essential Indicators

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

Category	% of Employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)
<b>Permanent employees</b>											
Male	441	441	100	441	100	-	-	-	-	-	-
Female	33	33	100	33	100	33	100	-	-	-	0
<b>Total</b>	<b>474</b>	<b>474</b>	<b>100</b>	<b>474</b>	<b>100</b>	<b>33</b>	<b>6.96</b>	-	-	-	<b>0</b>
<b>Other than Permanent employees</b>											
Male	20	0	0	20	100	00	-	-	-	20	100
Female	5	0	0	5	100	08	100	-	-	5	100
<b>Total</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>100</b>	<b>08</b>	<b>100</b>	-	-	<b>25</b>	<b>100</b>

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

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 (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)
<b>Permanent employees</b>											
Male	304	304	100	304	100	-	-	-	-	304	100
Female	2390	2390	100	2390	100	2390	100	-	-	2390	100
<b>Total</b>	<b>2694</b>	<b>2694</b>	<b>100</b>	<b>2694</b>	<b>100</b>	<b>2390</b>	<b>88.72</b>	-	-	<b>2694</b>	<b>100</b>
<b>Other than Permanent employees</b>											
Male	27	-	-	27	100	-	-	-	-	27	100
Female	127	-	-	127	100	-	-	-	-	127	100
<b>Total</b>	<b>154</b>	-	-	<b>154</b>	<b>100</b>	-	-	-	-	<b>154</b>	<b>100</b>

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

	FY 2024-25	FY 2023-24
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	4,23,25,000	4,90,39,000
ii) Total revenue of the company	813,55,24,000	804,10,32,000
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.52%	0.61%

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

Benefits	FY 2024-25			FY 2023-24		
	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	98.00%	98.00%	Y	98	98	Y
Gratuity	98.00%	98.00%	Y	98	98	Y
ESI	90.00%	98.00%	Y	90	98	Y
Others – please specify	--	--	-	-	-	-

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

Yes. Our company premises are accessible to differently abled employees including adequate facilities and arrangement to help the differently abled people.

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

Yes, Recognizing the importance of equal opportunities for persons with disabilities, the entity is committed to creating an inclusive and accessible work environment. The Company is committed to provide equal employment opportunities without any discrimination on the grounds of age, color, origin, nationality, disability, religion, race, caste, gender, sex and sexual orientation. Recruitment will be done from the widest possible field and Individuals will be selected on the basis of merit. The link for policy is available at <https://apexfrozenfoods.in/investors/policies-code-of-conduct/>

**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	--	--	--	--
Female	--	--	--	--
<b>Total</b>	--	--	--	--

**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.**

Category	Yes/ No (If Yes, then give details of the mechanism in brief)
<b>Permanent Workers</b>	Yes, The Company is committed to providing a safe and conducive work environment to all of its employees, workers and associates. The Company has an open-door approach, wherein any employee irrespective of hierarchy has access to the senior management. In addition, the Company has formulated Whistle blower policy for employees to report any kind of suspected or actual misconduct in the organisation. The Company has formulated a Policy on Prevention of Sexual Harassment at Workplace for prevention, prohibition and redressal of sexual harassment at workplace and Internal Complaints Committee has also been set up to redress any such complaints received. The Company periodically conducts sessions for employees across the organization to build awareness about the Policy and the provisions of the Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act, 2013. The Company has Safety Committees at plants to handle grievances related to safety
<b>Other than permanent workers</b>	
<b>Permanent Employees</b>	
Other than permanent employees	NA

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

Category	FY 2024-25			FY 2023-24		
	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)	%(C/D)
<b>Total Permanent Employees</b>	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

# Business Responsibility & Sustainability Report

## 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)
<b>Employees</b>										
Male	441	441	100.00%	395	89.57%	512	512	100	425	83
Female	33	33	100.00%	25	75.76%	52	52	100	45	86
<b>Total</b>	<b>474</b>	<b>474</b>	<b>100.00%</b>	<b>420</b>	<b>88.61%</b>	<b>564</b>	<b>564</b>	<b>100</b>	<b>470</b>	<b>169</b>
<b>Workers</b>										
Male	304	304	100.00%	250	82.24%	250	250	100	250	100
Female	2390	2390	100.00%	600	25.10%	1700	1700	100	1700	100
<b>Total</b>	<b>2694</b>	<b>2694</b>	<b>100.00%</b>	<b>850</b>	<b>31.55%</b>	<b>1950</b>	<b>1950</b>	<b>100</b>	<b>1950</b>	<b>100</b>

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	441	441	100.00%	512	512	100
Female	33	33	100.00%	52	52	100
<b>Total</b>	<b>474</b>	<b>474</b>	<b>100.00%</b>	<b>564</b>	<b>564</b>	<b>100</b>
<b>Workers</b>						
Male	304	304	100.00%	250	250	100
Female	2390	2390	100.00%	1700	1700	100
<b>Total</b>	<b>2694</b>	<b>2694</b>	<b>100.00%</b>	<b>1950</b>	<b>1950</b>	<b>100</b>

## 10. Health and safety management system:

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

Yes, the Company prioritizes the well-being and safety of its employees as a fundamental aspect of its operations and has implemented robust and compliant protocols across all areas of operations.

The Company has implemented an occupational health and safety management system. The company is SA 8000 certified facility and is committed to maintain an environment that is compatible with the aim of ensuring the health and safety of all employees and non-employees in the manufacture, maintenance and delivery of its products and services.

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

The Company conducts routine safety drills to assess the effectiveness of its safety protocols and identify potential risks that may arise during work-related operations. Additionally, the Company maintains regular interaction with on-site personnel to gather feedback and evaluate any hazards they have encountered or anticipated. This feedback is thoroughly analysed to identify potential risks and develop appropriate Strategies for mitigating them.

The company continuously trains all employees on various food safety protocols and posts related communications on notice boards to remind and reinforce these practices, thereby reducing any safety-related risks. The Social Compliance Team conducts regular checks on ongoing activities. They perform daily inspections of the workplace and machinery to identify and mitigate any associated risks.

The main factors that considered are:

- The nature of the hazard
- The likelihood (probability) of exposure

- Frequency and duration of exposure
- Number exposed

Consequence of exposure - worst likely outcome

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

Yes. During mock drills and fire safety exercises, employees’ ability to respond to emergency situations and report workplace hazards is evaluated. All staff receive training on how to use fire hydrants, firefighting equipment, and ammonia leak and spill control methods.

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

Yes, the Company ensures that all its sites have access to non- occupational medical and healthcare services.

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

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

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

The company has established guidelines in accordance with SA 8000 standards to ensure a safe and healthy workplace. These standards encompass management systems, worker engagement, a culture of continuous improvement, and various other elements designed to enhance working conditions and worker well-being. Measures taken include:

- Regular mock drills on medical emergencies
- Safety training and awareness programmes to employees
- Insurance benefits to all employees
- Continuous inspections and periodical audits are carried out to identify all unsafe acts & conditions.
- Periodic equipment maintenance, review and testing
- No child labor
- Adherence to working hour regulations as per current laws
- Provision of personal protective equipment (PPE) such as anti-slip gumboots and gloves

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

# Business Responsibility & Sustainability Report

## 14. Assessments for the year:

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

Note: Company has internally assessed health & safety practices and working conditions

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

We prioritize the health and safety of an employees and internal assessment and regular monitoring is carried out on continuous basis to avoid complexities across all plant sites. There have been no significant risks/concern arising from assessments of health & safety practices and working conditions.

## Leadership Indicators

### 1. Does the entity extend any life insurance or any compensatory package in the event of death of:

(A) Employees (Y/N): Yes

(B) Workers (Y/N): Yes

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

The Company ensures all applicable clauses regarding statutory dues are incorporated in agreement with value chain partners.

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

	Total no of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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): Yes

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	NA
Working Conditions	NA

**5. 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.** Nil

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

**Essential Indicators**

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

Apex recognizes the role of stakeholders in company's sustainability. Key stakeholders are identified based on their involvement in making strategic decisions, minimizing risk, providing resources, running the operations smoothly, helping the organization to reach its goals and in growing the business. These key stakeholders are, in turn, most affected by our business. Following steps are followed to identify and prioritize the key stakeholders. a) Understanding and identifying key stakeholders; whether general key stakeholders and key stakeholders for particular project. b) Determining their impact on Business (Direct or Indirect) c) Knowing their needs in relation to the business d) Prioritization of the list based on evaluation of the stakeholders on the list, determination of which stakeholders affect most the business as well as who are affected most by the business Types of Key Stakeholders: Internal stakeholders who have a direct relationship with the company. External key stakeholders who do not directly work with the company, but they are affected by the business. Apex identified six critical stakeholder groups, which are listed below.

- Employees
- Supply chain partners
- Vendors/Dealers
- Logistic Partners
- Customers
- Government and regulatory authorities
- Communities
- Shareholders, investors and lenders

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

Stakeholder group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, 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
Vendors	No	-Vendor meeting	Vendors	No
Customers	No	Virtual meetings and Email	Regular basis	Customer complaints related to quality of the product, Pricing, Specific requirements and discuss on the availability the products
Employees/ Workers	No	Email, Meetings, training programmes and communication through notice boards	Continuous	Discussion on product related issues, Health and safety related hazards, wage discussions, Trainings.
Shareholders/ Investors	No	AGMs, Email, Website, Newspapers, investor presentations, Notices	Regular/need basis	Financial performance, Dividends, profitability and financial Stability. Update on material events. Engage with shareholders to resolve their grievances
Suppliers	No	Email, Website, Meetings and regular interactions	Continuous	The farming standards being followed, availability of the material, promoting local suppliers, Material supply chain issues.

# Business Responsibility & Sustainability Report

Stakeholder group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, 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
Communities	No	Meets of community / local authorities/location heads. community visits and projects, partner ship with local charities. volunteerism, seminars/ conferences, CSR Partner's meet, In person meetings.	Need basis	Community development programs like provide education facilities to the schools, rural development programmes, promote health care activities through donations and providing medical equipments to hospitals, donations to sports trusts etc.
Government and Regulatory Authorities	No	Responding to Government circulated notifications, statutory filings and disclosures	Continuous	Disclosures, Compliances, Corporate governance, Transparency
Logistic Partners	No	E-mails.	Need based	Safe transit and handling of materials and products

## Leadership Indicators

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

The Company ensures transparent communication and access to relevant information about its decisions that impact relevant stakeholders, keeping in mind the need to protect confidential competitive plans and information. The committees appointed by the board focus on specific areas where they can make informed decisions and provide recommendations to the board on the matters in their areas. Engagement with stakeholders is a continuous process which are driven by the senior management, coordinated by the Corporate Social Responsibility Committee, Risk Management Committee and site level management representatives. The inputs provided by the stakeholders are discussed in management review meetings and devised action plan to address them. The relevant updates are provided to the committees/board on periodic basis.

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

Yes. The Company undertook a materiality assessment and proactively engaged with the organization's important external and internal stakeholders. The decision to engage stakeholders was based on five factors related to their relationship with the company, as outlined by the Global Reporting Initiative (GRI) guidelines: Responsibility, Influence, Proximity, Dependency, and Representation. Customers, supply chain partners, industry groups, non-governmental organizations (NGOs), local community organizations, investors, regulators, the media, and research institutes were among the external stakeholders involved in this exercise. The Company interviewed and surveyed these stakeholders, supplemented by secondary research on our suppliers and distributors, and other stakeholders. Their inputs were considered in identification of the key ESG topics for the Company.

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

No such instances were occurred.

**PRINCIPLE 5 Businesses should respect and promote human rights**

**Essential Indicators**

**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category Total (A)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees/workers covered (B)	%(B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)	
<b>Employees</b>						
Permanent	474	474	100.00%	544	544	100.00%
Other permanent than	25	25	100.00%	20	20	100.00%
<b>Total Employees</b>	<b>499</b>	<b>499</b>	<b>100.00%</b>	<b>564</b>	<b>564</b>	<b>100.00%</b>
<b>Workers</b>						
Permanent	2694	2694	100.00%	2373	2373	100.00%
Other permanent	154	154	100.00%	90	90	100.00%
<b>Total Workers</b>	<b>2848</b>	<b>2848</b>	<b>100.00%</b>	<b>2463</b>	<b>2463</b>	<b>100.00%</b>

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
<b>Employees</b>										
Permanent	474	25	5.27%	449	94.73%	544	52	0.09	492	90.44
Male	441	21	4.76%	420	95.24%	500	52	10.04	448	89.6
Female	33	4	12.12%	29	87.88%	44	0	0	44	100
<b>Other Permanent than</b>	<b>25</b>	<b>10</b>	<b>40%</b>	<b>15</b>	<b>60%</b>	<b>20</b>	<b>20</b>	<b>10</b>	<b>0</b>	<b>0</b>
Male	20	10	50%	10	50%	12	12	100	0	0
Female	5	0	0	5	100%	8	8	100	0	0
<b>Workers</b>										
Permanent	2694	2479	92.02%	215	7.98%	2373	2139	90.13	234	9.86
Male	304	219	72.04%	85	27.96%	314	230	73.24	84	26.75
Female	2390	2260	94.56%	130	5.44%	2059	1909	92.71	150	7.28
<b>Other Permanent than</b>	<b>154</b>	<b>144</b>	<b>93.51%</b>	<b>10</b>	<b>6.49%</b>	<b>90</b>	<b>90</b>	<b>100</b>	<b>0</b>	<b>0</b>
Male	27	17	62.96%	10	37.04%	20	20	100	0	0
Female	127	127	100.00%	0	0.00%	70	70	100	0	0

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

(₹ in Lakhs)

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	4	250.98	2	125.04
Key Managerial Personnel	2	245.08	2	127.34
Employees other than BoD and KMP	441	1121.11	33	90.18
Workers	304	692.88	2390	3272.12

# Business Responsibility & Sustainability Report

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

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	64.95%	80%

## 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

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

The Company is committed to providing a safe and conducive work environment to all of its employees. The Company has grievance redressal policy detailed guidelines on reporting their queries and redressal mechanism. The Company ensures all the grievances deal in a fair and impartial manner. If any employee has concerns regarding violation of human rights can directly report to HR department and the resolution can be provided in consultation with the higher authorities. The policies are available on the website of the Company at [Policies & Code of conduct – Apex](#) .

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

The Company is committed to provide safe and harassment free working environment. The Company has established an internal complaints committee in compliance with provisions under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. In the Company's Grievance Redressal Policy, Whistle Blower Policy, and POSH, there are specific clauses regarding the confidentiality of the complainant that state that all reports/records associated with complaints, along with the information exchanged during a specific process/investigations, would be considered as confidential and access of the same would be restricted by the Company as deemed fit.

To ensure effective handling of sexual harassment cases, dedicated committees have been established across various locations. These committees are responsible for investigating complaints of sexual harassment and recommending appropriate actions, as required. Regular awareness and training sessions are conducted to ensure that employees are well-informed about the various aspects of sexual harassment and are familiar with the available redressal mechanisms. The company does not tolerate any retribution against any person who has reported in good faith concerns.

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

: human rights requirements may not currently be explicitly incorporated into our business agreements and contracts

## 9. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

Note: Company has internally assessed

## 10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

There were no significant risks /concerns arising from the human rights assessments.

### Leadership Indicators

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

The company has processes to address any human rights grievances or complaints, e.g., Grievance redressal policy, Prevention of Sexual Harassment at Workplace policy etc. Further, the company also introduced improvement measures for its employees through various training sessions.

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

Human Rights Due Diligence was not conducted during the reporting year.

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

Yes, our company premises are accessible to differently abled employees and visitors.

#### 4. Details on assessment of value chain partners:

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

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

No significant risks/concerns were raised during the reporting year.

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

#### Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
Total electricity consumption (A)	58582.35 GJ	59,670.31 GJ
Total fuel consumption (B)	79.76 GJ	928.55 GJ
Energy consumption through other sources (C)	4829.11 GJ	3102.23 GJ
Total energy consumption (A+B+C)	63,491.22 GJ	63,701.09 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.780419	0.792200

## Business Responsibility & Sustainability Report

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 independent assessment was carried out by any external agency

- 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. The PAT scheme is not applicable.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	1,48,600	1,27,500
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,48,600</b>	<b>1,27,500</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,47,600</b>	<b>1,27,500</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>1.82655</b>	<b>1.58561</b>

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

No independent assessment was carried out by any external agency

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

Not applicable

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023 (Previous Financial Year)
NOx	µg/m <sup>3</sup>	Nil	Nil
SOx	µg/m <sup>3</sup>	Nil	Nil
Particulate matter (PM)	µg/m <sup>3</sup>	Nil	Nil
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-	Nil	Nil
Hazardous air pollutants (HAP)	mg/m <sup>3</sup>	Nil	Nil
Others – please specify	PPM	Nil	Nil

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, FCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
Total Scope 1 and Scope 2 emissions per rupee of turnover		Nil	Nil
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		Nil	Nil

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

No. The Company has not conducted any such assessment / evaluation / assurance by any external agency

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

Yes. Company has installed Rooftop Solar Power Generation facility (1.5 Megawatt) across its three plant units to support its operations with captive power, which results in substantial cost savings on electricity, improving the plants' overall operational efficiency.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	98	70
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	8	4
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	106	74

**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	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

Category of waste	NA	NA
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>

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

No independent assessment was carried out by any external agency

# Business Responsibility & Sustainability Report

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes:**

The company has stringent approach to waste management.

Wastes produced at the facility are:

1. Shell waste from the shrimps are sold off to authorized third party vendor for using them in cosmetics and other applications
2. Waste water: Water is being treated at facility itself by ETP and the treated water is being used for gardening purpose.
3. Packaging waste: The waste produced is sold off to the approved vendor for re use as per the regulatory requirements.

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

S. No.	Location of operations/offices	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.
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The company does not have any plants and offices in the above mention areas. However, the Company ensures its compliance with the environmental laws, as applicable.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Environmental impact assessment is not applicable for the company during the reporting financial year. However, the Company ensures its compliance with the environmental laws, as applicable.

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

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
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YES, We are in compliance with all the statutory environmental laws and regulations an there were no such incidences of non-compliance during the financial year

## Leadership Indicators

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

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	58582.35 GJ	59,670.31 GJ
Total fuel consumption (B)	79.76 GJ	928.55 GJ
Energy consumption through other sources (C)	4829.11 GJ	3102.23 GJ
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>4829.11 GJ</b>	<b>63,701.09 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)MJ	--	--
Total fuel consumption (E) MJ	--	--
Energy consumption through other sources (F)	--	--
<b>Total energy consumed from non-renewable sources (D+E+F) MJ</b>	<b>--</b>	<b>--</b>

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

No. The Company has not conducted any such assessment / evaluation/assurance by any external agency.

### 2. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

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

No. The Company has not conducted any such assessment / evaluation / assurance by any external agency

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

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

1. Name of the area-Project Sites
2. Nature of operations-Construction of Oil and Gas Pipelines

## Business Responsibility & Sustainability Report

### 3. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater MJ	1,48,600	1,27,500
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>1,47,600</b>	<b>1,27,500</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,47,600</b>	<b>1,27,500</b>
Water intensity per rupee of turnover (Water consumed / turnover)	1.82655	1.58561
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	-	-
- With treatment please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

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

No. The Company has not conducted any such assessment / evaluation / assurance by any external agency

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub>	-	-
Total Scope 3 emissions per rupee of turnover	equivalent	-	-
Total Scope 3 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. The Company has not conducted any such assessment / evaluation / assurance by any external agency

5. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.** Not Applicable
6. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

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

Yes, the company has implemented emergency preparedness plans at each project site to effectively handle emergency situations. These plans include response procedures aimed at preventing and mitigating hazards, risks, and environmental impacts associated with emergencies. The plans also encompass provisions for first aid. In the event of an emergency, a thorough investigation will be conducted, and appropriate preventive measures will be taken to prevent future recurrences. We ensure that relevant information and training on emergency preparedness and response are provided to all stakeholders. Additionally, the duties and responsibilities of all employees are regularly communicated.

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

We have received no reports of any major adverse impacts from our partners in the value chain. Our vendors and service providers are expected to adhere with environmental regulations, health and safety standards, labour practices, human rights, minimum wage requirements, freedom of association, the prohibition of child labour and forced labour, ethical behaviour, transparent business processes, and environmental conservation.

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

The company endeavours that all its value chain partners comply with the policies of the company. We are working towards bettering our evaluation and auditing mechanism and making it more specific to Sustainability requirements as well as our material points.

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

1. **a. Number of affiliations with trade and industry chambers/ associations. Four (04)**
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1.	Andhra Pradesh commerce and industry federation	State
2.	Federation of Indian chambers of commerce and industry	National
3.	Export inspection council of India	National
4.	Marine exports product development authority of India	National

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

Name of authority	Brief of the case	Corrective action taken
	Apex has not engaged in any anti-competitive conduct.	

# Business Responsibility & Sustainability Report

## Leadership Indicators

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

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
Not Applicable					

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

### Essential Indicators

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

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

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

Not Applicable

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

We continuously engage with the local communities around plant sites or through CSR activities. The company interacts with the local community in person meetings to know if any concerns arising from the facility. So far there are no concerns raised from the local community.

#### 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	2.52%	3.27%
Sourced directly from within the district and neighbouring districts	97.48%	96.73%

#### 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

	FY 2024-25	FY 2023-24
Rural	95%	95%
Semi Rural - -	--	--
Urban	5%	5%
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
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
Nil			

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

No

**4. From which marginalized /vulnerable groups do you procure?**

Not Applicable

**5. What percentage of total procurement (by value) does it constitute?**

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

**8. Details of beneficiaries of CSR Projects:**

The Exact number of beneficiaries of the Company's CSR activities can't be quantified, as the Company's CSR contribution includes donations to various registered trusts and NGOs. These organizations undertake multiple welfare initiatives and extend benefits to diverse sections of the society, making the precise number of end beneficiaries not directly ascertainable by the company. However, wherever the details of beneficiaries are ascertainable, the same have been disclosed below:

s. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promotion of Health Care	2	100%

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

**Essential Indicators**

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

For addressing consumer complaints, the business has established standard operating procedures. A product quality compliance is picked up by the Quality Assurance department in accordance with the established technical and quality procedures when it is received and logged with the company. The complainant is acknowledged, and a first evaluation is started. Along with the initial evaluation, follow-up is started. The first risk assessment and an investigative method operate concurrently with the follow-up. Corrective action plan is started after the investigation is finished. A complaint summary report is also sent at the same time. The complaint is finally closed after a final risk assessment is completed and a response is delivered to the complainant.

## Business Responsibility & Sustainability Report

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

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

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
			Remarks			Remarks
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber Security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential Services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for Recall
Voluntary Recalls	NA	NA
Forced Recalls	NA	NA

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

The Company places significant importance on its cyber security policy as a crucial means of protecting its digital assets from cyber threats. The policy encompasses areas such as information systems, networks, data security, roles and responsibilities, and incident response procedures.

All employees, contractors, and interns are required to comply with this policy, which includes measures such as safeguarding confidential data, securing devices, practicing safe email practices, managing passwords effectively, ensuring secure data transfer, and promptly reporting security breaches.

The policy is available in the internal portal of the company.

### 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. None

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

- Number of instances of data breaches along-with impact- Nil
- Percentage of data breaches involving personally identifiable information of customers- Not Applicable
- Impact, if any, of the data breaches- Not Applicable



## Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).** [www.apexfrozenfoods.com](http://www.apexfrozenfoods.com)
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.** Not Applicable
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.** Not Applicable
4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) :** yes
5. **Provide the following information relating to data breaches:**
  - a. Number of instances of data breaches along-with impact: Nil
  - b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable