

Antony Waste Handling Cell Limited

CIN: L90001MH2001PLC130485



Ref.: AW/SEC/NSE/2022-23/54

Date: September 05, 2022

To,
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Plot No.C-1, Block G, Bandra-Kurla Complex,
Bandra (E), Mumbai 400 051

Dear Sir/Madam,

Sub. : Intimation under Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") – Business Responsibility and Sustainability Report 2021-22

Ref. : SYMBOL – AWHCL

Pursuant to Regulation 34(2)(f) of SEBI Listing Regulations, please find attached **Business Responsibility and Sustainability Report ("BRSR")** of Antony Waste Handling Cell Limited ("the Company") for the year 2021-22.

The BRSR is also available on the website of the Company www.antony-waste.com.

This is for your information and records please.

Thanking you,

Yours faithfully,
For and on behalf of
ANTONY WASTE HANDLING CELL LIMITED

HARSHADA RANE
COMPANY SECRETARY & COMPLIANCE OFFICER
A34268

Enc. a/a

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the Company:

1.	Corporate Identity Number (CIN)	L90001MH2001PLC130485								
2.	Name of the Company	Antony Waste Handling Cell Limited (“AWHCL”)								
3.	Year of incorporation	2001								
4.	Registered Office Address	1403, 14 th Floor, Dev Corpora Building, Opp. Cadbury Company, Eastern Express Highway, Thane (W) – 400 601, Maharashtra, India								
5.	Corporate Office Address	1402/1404, 14 th Floor, Dev Corpora Building, Opp. Cadbury Company, Eastern Express Highway, Thane (W) – 400 601, Maharashtra, India								
6.	E-mail	Investor.relations@antonyasia.com								
7.	Telephone	022 – 4213 0300								
8.	Website	www.antony-waste.com								
9.	Financial year for which reporting is being done	2021-22								
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India								
11.	Paid-up Capital									
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	AWHCL has embedded consideration of various factors of responsible business throughout the operations of its business. The Company is fundamentally committed to building a longterm business, which will sustainably manage waste and grow; provide employment and generate economic benefit in an environmentally and socially responsible manner, both during and after its ownership. The three main areas of focus for responsible stewardship relate to the environmental and social impact of our business activities, and how a business is managed. Together, these factors are Environmental, Social, and Corporate Governance (‘ESG’). The web link for the ESG policy is https://www.antonywaste.com/docs/ESGPolicy.pdf Mr. Shiju Jacob Kallarakal, Chief Risk Officer of the Company, takes care of all the key risks and activities that are being implemented in the Company including the BRSR initiatives. <table><tr><td>Name</td><td>Mr. Shiju Jacob Kallarakal</td></tr><tr><td>Designation</td><td>Chief Risk Officer</td></tr><tr><td>Contact</td><td>022 – 4213 0300</td></tr><tr><td>Email ID</td><td>info@antonyasia.com</td></tr></table>	Name	Mr. Shiju Jacob Kallarakal	Designation	Chief Risk Officer	Contact	022 – 4213 0300	Email ID	info@antonyasia.com
Name	Mr. Shiju Jacob Kallarakal									
Designation	Chief Risk Officer									
Contact	022 – 4213 0300									
Email ID	info@antonyasia.com									
13.	Reporting boundary	Consolidated basis								

II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Water supply, sewerage and waste management	Waste collection, treatment and disposal activities, materials recovery and other waste management services	100%

2. 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	Collection of non-hazardous waste (C&T and Sweeping Projects) The Company including its subsidiaries provide full spectrum of Municipal Solid Waste Management services which includes collection, transportation, processing, and disposal services across the country, primarily catering to Indian municipalities.	38110	66%
2	Treatment and disposal of non-hazardous waste (Processing Projects)	38210	34%

III. Operations

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

Location	Number of plants	Number of Sites	Number of Offices	Total
National	3	18	2	23

*AWHCL has 3 processing plants, 18 sites for collection, transportation, and mechanical sweeping activities & 2 offices.

4. Markets served by the entity:

a. Number of locations

Locations	Number
National (Number of States)	4
International (No. of Countries)	Not Applicable

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

Not Applicable.

c. A brief on types of customers

Customers are key stakeholders in our operations. We are providing full spectrum of solid waste management services majorly to the Government/Local Municipal Bodies, Corporate Group and Smart cities amongst other.

IV. Employees

5. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male No. (B)	% (B / A)	Female No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,114	1,073	96.32%	41	3.68%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1,114	1,073	96.32%	41	3.68%
WORKERS						
4.	Permanent (F)	7,497	6,842	91.26%	481	6.42%
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	7,497	6,842	91.26%	481	6.42%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male No. (B)	% (B / A)	Female No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100%	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

6. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel ("KMP")	2	1	50.00%

Note: (1) The composition denotes only for Antony Waste Handling Cell Limited as standalone entity.

(2) KMP includes Group Chief Financial Officer and Company Secretary and Compliance Officer.

7. Turnover rate for permanent employees and workers

	FY - 2021-22			FY - 2020-21			FY - 2019-2020		
	Male	Female	Total	Male	Female	% (B / A)	Male	Female	Total
Employees	29.00	21.00	28.00	16.93	9.67	16.71	11.04	5.10	8.10
Workers	29.00	6.00	28.00	15.20	11.35	14.92	10.03	7.00	6.00

Note: above data includes voluntary and involuntary exits, retirements, demises, and completion of training/contracts.

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

8. (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)
1	AG Enviro Infra Projects Private Limited	WOS	100.00	Yes
2	AL Waste Bio Remediation LLP	Subsidiary	86.23	Yes
3	Antony Infrastructure and Waste Management Services Private Limited	WOS	100.00	Yes
4	Antony Lara Enviro Solutions Private Limited	Subsidiary	73.00	Yes
5	Antony Lara Renewable Energy Private Limited	Subsidiary	86.23	Yes
6	Antony Revive Ewaste Private Limited	WOS	100.00	Yes
7	KL EnviTech Private Limited	WOS	100.00	Yes
8	Mazaya Waste Management LLC	Associate	49.00	No
9	Varanasi Waste Solutions Private Limited	Subsidiary	98.00	Yes

VI. CSR Details

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

(ii) Turnover : ₹ 64,841.51 Lakh

(iii) Net worth : ₹ 53,269.34 Lakh

VII. Transparency and Disclosures Compliances

10. 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 2021-22			FY 2020-21		
		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	1,325	0	Refer Note 1	822	-	Refer Note 1
Investors (other than shareholders)	Yes https://www.antony-waste.com/contacts.html	0	0	-	0	0	-
Shareholders	Yes https://www.antony-waste.com/contacts.html	0	0	-	10	0	-
Employees and workers	Yes	2	0	-	2	0	-
Customers	Yes https://www.antony-waste.com/contacts.html	7,890	0	Refer Note 2	5,115	0	Refer Note 2

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 2021-22			FY 2020-21		
		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
Value Chain Partners	No	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

Note 1: The Complaints w.r.t. odour from dump yard at Kanjurmarg/PCMC sites. The control measures taken for controlling odour on site are (i) Spraying of Bio-enzyme during unloading and during dozing of MSW at BLF Cells (ii) Daily soil cover on the garbage accepted for 24 hours period (iii) Spraying of Jasmin by Misting systems arranged at periphery of BLF Cells, MRF- compost and Leachate ponds. (iv) Fogging of Jasmine, or any suitable fragrance product outside and inside around the ISWM project site with tractors.

Note 2: Considering the nature of the industry the Company operates, we regularly deal with minor complaints regarding our services that are resolved on the same day. Customer/Citizens are given utmost priority.

11. 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, the rationale for identifying the same, and the 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	Market Competition	Risk/ Opportunity	New players continue to make their foray into the industry due to the growing demand for comprehensive waste management solutions.	With over two decades of experience in the industry, the Company has established strong service standards and has developed a comprehensive range of services for waste management. The Company is counted amongst the largest and established player in the Indian MSW market, offering it a competitive edge over others.	Risk: As this would build a competitive environment with new players might cause disruption in the market. Opportunity: As an established organization in the Indian markets our expertise in waste management provides us an edge over others.
2	Human Resource	Risk	The Company's operations may pose health and safety risks to employees.	AWHCL follows stringent policies and safety standards across the value chain to ensure the safety and well-being of its employees.	Risk: Employee health and safety are critical parameters for the organization and negligence on this part pose human resource risk.

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)
3	Financial	Risk	The Company is vulnerable to risks arising from interest rate fluctuations, credit quality, and liquidity management. It may have a negative impact on its financial assets.	The Company's risk management policy addresses the key financial risks with a measured approach and the Board of Directors continuously monitors and evaluate risks to minimise financial volatility.	Risk: Any liquidity or credit issue would not only affect the operation but also the reputation of the organization.
4	Cyber Security	Risk	Malware and system hacks pose a threat to the Company's operations. It might result in loss of confidential information that may lead to financial losses, business interruptions, and the leaking of sensitive data.	The Company has implemented cutting-edge technologies to boost operational efficiency and cross-departmental communication. A range of sophisticated cybersecurity mechanisms have been deployed to prevent threats.	Risk: Cyber security impacts in turn lead to sensitive data leakage of client and the organization which in turn can lead to serious financial issues.
5	ESG	Risk/ Opportunity	The Sector specific ESG risks including gaseous emissions, health & safety of the workers and ethical conduct may have adverse impact on the Company's operations.	The Company has integrated these ESG risks into its organizational strategy and across its operations. It has also set a clear Roadmap, Key Performance Indicators and goals for ESG compliance and performance management from the current financial year onwards.	Risk: Investors these days are keenly monitoring the ESG parameters and low carbon processes. Opportunity: Integrating ESG into our organization strategy would give us an edge over others who do not identify the risks posed due to them.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity’s policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes. The policy is embedded in the Company’s HR Policies and other various HR practices	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	NA	NA	Yes	NA	Yes	NA	Yes	NA
c. Web Link of the Policies, if available	The Policies of the Company are placed on the Company’s website under Investors Section and the same can be accessed through the weblink: http://www.antony-waste.com/CompanyPolicy.html Further, there are some internal policies which are circulated to the internal stakeholders only.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	Yes	Yes	Yes	Yes	No	No	No	No
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001:2015 certification to enhance our environmental performance and manage our environmental responsibilities in a systematic manner. ISO 9001:2015 certification for quality management system that consistently provides products and services that meet customer and applicable statutory and regulatory requirements.								
5. Specific commitments, goals, and targets by the entity with defined timelines, if any.	The Company has conducted an extensive exercise, during this year, to further crystallise the most relevant themes and Key Performance Indicators related to ESG issues. Subsequently, the Company developed and adopted an ESG Road-map and set goals for compliance and performance management over the next three years and beyond. The Board of Directors will provide the oversight and strategic guidance to steer our responsible business commitment.								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	Please refer “ESG Stewardship: Delivering on Stakeholder Expectations” section on Page No. 20 of the Annual Report 2021-22.								
Governance, leadership, and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	You may have observed how ESG or Environmental, Social & Governance factors are progressively getting mainstreamed. More and more investors, regulators, consumers and other stakeholders want to understand how a company is managing the risks and opportunities related to climate change, utilization of natural resources, diversity/inclusion and safety at workplace, and corporate governance. The post-pandemic economic landscape has placed even greater value on these disclosures and engagement. Several regulators across the world, including in India, are comprising ESG compliance as part of their agenda for economic growth and sustainable development roadmap.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	AWHCL and its subsidiaries are in the business of sustainably managing waste, enhance circular economy thereby generating value for our stakeholders and the society, at large. We are committed to building a long-term sustainable business, which will manage waste, provide employment and generate economic benefit in an environmentally and socially responsible manner. We have always believed that a responsible approach towards our employees, suppliers, local communities, the environment, and society is an essential part of our growth journey. ESG Policy With responsible stewardship as an organizational priority, we had formalised our ESG policy in 2020 to act as a guiding document for managing our business as well as the environmental and social impacts of our business activities. We also embedded consideration of all the identified ESG factors throughout the operations of our business. ESG Roadmap We conducted an extensive exercise, during this year, to further crystallize the most appropriate themes and key performance indicators related to the relevant ESG issues. Subsequently, our Company developed and adopted an ESG Roadmap and set goals for compliance and performance management over the next three years and beyond. Our Board of Directors will provide the oversight and strategic guidance to steer our responsible business commitment. We also adopted BRSR this year to uphold the responsible stewardship across our organization and to continue enhancing our sustainability related reporting and disclosures.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	AWHCL has embedded consideration of various factors of responsible business throughout the operations of its business. The Company is fundamentally committed to building a long-term business, which will sustainably manage waste and grow; provide employment and generate economic benefit in an environmentally and socially responsible manner, both during and after its ownership. The three main areas of focus for responsible stewardship relate to the environmental and social impact of our business activities, and how a business is managed. Together, these factors are Environmental, Social, and Corporate Governance ('ESG'). The web link for the ESG policy is https://www.antony-waste.com/docs/ESGPolicy.pdf Mr. Shiju Jacob Kallarakal, Chief Risk Officer of the Company, takes care of all the key risks and activities that are being implemented in the Company including the BRSR initiatives.								
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.	Yes, Risk Management and Corporate Social Responsibility Committee(s). For further details w.r.t. Composition, terms of reference etc. Please refer Report on Corporate Governance Section of the Annual Report 2021-22.								

Subject for Review	Indicate whether the 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

10. Details of Review of NGRBCs by the Company:

Performance against above policies and follow up action	Policies wherever stated have been approved by the Board/ Committee of the Board/ Senior management of the Company or as required by extant regulations.																	
Compliance with statutory requirements of relevance to the principles, and, the rectification of any non-compliances	The Company is in compliance with all applicable laws to the Company.																	
11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No. All policies and processes, however, are subject to audits and internal reviews conducted by the Company from time to time.																	
12. If the answer to question (1) above is "No," i.e., not all Principles are covered by a policy, reasons to be stated	Not Applicable																	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	11	All principles covered under the training.	100%
Key Managerial Personnel	15	All principles covered under the training.	100%
Employees & workers other than BoD and KMPs	Employees: 16 Classroom and On-the-job Sessions conducted	- Training on communication, Performance Management system. - Awareness sessions on Code of Conduct, Whistle Blower and POSH Policy of the Company.	78%
	Workers: Multiple trainings conducted	- Regular training of employees on various topics ranging from construction hazards, waste handling, fire safety to material handling in case of emergency and heavy vehicle safety. - All employees direct or indirect are trained in technical skills like, handling of chemicals, first aid, firefighting etc. - Mock drills with an envisaged scenario are conducted at all sites to keep the work force alert, ready and trained to handle all emergencies.	61%

2. Details of fines/penalties/punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	-	NA	NA
Settlement	NA	NA	-	NA	NA
Compounding fee	NA	NA	-	NA	NA

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
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, the Company considers robust Corporate Governance an integral part of good and strong management. In furtherance to the Company's philosophy of conducting business in an honest, transparent and ethical manner, the Board has laid down Anti-corruption and Anti-bribery Policy as part of the Company's Code of Business Conduct. Your Company has zero tolerance to bribery and corruption and is committed to act professionally and fairly in all its business dealings. To spread awareness about the Company's commitment to conduct business professionally, fairly and free from bribery and corruption policy education & questionnaire to evaluate understanding of the key requirements of the policy was conducted by Human Resource department.

The Company has a Code of Business Conduct, Anti-Corruption and Anti-bribery Policy, and a Vigil Mechanism/Whistle Blower Policy that has been approved by the Board of Directors. These apply to all Directors and employees of the Company and all its subsidiaries, and an affirmation is taken from all designated employees. The policy is also available on the website of the Company, i.e., <https://www.antony-waste.com/CompanyPolicy.html>

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 2021-22	FY 2020-21
Directors	-	-
KMPs		
Employees		
Workers		

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

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-		-	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-		-	

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

Not Applicable

Leadership Indicators

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

We are participating with the value chain partner on a regular basis with respect to awareness programs and various policies. We are currently developing programs that would be supporting and evaluating our value chain partner over a period.

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, our Company has a process in place to avoid/manage conflict of interests which involves Board members. This process is in line with the Companies Act, 2013 and SEBI Listing Regulations. We take necessary disclosures in the form of MBP-1 to check if any of the Directors has any interest in the proposed transactions.

(This space is intentionally left blank)

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.

The Company is not tracking this data. We will start tracking this information from current year and same will be reported in the next year's report.

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?

The organization has a supplier code of conduct that intends to attain and ensure social and environmental compliance and committed to conducting business responsibly and ethically. We also believe in engaging with suppliers who adhere to this principle and code of conduct, guiding principles such as Anti-corruption, human rights, prohibition of forced labour and child labour, occupational health and safety etc. The 'Responsible and Ethical Suppliers' Code of Conduct' is also available on the website of the Company at <http://www.antony-waste.com/CompanyPolicy.html>. All of our vendors are strictly abide by the above code of conduct.

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 provides full spectrum of MSW services and does not have manufacturing activities. Hence, this question will not be applicable to the Company. However, the Company has initiated various activities that are performed to reduce the generation of waste, reuse and recycle.

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 the manufacturing industry) or for its services (for the service industry)? If yes, provide details in the following format?

Not Applicable

2. If there are any significant social or environmental concerns and/or risks arising from the 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.

Not Applicable

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

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

Not Applicable

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

Not Applicable

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

Essential Indicators

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

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	1,073	1,073	100%	1,073	100%	-	-	-	-	-	-
Female	41	41	100%	41	100%	41	100%	-	-	-	-
Total	1,114	1,114	100%	1,114	100%	41	4%	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

(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	6842	6842	100%	6842	100%	-	-	-	-	-	-
Female	481	481	100%	481	100%	481	100%	-	-	-	-
Total	7323	7323	100%	7323	100%	481	7%	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY 2021-22			FY 2020-21		
	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	NA	NA	NA	NA	NA

3. Accessibility of workplaces

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

No, the Company does not have infrastructure to support the differently abled employees and workers. However, the Company is planning to specially design washrooms (with accessible door, grab rails, raised toilet seat) at various locations to suit the special needs of differently abled persons. Additionally, we plan to have other infrastructures like ramps, rails, uniquely designed physical barriers and special toilets etc. at our head office as well.

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, the Company has equal opportunity policy which promote equal opportunities to all without discriminating on the grounds of gender, age, language, cultural background, sexual orientation and gender identity, health or medical condition, religious beliefs, physical ability, appearance, marital status, etc.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Your Company has a Grievances redressal mechanism at each site having email ID & contact number or compliant box. for logging complaints for employees/workers.
Other than Permanent Workers	The Company also have Whistle-Blower Policy to report concerns or grievances and to provide adequate safeguards against victimisation of persons who may use such mechanism. The Whistle-Blower Policy has been uploaded on the website of the Company.
Permanent Employees	
Other than Permanent Employees	

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

AWHCL does not have any recognized any worker's union.

8. Details of training given to employees and workers:

Category	FY 2021-2022					FY 2020-21				
	Total (A)	On health and safety/ wellness measures		On skill upgradation		Total (A)	On health and safety measures/ wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES										
Male	1,070	832	77.54%	832	77.54%	1,016	763	75.10%	763	75.10%
Female	41	35	85.37%	35	85.37%	31	25	80.65%	25	80.65%
Total	1,114	867	77.83%	867	77.83%	1,047	788	75.26%	788	75.26%
WORKER										
Male	7,016	4,114	58.64%	4,114	58.64%	6,277	3,750	59.74%	3,750	59.74%
Female	481	481	100.00%	481	100.00%	502	450	89.64%	450	89.64%
Total	7,497	4,595	61.29%	4,595	61.29%	6,779	4,200	61.96%	4,200	61.96%

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

Category	FY 2021-22			FY 2020-21*		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,073.00	832	77.54%	-	-	-
Female	41	35	85.37%	-	-	-
Total	1,114.00	867	77.83%	-	-	-
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

* Performance management system was placed in the FY 2020-21 to capture data on performance & career development for employees. Hence, recorded for FY 2021-22. Further, career development programs were introduced with employees only.

10. Health and safety management system:

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

Yes, we have conducted Safety activities like Induction Training, Tool Box Talk, Fire Extinguisher training, First Aid Training, Road Safety training at all our sites. We have also fire alarm system installed in our plants. AWHCL also conducts Safety weekly programme and conduct regular Medical check for Kanjurmarg & PCMC WTE Sites.

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

Work related hazards are identified and assessed on a regular basis. There are precautionary measures taken at each of the location to ensure employees and workers safety. Safety officer(s) inspects their respective locations on regular basis.

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

Yes, AWHCL has processes for workers to report the work-related hazards and to remove themselves from such risks.

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

Yes, all the sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with medical entities in close proximity. In addition, personnel are being trained to respond appropriately to medical emergencies on-site. The employees and workers of our Company are covered for non-occupational medical and health services through GMP/GPA/ESIC.

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

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hour worked)	Employees	1.93	0.92
	Workers		
Total recordable work-related injuries	Employees	271	231
	Workers		
No. of fatalities	Employees	8	0
	Workers		
High consequence of work-related injury or ill-health (excluding fatalities)	Employees	33	19
	Workers		

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

The Company's policy on health, safety and environment aims at healthy, safe, and productive work environment, by providing continuous training and adopting the best of safety practices and monitoring the stated practices. The Company conducts Safety activities like Induction Training, Tool Box Talk, Fire extinguishers training, First Aid Training, and Road Safety training amongst others. Further, other safety measures are being given due importance such as fire alarm, including water tankers specifically for fire extinguishing purposes, Mandatory - PPE equipment, TBT (toolbox training before any maintenance work), and Maintenance check of preventive equipment on an equal interval system installed in plants,. The Company also organises Safety Week program on regular intervals and has conducted a medical checkup for all of its employees in FY2021-22.

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

Safety Incident/Number	FY 2021-22			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Health and safety practices	100% Assessed by Statutory/Internal/Secretarial Auditors/Regulatory Authorities such as State Pollution Control Board
Working Conditions	100% Assessed by Internal and Secretarial Auditors

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.

All safety related accidents are being examined and corrective actions are deployed to stop recurrence of such incidents. Significant Risks arising from such examinations are monitored by CRO of the Company.

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).

(A) Employees: Yes

(B) Workers: Yes

NOTE: There are life insurance/ compensatory package provided by the entity after the event of death to the family of the deceased.

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 is compliant with deduction of statutory dues of employees towards income tax, provident fund, professional tax, ESIC etc. as applicable from time to time. Value chain partners (vendors) are equally responsible to comply as per the contract with the Company. The Company has statutory and internal audit policies and procedures to ensure the above. Process is being formulated wherein, Statutory dues if any, will be recovered from the supplier from his outstanding amounts.

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

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Employees	0	0	0	0
Workers	8	0	3	0

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

Essential Indicators

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

We look at individuals and groups that fundamentally impact the Company's operations and performance. If this impact results in value addition to the Company's business, then they are described as one of the key stakeholders. We have identified both Internal and external key stakeholders of AWHCL, which include,

- Bankers
- Community/NGOs,
- Customers/Local Municipal Bodies;
- Employees/Workers
- Shareholders/Investors
- Vendors/Suppliers

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

Stakeholder	Whether identified as vulnerable & marginalized (Yes/ No)	Channel of Communication	Nature of Communication
Bankers	No	The Company interacts through continuous interactions as and when required.	This engagement ensures timely payment of EMIs and other documents as required
Communities & NGOs	No	The Company interacts with the community and NGOs through CSR initiatives, Government RFP Presentation, Newspaper Publications, Press Release, Surveys, Field Visits, Sponsored Events, mailers and brochures.	The engagement happens throughout the year, as and when required—the engagement results in the Positive economic, environmental, and social impact of our business operations on communities. The engagement helps us in communicating the performance and strategy. The NGOs support the CSR initiatives to understand the areas of implementation and development.
Customers/ Local Municipal Bodies	No	AWHCL interacts with customers through project-related calls and meetings, Project management reviews, Relationship meetings and reviews, Executive meetings, and briefings, Responses to RFIs/ RFPs, Pre-bid meetings, Field Visits, Surveys, mailers, brochures and website.	The Company conducts physical meetings as and when required. This engagement helps us understand client, industry, and business challenges, Identify opportunities to acquire new customers, and provide satisfactory services to existing customers.

Stakeholder	Whether identified as vulnerable & marginalized (Yes/ No)	Channel of Communication	Nature of Communication
Employees/ Workers	No	The Company interacts with the employees through - Townhall sessions between Chairman and employees, and functional heads and employees - Training and safety programmes conducted during induction and throughout the year - Festival celebrations, games, award programmes Newsletters, mailers, conference calls, one-on-one interactions isement, email and website.	The engagement is carried out throughout the year through trainings: - To inform employees on key developments within the Company - To involve employees in decision making and aligning them to the shared purpose of the Company's Vision, Values and business strategy; - To invigorate employees and enable delivery of the employee promise - Providing Job satisfaction - Providing Grievance Mechanism - Introduction of Variable Pay (PLIP Scheme) and ESOPs on performance.
Shareholders/ Investors	No	AWHCL interacts with shareholders/ investors through press releases, email advisories, site visits, in-person meetings, investor conferences, conference calls, Analyst Calls, websites and mailers.	The Company interacts with investors through monthly Investor interactions, Quarterly Financial statements in IndAS, earnings call, exchange notifications, Press Release, and Annually General body meetings.
Vendors/ Suppliers	No	The Company interacts through Brochures, mailers, website, other informal interactions with the vendors.	The purpose and scope of engagement is to make sure adherence to released supplier code of conduct – for fair and transparent dealings.

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 firmly believes in a consistent engagement with its key stakeholders to ensure better communication of its performance and strategy. The Board of Directors are periodically updated on diverse topics which inter alia cover specific industry overview, customer service related updates, digital initiatives, Corporate Social Responsibility related projects/ initiatives, financial performance, strategy etc. The Directors are also given an overview of the regulatory regime.

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 the policies and activities of the entity.

The inputs and suggestions of all the stakeholders are being incorporated into the policies and activities wherever considered feasible.

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

Not Applicable

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:

The Entity does not provide training on human rights issues and policies in a formalised manner. However same is follows through code of conduct.

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

Category	FY - 2021-22					FY - 2020-21				
	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	1,073	-	-	1,073	100%	1,016	-	-	1,016	100%
Female	41	-	-	41	100%	31	-	-	31	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	7,016	7,016	100%	-	-	6,277	6,277	100%	-	-
Female	481	481	100%	-	-	502	502	100%	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	₹ 60,73,920	0	0
Key Managerial Personnel	1	₹ 74,71,524	1	₹ 14,68,536
Employees other than BoD and KMP (including Workers)	7,910	₹ 2,50,932	521	₹ 2,50,932

Note: The details of Board of Directors includes executive Directors Remuneration only.

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

Yes, the Company's Human Resources Department is focal point for addressing the such issues.

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

The Company has Grievance Redressal Mechanism who looks into the issues and complaints raised by employees for interpersonal grievance and other complaints with respect to human rights and contravention of code of conduct of the Company. The organization has dedicated phone numbers and email ID that addresses the grievances of all the employee and workers. The cases are closely scrutinized and resolved within a specified time period.

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

	FY 2021-22			FY 2020-21		
	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	1	0	-	2	0	-
Discrimination at the workplace	1	0	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights-related issues	-	-	-	-	-	-

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

Your Company is committed to creating a healthy working environment that enables employees to devote their best efforts and work without fear of prejudice, gender/caste, or any kind of bias, bullying, or sexual harassment. The Company also believes that all employees of the Company have the right to be treated with dignity. Workplace harassment specifically sexual harassment at the workplace or other than work place involving employees is a grave offense and is, therefore, punishable. Our organization is also committed to promoting a work environment that is conducive to the professional growth of its employees and encourages equality of opportunity. The purpose of this policy is to prevent instances of Harassment in the workplace, address complaints and provide redress and set out procedures for resolution, settlement, and/or prosecution of acts of Harassment. The web link for the policy is <https://www.antony-waste.com/docs/AntiSexualHarassmentPolicy.pdf>

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

Yes

9. Assessments for the year:

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

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

Not Applicable

Leadership Indicators

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

The Company conducts awareness program, training sessions for its employees.

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

Not Applicable

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?

No. However, all of our offices have lifts for easy movement of differently-abled people. Further, the Company is planning to specially design washrooms (with accessible door, grab rails, raised toilet seat) at various locations to suit the special needs of differently abled persons. Additionally, we plan to have other infrastructures like ramps, rails, uniquely designed physical barriers and special toilets etc. at our head office as well.

4. Details on assessment of value chain partners:

	% of value chain partners (by the value of business done with such partners) that were assessed
Sexual Harassment	No assessment conducted in FY 21-22.
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.

Not Applicable

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

Essential Indicators

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total electricity consumption (A)	4.15 TJ	3.41 TJ
Total fuel consumption (B)	1,120.20 TJ	786.91 TJ
Energy consumption through other sources (C)	5.28 TJ	4.63 TJ
Total energy consumption (A+B+C)	1,129.64 TJ	794.95 TJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00000017	0.00000017
Energy 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

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

Not Applicable

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

AWHCL is currently not tracking information related to Water withdrawal, consumption and discharge since the amount of Water withdrawn, consumed and discharged from the office and other units are not significant. However, we intend to track information related to Water withdrawal, consumption and discharge in the near future.

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

No, the Company do not have a mechanism for Zero Liquid Discharge. However, the composting unit at the Kanjurmarg site processes the segregated organic waste transported from the MRF system. The leachate collection pond and leachate treatment plant thus minimize the emissions to the environment and thus also aerating and controlling odors. The leachate is treated further to reduce its Biochemical Oxygen Demand (BOD) levels within permissible limits.

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

Parameter	Please specify unit	FY 2021-22	FY 2020-21
NOx	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	27.58 $\mu\text{g}/\text{m}^3$	23.89 $\mu\text{g}/\text{m}^3$
SOx	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	18.03 $\mu\text{g}/\text{m}^3$	13.13 $\mu\text{g}/\text{m}^3$
Particulate matter (PM)	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	59.53 $\mu\text{g}/\text{m}^3$	63.89 $\mu\text{g}/\text{m}^3$
Persistent organic pollutants (POP)	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	Nil	Nil
Volatile organic compounds (VOC)	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	<2.1 $\mu\text{g}/\text{m}^3$	<2.1 $\mu\text{g}/\text{m}^3$
Hazardous air pollutants (HAP)	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	Nil	Nil
Others – Benzo (b) Pyrene	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	<0.1 ng/ m^3	<0.1 ng/ m^3

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

Parameter	Unit	FY 2021-22	FY 2020-21
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	82,676.32	57,947.45
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	911.52	748.27
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.000013	0.000013
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

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

Yes, the entity has project related to reducing Greenhouse gas emission. The Company's PCMC Waste to Energy plant will generate ~14 MW green energy by incinerating the MSW after 18 months of construction. The net power of about 11.9 MW will be exported to the grid for revenue generation. The greenhouse gas and methane generated in the Bioreactor Landfill (BLF) cells are then captured and electricity is generated. Also, methane and greenhouse gases are liberated at the leachate treatment plant and electricity is generated. Methane generated from the BLF cells technology process is collected and used as a renewable source for power generation and consumption, limiting the environmental risk due to methane emissions escape and hazard.

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

AWHCL is currently not tracking information related to waste management since the amount of waste generated in the office and other units are not significant. However, we intend to track information related to waste generation and management in the near future. However, the Company has initiated various activities that are performed to reduce the generation of waste, reuse and recycle.

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.

Since the Company is into Waste Management business, we have adopted multiple good practices across our sites & offices in compliance with the local urban body and SWM 2016 rules. Some of them are given below:

- Design, development, construction and operation of Scientifically operated Bio-reactor landfill at Kanjurmarg for receiving ~ 4500 MT per day MSW from MCGM. The gas is captured through systematically drawn pipelines, which is used to generate power (~ 960 KW).
 - Segregation of waste generated inhouse as per the ULB rules in all our offices, parking sites.
 - Design of all our primary vehicles to ensure collection of dry, wet, hazardous waste separately from the waste generators.
 - Treatment of Leachate in Leachate Treatment Plant and using the treated water for landscaping, sprinkling on roads, etc.
 - Information, Education and Communication (IEC) activities in all cities / urban areas of operations, to bring awareness among citizens / waste generators about waste segregation, reuse, recycling, etc.
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:

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.
Kanjurmarg site	Composting unit	Yes, the composting unit at the Kanjurmarg site processes the segregated organic waste transported from the MRF system. The leachate collection pond and leachate treatment plant thus minimize the emissions to the environment and thus also aerating and controlling odour. The leachate is treated further to reduce its Biochemical Oxygen Demand (BOD) levels within permissible limits.

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

No

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:

Yes, we comply with all applicable laws and regulations.

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 2021-22	FY 2020-21
From renewable sources		
Total electricity consumption (A)	5.28 TJ	4.63 TJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	5.28 TJ	4.63 TJ
From non-renewable sources		
Total electricity consumption (D)	4.15 TJ	3.41 TJ
Total fuel consumption (E)	1,120.20 TJ	786.91 TJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,124.35 TJ	790.32 TJ

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. Provide the following details related to water discharged:

Not Applicable

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

AWHCL is currently not tracking information related to Water withdrawal, consumption and discharge since the amount of Water withdrawn, consumed and discharged from the office and other units are not significant. However, we intend to track information related to Water withdrawal, consumption and discharge in the near future.

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

We are not currently tracking total scope 3 emissions. It is an endeavour to capture data Scope 3 data in near future.

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.

The leachate at Kanjurmarg facility is treated further to reduce its Biochemical Oxygen Demand (BOD) levels within permissible limits.

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:

Yes, AWHCL has initiatives to reduce impact due to emissions, effluent discharge and waste generated. The largest source of gaseous emissions is landfill methane (CH₄), followed by nitrous oxide (N₂O); besides minor emissions of carbon dioxide (CO₂) resulting from the incineration of waste containing fossil carbon (C) (plastic, synthetic textiles), emissions from transportation of wastes, and minor dust and particulate emissions due to manual sweeping. The site at Kanjurmarg is a 7500metric tons (MT)/ day Integrated Solid Waste Management facility based on Design, Build, Own, Operate, and Transfer (DBOOT) model, comprises of a Material Recovery Facility (MRF), a Bioreactor Landfill, a Compost, a Leachate Treatment Plant, and a Sanitary Landfill. As part of the project, MRF technology has been implemented to segregate the waste before it enters the composting unit. After this segregation, selected materials are sent to the composting plant, and Refuse Derived Fuel (RDF), recyclable plastics, metals, and rejects get sorted out. 3000-6500 tons per day (TPD) of mixed municipal solid waste is then sent to the bioreactor landfill generating leachate and methane. The leachate gets recirculated back to the cells and the excess leachate is further treated in the Leachate Treatment Plant. The recirculation into the waste makes the waste degradation quicker and the process reduces the greenhouse gas emission at the site as per regulatory compliance.

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

The Board of AWHCL is currently engaged in preparing the business continuity plan which includes response to adverse events like, natural disaster, pandemic, technical disruption like cyberattack or administrative decisions like lockdown etc. on the Company's business processes.

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.

Not Applicable

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

It is under process. The results of the assessment can be disclosed in the next year's report.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.
The Company is not affiliated with any trade and industry chambers/associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.
Not Applicable
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.
Not Applicable

Leadership Indicators

1. Details of public policy positions advocated by the Company
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.
No such Assessment done by the Company in the current financial year.
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
Nil
3. Describe the mechanisms to receive and redress grievances of the community.
The Company has mechanism for Community Grievance where toll free numbers are provided in the areas where we operate. Citizens can directly lodge their complaints which after registering goes to the dedicated team, and the same are being resolved in the 1-2 days of time.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	FY 2021-22
Directly sourced from MSMEs/ small producers	17%
Sourced directly from within the district and neighbouring districts	83%

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):
Not Applicable

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

State	Aspirational District	Amount spent
Maharashtra	Mumbai	₹ 169.3 Lakh

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

No, we don't have any preferential procurement policy.

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	AWHCL Shiksha	Not Available	Not Available
2	AWHCL Aarogya		

*for more details, please refer "Annexure VIII Annual Report on the CSR activities..." of Annual Report 2021-22.

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.

Consumers can share their complaints and feedback via email or on toll free numbers. Timely and effective redressal of concerns/complaints raised by our consumer is an essential priority for our businesses. All grievances are closed in a specified time with a final resolution. Further, Project heads from each site interact one-on-one with the Municipal corporation or consumer to resolve the complaints on the same day.

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	100%
Safe and responsible usage	None
Recycling and/or safe disposal	None

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

Details of customer complaints are available above in Section I – Point No. 23 of this report.

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

Not Applicable

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 to the policy.

Yes, the policy is available on the Website of the Company i.e. http://www.antony-waste.com/docs/Privacy_Policy_AWHCPL.pdf

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 the safety of products/services.

No complaints received during the year. Hence, the same is not applicable.

Leadership Indicators

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

The services offered by the Company can be accessed at the website of the Company i.e. www.antony-waste.com

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

The Company provides Information, Education, and Communication (IEC) activities by appointing a dedicated agency for providing awareness to citizens about the Source Segregation of waste. The citizens are also included in awareness programs on avoidance of littering and Spitting on roads. The awareness programs also include modules on Handling Municipal Solid Waste.

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

The Company has provided a Complaint Redressal system contact number to each ward and zone. The contact number is also displayed on each vehicle to reach citizens. If the services are not provided on time as per schedule, corporation officials will initially intimate by mail/letter / WhatsApp. If the steps are not taken within the short time period then certain penalties are applied as deemed 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 a whole? (Yes/No)

Not Applicable

5. Provide the following information relating to data breaches:

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

There have been Zero instances of data breaches in the reporting financial year.

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

There have been Zero instances of data breaches in the reporting financial year.