

Ref: KRBL/SE/2025-26/46

August 29, 2025

<b>The General Manager</b> <b>Department of Corporate Services</b> <b>BSE Limited</b> <b>Floor 25, Phiroze Jeejeebhoy Towers</b> <b>Dalal Street, Mumbai – 400 001</b>	<b>National Stock Exchange of India Limited</b> <b>“Exchange Plaza”, C-1, Block-G</b> <b>Bandra-Kurla Complex</b> <b>Bandra (E), Mumbai-400051</b>
<b>Scrip Code: 530813</b>	<b>Symbol: KRBL</b> <b>Series: Eq.</b>

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25.**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the Financial Year 2024-25, which forms an integral part of the Annual Report for the Financial Year 2024-25.

The same is also available on the Company’s website at [https://krblrice.com/wp-content/uploads/2025/08/KRBL-AR-2024-25\\_BRSR\\_280825.pdf](https://krblrice.com/wp-content/uploads/2025/08/KRBL-AR-2024-25_BRSR_280825.pdf)

This is for your kind information and record.

Thanking you,

Yours faithfully,  
**For KRBL Limited**

**Piyush Asija**  
**Company Secretary & Compliance Officer**  
**M. No. - A21328**

Encl: As above

## Annexure 7

# Business Responsibility and Sustainability Report

FY 2024-25

### SECTION A: GENERAL DISCLOSURES

#### I. DETAILS OF THE LISTED ENTITY

<b>1. Corporate Identity Number (CIN) of the Company</b>	L01111DL1993PLC052845
<b>2. Name of the Company</b>	KRBL Limited
<b>3. Year of Incorporation</b>	1993
<b>4. Registered office address</b>	5190, Lahori Gate, Delhi – 110006
<b>5. Corporate office address</b>	C-32, 5 <sup>th</sup> & 6 <sup>th</sup> Floor Sector-62 Noida – 201301 (UP), India
<b>6. E-mail ID</b>	<a href="mailto:investor@krblindia.com">investor@krblindia.com</a> , <a href="mailto:cs@krblindia.com">cs@krblindia.com</a>
<b>7. Telephone</b>	0120-4060300/0120-4060365
<b>8. Website</b>	<a href="http://www.krblrice.com">www.krblrice.com</a>
<b>9. Financial year for which reporting is being done</b>	FY 2024-25
<b>10. Name of the Stock Exchange(s) where shares are listed</b>	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
<b>11. Paid-up capital</b>	₹22,88,89,892
<b>12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report</b>	Name: Mr. Piyush Asija, Company Secretary and Compliance Officer Email: <a href="mailto:cs@krblindia.com">cs@krblindia.com</a> Telephone: +91-120-4060300
<b>13. Reporting Boundary</b>	The disclosures made under this report are on a Standalone basis.
<b>14. Name of assurance provider</b>	--
<b>15. Type of assurance obtained</b>	--

#### 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
1.	Manufacturing	Manufacture of Food Products	97.94
2.	Electricity Supply	Electric Power Generation	1.68

##### 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.	Manufacture of Food Products (Rice, Chia Seeds, Flax Seeds, Quinoa, Glucose, Edible Oil etc.)	106	97.94
2.	Electric Power Generation (Solar Energy and other non-conventional sources)	351	1.68

#### 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	5	2	7
International	-	-	-

**19. Markets served by the entity:**

**a. Number of locations**

Locations	Number
<b>National (Number of states)</b>	Pan India (28 States and 8 Union Territories)
<b>International (Number of countries)</b>	90+

We have a pan-India presence and serve all states and union territories in India. The Company's products are exported to more than 90 countries.

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

Approx. 26.33%

**c. A brief on types of customers**

The Company serves a diverse and extensive customer base across the globe, comprising of end consumers, channel partners including distributors, wholesalers, retailers and institutional buyers which includes modern trade, hotels, restaurants, caterers and e-commerce partners. Our Flagship Brand "India Gate", the World's No. 1 Basmati Rice Brand is a household name in India for premium basmati rice reaching over 1.1 crore Indian kitchens. The company has a diversified portfolio of consumer foods including Regional Rice, Biryani Masalas, Edible Oils, Brown Rice, Quinoa, Chia Seeds and Flax Seeds. Our customers have maintained strong, long-term relationships with the Company for more than 25 years, reflecting the Company's commitment to lasting partnerships.

**IV. EMPLOYEES**

**20. Details as at 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.	<b>Permanent (D)</b>	2,357	2,299	97.54%	58	2.46%
2.	<b>Other than Permanent (E)</b>	207	207	100.00%	0	0.00%
3.	<b>Total Employees (D+E)</b>	2,564	2,506	97.74%	58	2.26%
<b>WORKERS</b>						
4.	<b>Permanent (F)</b>	638	600	94.04%	38	5.96%
5.	<b>Other than Permanent (G)</b>	328	274	83.54%	54	16.46%
6.	<b>Total Workers (F+G)</b>	966	874	90.48%	92	9.52%

**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.	<b>Permanent (D)</b>	-	-	-	-	-
2.	<b>Other than Permanent (E)</b>	-	-	-	-	-
3.	<b>Total differently abled Employees (D+E)</b>	-	-	-	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	<b>Permanent (F)</b>	-	-	-	-	-
5.	<b>Other than Permanent (G)</b>	-	-	-	-	-
6.	<b>Total differently abled Workers (F+G)</b>	-	-	-	-	-

The Company is committed to cultivating a workplace culture that embraces diversity, fosters inclusivity and upholds the principles of equality and mutual respect. Our Policy on Anti-Discrimination and Equal Opportunity is a testament to this commitment. We ensure that everyone in the workplace is treated with respect and dignity, guaranteeing equal treatment.



## 21. Participation/inclusion/representation of women:

	Total (A)	Number and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	2	25
Key Management Personnel*	6	1	16.67

\*Includes Executive Directors, Chief Financial Officer and Company Secretary.

## 22. Turnover rate for permanent Employees and Workers:

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.27%	17.82%	11.42%	13.19%	23.38%	13.40%	12.26%	22.95%	12.48%
Permanent Workers	17.08%	2.38%	16.23%	17.98%	4.17%	17.19%	13.69%	5.88%	13.27%

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

### 23 Names of holding/subsidiary/associate companies/joint ventures:

S. No.	Name of Holding/Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1.	KRBL DMCC	Subsidiary	100%	Yes
2.	K B Exports Private Limited	Subsidiary	70%	Yes
3.	KRBL LLC	Step Down Subsidiary	100%	Yes

## VI. CSR DETAILS

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

(ii) Turnover for the Financial Year March 31, 2025: ₹5,594 Cr

(iii) Net worth as on March 31, 2025: ₹5,231 Cr

## 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 (NGRBC)

Stakeholder engagement is a vital component of our organizational strategy and responsible business practices. It involves proactively identifying, understanding and involving individuals or groups who are affected by or have an influence on our operations. These may include Employees, customers, suppliers, investors, regulators, communities among others. We recognize that effective stakeholder engagement and a robust grievance redressal mechanism are essential to fulfilling our overall objectives.

We are committed to maintaining open, transparent and effective communication with all our stakeholders. We have stakeholder engagement and grievance redressal policy that provides a clear framework for addressing queries, complaints and grievances in a manner that is fair, timely and impartial. We strive to ensure that every stakeholder is treated with respect and that all concerns are handled and resolved efficiently across all our operations.

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)	FY2024-25		FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
<b>Communities</b>	Yes	-	-	-	-	-
<b>Investors (other than shareholders)</b>	Yes <a href="https://krblrice.com/wp-content/uploads/2024/08/Shareholders-Manual-2.pdf">https://krblrice.com/wp-content/uploads/2024/08/Shareholders-Manual-2.pdf</a>	-	-	-	-	-
<b>Shareholders</b>		2	-	5	-	-
<b>Employees and Workers</b>	Yes	-	-	4	-	-
<b>Customers</b>	Yes	708	-	551	-	-
<b>Value Chain Partners</b>	Yes	62	-	25	-	-
<b>Others</b>	Yes	-	-	-	-	-

If yes, then provide web-link for grievance redress policy

The Company has a Stakeholders' Engagement and Grievance Redressal Policy approved by Board of Directors to redress the grievances of all the stakeholders which can be accessed on the link: <https://krblrice.com/wp-content/uploads/2024/08/SEGR-Policy-31.07.2024-Adopted.pdf>



## 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, as per the following format:

S. No.	Material issue identified	Indicate whether Risk/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.	<b>Product Quality and Safety</b>	R	<p>KRBL operates in the food and agriculture sector. Product quality and safety are critical material ESG (Environmental, Social and Governance) risks that the Company addresses regularly because of the following reasons:</p> <p>Consumer health and safety are core to KRBL's values. With a global consumer base, the company ensures high-quality, safe products through strict standards and robust traceability systems, enabling end-to-end supply chain visibility. This allows quick identification and resolution of any quality or safety issues, while also helps building consumer trust through full transparency from farm to table.</p> <p>A key focus area is allergen risk assessment, which KRBL has integrated into its overall risk management strategy to proactively identify, evaluate and control potential allergen cross-contamination—further strengthening product safety and protecting consumer health.</p> <p>KRBL safeguards its global premium brand reputation through unwavering commitment to international quality standards. Strategic alliances, like with PHD Chamber, further reinforce its leadership by driving industry advocacy and support.</p>	<p>In order to meet product quality and safety requirements, the company has ensured compliance with various certifications standards:</p> <ul style="list-style-type: none"> <li>■ FSSC 22000 Version 6 issued by Eurofins</li> <li>■ SQF Food Safety Code for Manufacturing Edition 9 issued by Eurofins</li> <li>■ BRC Global Standard for Food Safety Issue 9 Certification issued by Eurofins</li> <li>■ Halal Certification issued by M/s. Halal Certification Services India Pvt Ltd.</li> <li>■ The Company's Unit is SEDEX registered.</li> <li>■ Two of the Companies Unit have completed BRGS ETRS (Ethical Trade and Responsible Sourcing) assessment with a score of 5/5.</li> <li>■ We are also in a process of setting up an advanced in-house pesticide residue lab to rigorously test for pesticides, aflatoxins and ochratoxins—ensuring our products meet the highest safety and quality standards.</li> </ul>	Negative
2.	<b>Ethics and Governance</b>	O	<p>Strong ethics and governance are a strategic opportunity for KRBL, enhancing performance, trust and long-term growth.</p> <p>KRBL's commitment to transparent and ethical practices strengthens brand value, builds stakeholder trust and sets us apart in a competitive market. Robust governance mitigates risks like corruption and conflict of interest, safeguarding our reputation and sustainability.</p> <p>The implementation of Zoho streamlines project planning, execution and monitoring—boosting collaboration, transparency, data-driven decision-making and operational efficiency across the organization.</p>	<p>The Company has a strong governance structure in place with robust compliance monitoring, to strengthen internal controls. Corporate governance risks are managed through strong oversight, guided by the Company's Code of Business Conduct and Ethics applicable to all Employees of the Company.</p> <p>We also conduct regular audits, stakeholder engagement and ongoing training to ensure transparency and integrity.</p> <p>By embedding ethics into every layer of our operations, KRBL fosters investor confidence, drives innovation and ensures long-term, responsible growth.</p>	Positive

S. Material issue No. identified	Indicate whether Risk/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. <b>Responsible Marketing and Communication</b>	O	<p>KRBL recognizes brand communication as a powerful opportunity to build lasting consumer trust and loyalty through responsible, transparent and ethical marketing practices. By delivering clear, honest and fact-based messaging, KRBL not only enhances its brand value but also reinforces credibility among investors and stakeholders. Responsible communication serves as a vital platform to showcase KRBL's positive social and environmental contributions, strengthening its social license to operate and aligning with the growing expectations of conscious consumers. It enables the company to convey its purpose-driven initiatives, sustainability efforts and product integrity in a way that fosters deeper engagement and trust.</p> <p>Moreover, strict adherence to advertising and labelling regulations ensures legal compliance, significantly reducing the risk of financial penalties, reputational damage and regulatory action. KRBL's commitment to responsible marketing reflects its broader ethos of ethical governance, stakeholder accountability and long-term value creation.</p>	<ul style="list-style-type: none"> <li>The Company has adopted a stringent internal review mechanism to ensure all marketing communications are fact-based, ethical and compliant with applicable regulations (e.g., FSSAI, ASCI Code of Conduct).</li> <li>The marketing and sales teams are regularly trained on responsible communication standards and evolving regulatory frameworks.</li> <li>Transparency and accuracy is ensured in product labelling, health claims and promotional content to maintain credibility and trust with consumers.</li> <li>Customer feedback and grievance management channels</li> </ul>	Positive
4. <b>Health, Safety and Well-Being</b>	R	<p>KRBL identifies Health, Safety and Well-Being as a key material ESG risk due to its impact on Employees, operations, supply chain and surrounding communities. Ensuring a safe work environment reduces turnover rate of Employees, boosts productivity and enhances brand reputation. It also helps prevent supply chain disruptions, community health risks and legal liabilities. By prioritizing health and safety across its operations, KRBL mitigates these risks and supports long-term business sustainability.</p>	<ul style="list-style-type: none"> <li>Promotes employee well-being through health camps, mental wellness initiatives, hygienic workplace practices and access to medical facilities.</li> <li>Tracks health and safety KPIs such as Lost Time Injury Frequency Rate (LTIFR) to monitor performance and drive continuous improvement.</li> <li>A comprehensive risk assessment at Units is conducted for identifying gaps if any in protection of young Workers, forced labour, social management systems and workplace safety, health and hygiene.</li> </ul>	Negative



S. Material issue No. identified	Indicate whether Risk/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)
5. Climate Change	R	<p>Climate change poses a significant and growing risk to KRBL given our deep integration with agriculture—a sector highly vulnerable to changing weather patterns, rising temperatures and water scarcity. As a leading global producer of Basmati rice, our operations, farmer networks and supply chains are directly impacted by climate variability, affecting crop yields, quality and long-term sustainability.</p> <p>Recognizing climate change as a material topic enables KRBL to proactively address these risks by investing in climate-resilient agricultural practices, sustainable water management and low-emission technologies across our value chain. It also strengthens our ability to meet evolving stakeholder expectations, regulatory requirements and international commitments related to environmental responsibility.</p> <p>Moreover, integrating climate action into our core business strategy reinforces KRBL's reputation as a responsible agri-business leader, enhances investor confidence and ensures long-term business continuity in a rapidly changing global landscape. Addressing climate change is not just a compliance imperative—but a strategic opportunity to future-proof our operations and create enduring value for all stakeholders.</p>	<p><b>Sustainable Energy Use:</b> At Company's two primary Units, rice husk is the primary energy source, offering a cleaner, more efficient alternative to fossil fuels and reducing dependence on grid electricity.</p> <p><b>Renewable Power Generation:</b> A new 3.9 MW turbine installed at the one of the Units aims to fully eliminate reliance on grid power.</p> <p><b>Emission Monitoring:</b> Regular DG stack emission testing is conducted to ensure compliance and environmental safety.</p> <p><b>Energy Efficiency Gains:</b> KRBL has achieved a approx 35% reduction in grid electricity consumption, reflecting strong energy optimization measures.</p> <p><b>Carbon Footprint Reduction:</b> A approx 35% reduction in Scope 2 emissions demonstrates KRBL's commitment to sustainable operations and cleaner energy transition.</p>	Negative
6. Waste Management	O	<p>Waste management is an opportunity for KRBL to reduce environmental impact by effectively handling agricultural, packaging and wastewater waste. Sustainable practices help conserve resources, cut disposal costs and enhance KRBL's reputation as an environmentally responsible company, fostering stakeholder trust and supporting long-term growth aligned with sustainable development goals.</p>	<p>Through Extended Producer Responsibility (EPR), KRBL proactively collected, recycled, or safely disposed of over 3,320 tonnes of plastic waste in FY 2024-25. This was achieved through collaboration with waste pickers, collection centres and recycling facilities. As a food grain company relying mainly on plastic packaging, KRBL has maintained its commitment as a plastic-neutral brand since 2019, consistently meeting EPR guidelines annually.</p> <p>*This pertains to domestic market.</p>	Positive
			<p>KRBL Limited has implemented a Food Loss and Waste Reduction Policy to promote sustainability and resource efficiency. The policy emphasizes preventing food waste through better production planning and inventory management, maximizing resource use and minimizing waste.</p> <p>We also engage with Employees, suppliers and partners to foster a culture of sustainability, while responsibly managing surplus materials through recycling and reuse in compliance with local regulations.</p>	

S. Material issue No. identified	Indicate whether Risk/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)
7. Sustainable Packaging	O	Sustainable packaging presents an opportunity for KRBL to reduce environmental impact by using eco-friendly materials and minimizing waste. This approach conserves resources, lowers costs and strengthens KRBL's reputation as a responsible, environmentally conscious company, boosting stakeholder trust and support.	<ul style="list-style-type: none"> <li>By 2025-26, we aim to integrate 30% recycled plastics into Category 1 products, primarily PET jars and 10% recycled content into Category 2 products, including flexible packaging materials.</li> <li>KRBL introduced 30% recycled PET in rigid packaging to reduce plastic usage and support sustainable packaging practices.</li> <li>Optimized pack size for 6kg SKUs (IG Select and IG Super), resulting in an annual plastic reduction of approximately 1.4 MT</li> <li>We also reduced the pack size of 10lbs SKUs resulting in yearly plastic reduction of approx. 1.5 MT</li> </ul>	Positive
8. Climate Resilient Agriculture	R	Climate-resilient agriculture is a key risk for KRBL due to its reliance on weather-sensitive operations. By adopting practices that adapt to climate change, conserve resources and reduce emissions, KRBL mitigates risks like lower yields, higher costs and reputational damage. Prioritizing climate resilience supports sustainable development and strengthens KRBL's long-term sustainability.	KRBL has partnered with IARI, PUSA to develop high-yield, disease-resistant and climate-resilient rice varieties. This collaboration combines IARI's research with KRBL's industry expertise to promote sustainable farming and deliver superior quality rice to consumers.	Negative
9. Community Relations	O	Community relations present an opportunity for KRBL to enhance social impact, stakeholder engagement and reputation by adopting sustainable practices. Initiatives include supporting local farmers, investing in community programs and addressing stakeholder concerns. Prioritizing these efforts aligns KRBL with sustainable development goals and promotes positive community development.	During the FY 2024-25, the Company has spent approx. ₹10.85 Crores towards various CSR initiatives for eradicating hunger, poverty and malnutrition, promoting health care and promotion of education. Approx 2,400+ beneficiaries were supported during the FY 2024-25 through various other CSR initiatives.	Positive
10. Sustainable Sourcing	O	Sustainable sourcing is a key opportunity for KRBL, given its diverse supply chain involving farmers, suppliers and distributors. By adopting sustainable practices—such as promoting eco-friendly agriculture, minimizing supply chain waste and ensuring fair labour—KRBL reduces its environmental impact, supports worker welfare and strengthens its reputation. Prioritizing sustainable sourcing aligns KRBL with sustainable development goals, enhances stakeholder engagement and fosters a more responsible and equitable supply chain.	<ul style="list-style-type: none"> <li>One of the Unit of the Company is SEDEX registered, Two Units of the Company has achieved a perfect 5/5 BRCS ETRS Certification, making us the first in the rice industry to earn this Ethical Trade Responsible sourcing certification.</li> <li>We actively monitor our packaging material suppliers for adherence to social compliance standards, ensuring ethical and responsible sourcing practices.</li> </ul>	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates 9 Principles referred as P1-P9 as given below:

- P1** Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable.
- P2** Businesses should provide goods and services in a manner that is sustainable and safe.
- P3** Businesses should respect and promote the well-being of all Employees, including those in their value chains.
- P4** Businesses should respect the interests of and be responsive towards all its stakeholders.
- P5** Businesses should respect and promote human rights.
- P6** Businesses should respect, protect and make efforts to restore the environment.
- P7** Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8** Businesses should promote inclusive growth and equitable development.
- P9** Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>POLICY AND MANAGEMENT PROCESSES</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the policies, if available	REFER NOTE BELOW								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest alliance, Trustee) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>▪ Food Safety System Certification 22000 (FSSC Version 6)</li> <li>▪ Safe Quality Food (SQF) Food Safety Code for Food manufacturing Edition 9</li> <li>▪ BRCGS Food Safety Certification Issue 9</li> <li>▪ HALAL Product Certification, USFDA (U.S Food and Drug Administration) Registered</li> </ul>								
		BRCGS ETRS (Ethical Trade and Responsible Sourcing)	-	-	SEDEX SMETA Pillar 4	Good Manufacturing Practice (GMP)	-	-	Advertising Standards Council of India (ASCI) – Code on Fair Advertising to Consumers.

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any</b>	<p>The Company has set short and medium term ESG targets encompassing various aspects as follows:</p> <ul style="list-style-type: none"> <li>By 2025-26, we aim to integrate 30% recycled plastics into Category 1 products, primarily PET jars and 10% recycled content into Category 2 products, including flexible packaging materials.</li> <li>Strengthening sustainability in value chain by FY 2025-26.</li> <li>25% increase in employee training and skill development hours in FY 2025-26.</li> <li>100% Operations outside protected and Eco sensitive zones.</li> <li>Contribution of approx. ₹30 Crore for Community Development and Social Initiatives by FY 2028.</li> </ul> <p>The Company has outlined key ESG targets for FY 2024-25 to advance its sustainability agenda and align with evolving stakeholder expectations. The initiatives reflect a strategic approach to embed ESG principles across the organization:</p> <ol style="list-style-type: none"> <li>Comprehensive Single Materiality Assessment - Initiating a structured assessment to identify ESG issues most relevant to KRBL's business and stakeholders, forming the foundation for risk mitigation and strategic planning.</li> <li>Improving S&amp;P ESG Rating - Enhancing sustainability performance and disclosure quality to achieve a higher rating under the S&amp;P Global ESG evaluation framework.</li> <li>Adoption of GRI Standards - Transitioning to GRI-based reporting to ensure internationally benchmarked, transparent and stakeholder-relevant ESG disclosures.</li> <li>Development of a Company-Wide ESG Strategy - Formulating a long-term ESG roadmap integrating sustainability into core business operations, governance and value chain management.</li> </ol>								
	<p><b>6. Performance of the entity against specific commitments, goals and targets along with reasons in case of same are not met.</b></p> <p>We endeavour to make consistent progress in ESG and track it by way of milestones &amp; metrics. (Refer to the ESG highlights on Page No. 57 of the Annual Report)</p>								

## GOVERNANCE, LEADERSHIP AND OVERSIGHT

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

At KRBL, sustainability is not merely an initiative but a fundamental tenet that guides our strategic directions and day-to-day operations. Our ESG-focused approach stands as a key strategic differentiator, reinforcing our position as a key leader while aligning seamlessly with our vision to create enduring value for all our stakeholders. This comprehensive commitment transcends compliance, driving innovation and resilience across our business.

By embedding environmental stewardship, social responsibility and exemplary governance into every facet of our organization, we demonstrate our unwavering dedication to long-term sustainable growth. We remain resolute in our responsibility towards all our stakeholders, i.e farmers, customers, Employees, value chain partners, communities and shareholders, fostering inclusive progress and delivering measurable positive impact in an increasingly complex environment. In this Financial Year, We continued to remain deeply conscious of our responsibility towards environmental sustainability as well as our obligations towards society and our stakeholders at large. During the year, we successfully set up a new 3.9 MW Turbine at one of our units which aims to fully eliminate the reliance of the Company on grid electricity. In our operations, we achieved a 35% reduction in grid electricity consumption during the year reflecting strong energy optimization measures

and 35% reduction in Scope 2 emissions reflecting our commitment to cleaner energy transition. These initiatives reflect Company's deep-rooted commitment to sustainability, transforming by-products like rice husk into energy, while embracing solar and wind as strategic assets in its long-term climate roadmap. In this fiscal year alone, KRBL's wind and solar plants enabled carbon offsetting of approximately 1.8 lakh tonnes of CO<sub>2</sub>, which is equivalent to the annual carbon sequestration of nearly 1.5 million mature trees.

Through Extended Producer Responsibility (EPR), KRBL proactively collected, recycled, or safely disposed of over 3,320 tonnes of plastic waste in FY 2024-25. This was achieved through collaboration with waste pickers, collection centres and recycling facilities. As a food manufacturing company relying mainly on plastic packaging, we maintained its commitment as a plastic-neutral brand since 2019, consistently meeting EPR guidelines annually. We also introduced 30% recycled PET in rigid packaging to reduce plastic usage and support sustainable packaging practices. We further aim to integrate 30% recycled plastics into Category 1 products, primarily PET jars and 10% recycled content into Category 2 products, including flexible packaging materials.

We continue to enhance our sustainability performance and disclosure quality to achieve a higher rating under the S&P Global ESG evaluation framework by adoption of GRI Standards, developing a company wide ESG roadmap integrating sustainability into core business operations, governance and value chain management. Your



Company also remains committed to promote gender diversity and this is evident from the increase in female Employees during the year.

From reducing our environmental footprint through energy efficiency and resource conservation, to fostering diversity, equity and inclusion across all levels of our organization and ensuring transparency and accountability in governance – we strive to meet and exceed global best practices.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy(ies).**

The CSR & ESG Committee of the Board, chaired by Mr. Anoop Kumar Gupta, Joint Managing Director of the Company, reviews and oversees the implementation of the Sustainability policies of the Company.

**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, the Board of Directors of the Company are responsible for implementation and oversight of the business responsibility policies. The Board has empowered the CSR & ESG Committee to provide direction to the management and exercise oversight on the implementation of ESG policies and sustainability measures. The CSR & ESG Committee’s composition, terms of reference are mentioned in the ‘Report on Corporate Governance’ forming part of this Annual Report. Further, the Board of Directors periodically considers and review the progress in respect to ESG and Sustainability matters.

**10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the company:**

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency: Annually (A)/Half yearly (H)/Quarterly (Q)/Any other – please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Performance against above policies &amp; follow up action</b>	All the policies of the Company are approved by the Board and reviewed periodically or on a need basis by the Board and its respective Committees.									Ongoing basis								
<b>Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances</b>	The Company complies with all the applicable statutory requirements and rectifies non-compliance(s), if any.									Quarterly and as and when required.								

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
As a part of the oversight of the internal financial controls in the Company, the Management and Audit Committee reviews the adherence to the stated policies in the Company. The Auditors of the Company assist the Audit Committee with the above. Further, independent assessment/evaluation is carried out periodically by external agencies for certain policies and principles.								

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

**NOTE:**

<b>Principle</b>	<b>Applicable Policies</b>	<b>Link</b>
<p><b>Principle 1:</b> Businesses should conduct and govern themselves with Integrity and in a manner that is Ethical, Transparent and Accountable</p>	<ul style="list-style-type: none"> <li>▪ Code of Business Conduct and Ethics</li> <li>▪ Insider Trading Policy</li> <li>▪ Whistle Blower Policy</li> <li>▪ Anti-Bribery and Anti-Corruption Policy</li> <li>▪ Anti-Fraud Policy</li> </ul>	
<p><b>Principle 2:</b> Businesses should provide goods and services in a manner that is sustainable and safe</p>	<ul style="list-style-type: none"> <li>▪ Sustainable Procurement Policy</li> <li>▪ Product Responsibility Policy</li> </ul>	
<p><b>Principle 3:</b> Businesses should respect and promote the well-being of all Employees, including those in their value chains</p>	<ul style="list-style-type: none"> <li>▪ Human Rights Policy</li> <li>▪ Other HR Related Policy</li> <li>▪ Policy on Sexual Harassment (POSH)</li> <li>▪ Anti-Discrimination and Equal Opportunity Policy</li> <li>▪ Stakeholders Engagement and Grievance Redressal Policy</li> <li>▪ Nomination, Remuneration and Board Diversity Policy</li> </ul>	<p>The policies related to all the aforementioned 9 Principles are available on the company's website: <a href="https://krblrice.com/policies-codes-related-documents/">https://krblrice.com/policies-codes-related-documents/</a> under the head "Investor Relations."</p>
<p><b>Principle 4:</b> Businesses should respect the interests of and be responsive to all its stakeholders</p>	<ul style="list-style-type: none"> <li>▪ Stakeholders Engagement and Grievance Redressal Policy</li> <li>▪ CSR Policy</li> </ul>	
<p><b>Principle 5:</b> Businesses should respect and promote human rights</p>	<ul style="list-style-type: none"> <li>▪ Human Rights Policy</li> <li>▪ Policy on Sexual Harassment(POSH)</li> <li>▪ Anti-Discrimination and Equal Opportunity Policy</li> </ul>	
<p><b>Principle 6:</b> Businesses should respect and make efforts to protect and restore the environment</p>	<ul style="list-style-type: none"> <li>▪ Environmental Protection Policy</li> </ul>	
<p><b>Principle 7:</b> Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.</p>	<ul style="list-style-type: none"> <li>▪ Code of Business Conduct and Ethics</li> <li>▪ Anti Bribery and Anti-Corruption Policy</li> <li>▪ Responsible Advocacy Policy</li> <li>▪ Anti-Fraud Policy</li> </ul>	
<p><b>Principle 8:</b> Businesses should promote inclusive growth and equitable development</p>	<ul style="list-style-type: none"> <li>▪ Stakeholders Engagement and Grievance Redressal Policy</li> <li>▪ Sustainable Procurement Policy</li> <li>▪ CSR Policy</li> </ul>	<p>However, the internal policies of the company pertaining to employment, leave and product quality are available on the company's intranet only.</p>
<p><b>Principle 9:</b> Businesses should engage with and provide value to their consumers in a responsible manner</p>	<ul style="list-style-type: none"> <li>▪ Stakeholders Engagement and Grievance Redressal Policy</li> <li>▪ IT Cyber Security Policy</li> </ul>	

*During the year, Policy on Sexual Harassment (POSH), Anti-Discrimination and Equal Opportunity Policy, Stakeholders Engagement and Grievance Redressal Policy, Risk Management Policy were reviewed by the Board members in alignment to the best industry practices.*



## 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

#### UN SDGs



#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	Presentation on Regulatory Updates including Materiality under Regulation 30, Insider Trading and Policy awareness, Risk Management, Role and Responsibilities of Independent Directors, Inductions sessions	100%
Key Managerial Personnel (KMP)	5	Presentation on Regulatory Updates including Materiality under Regulation 30, Insider Trading and Policy awareness, Risk Management, Training on POSH	100%
Employees other than BODs and KMPs	197	POSH, Fire & Safety, Powerpoint Presentation, Time Management, Interpersonal Excellence, IT awareness, Postac Training, Personal Hygeine, First Aid, MS Office, Quality Parametres, Effective Supervision, Communication Skills	88%
Workers	159	POSH, Fire & Safety, Personal Hygeine, Occupational Health, Industrial Relation, Time Management, Effective Supervision, Training on Food Safety, Communication Skills	65%

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

Monetary					
NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred (Y/N)	
Penalty/Fine					
Settlement		Nil			
Compounding Fee					
Non-Monetary					
Imprisonment					
Punishment		Nil			

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

Case Details	Name of the regulatory/enforcement agencies/judicial institution
-	

**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 has an Anti-bribery and Anti-corruption policy. The Company has a zero-tolerance approach towards bribery and corruption and is dedicated to conduct all its business dealings and relationships with professionalism, fairness and integrity. The Company, its subsidiaries, Directors, officers, Employees (including part-time and contractors) and suppliers, value chain partners and contractors while acting on behalf of the Company are required to strictly comply with this Anti Bribery and Anti-Corruption Policy. Officials are prohibited from giving or receiving bribes to any third party, including any person or entity in the private or commercial sector.

Detailed Policy is available at: <https://krblrice.com/Anti%20Bribery%20and%20Anti%20Corruption%20Policy.pdf>

The Employees (including Directors and KMPs) of the Company commit to adhering to the Code of Business Conduct and Ethics upon joining and reaffirm this commitment annually.

Furthermore, KRBL has established a Vigil Mechanism (Whistle Blower Policy) to report incidents of misconduct, such as unethical behaviour, malpractices and fraud. All Directors and Employees can directly report such incidents to the Chairperson of the Audit Committee through the Vigil Mechanism.

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

	FY 2024-25	FY 2023-24
<b>Directors</b>		
<b>KMPs</b>		NIL
<b>Employees</b>		
<b>Workers</b>		

**6. Details of complaints about conflict of interest:**

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
<b>Number of complaints received in relation to issues of Conflict of Interest of the Directors</b>				
<b>Number of complaints received in relation to issues of Conflict of Interest of the KMPs</b>				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.**

Not Applicable

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
<b>Number of days of accounts payables</b>	14.17	10.00

**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:

<b>Parameters</b>	<b>Metrics</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases	34.39%	29.78%
	b. Number of trading houses where purchases are made from	639	534
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	17.60%	25.81%
<b>Concentration of Sales</b>	a. Sales to dealers/distributors as % of total sales	79.67%	77.80%
	b. Number of dealers/distributors to whom sales are made	737	616
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	29.41%	28.10%
<b>Share of RPTs in*</b>	a. Purchases (Purchases with related parties/ Total Purchases)	0.00%	0.00%
	b. Sales (Sales to related parties/Total Sales)	0.23%	0.25%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0.00%	0.00%
	d. Investments ( Investments in related parties/ Total Investments made)	1.20%	3.58%

\*Refer to Note 46 of the standalone Financial Statements forming part of the Annual Report.

**PRINCIPLE 2 –BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

**UN SDGs**



**Essential Indicators**

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

	<b>FY 2024-25</b>	<b>FY 2023-24</b>	<b>Details of improvements in environmental and social impact</b>
<b>R&amp;D</b>	100%	100%	<p>Enhancing seed quality is a critical step in ensuring robust crop yields and sustainable agriculture. By investing in high-quality, certified seeds with superior genetic traits—such as improved disease resistance, better drought tolerance and higher productivity—farmers are better positioned to achieve consistent and profitable harvests. This effort begins with rigorous seed selection and breeding programs, followed by proper storage and handling to preserve viability.</p> <p>In tandem with improved seed distribution, conducting educational sessions for farmers on Good Agricultural Practices (GAP) is essential. These sessions empower farmers with knowledge on soil health management, water conservation, crop rotation, proper fertilizer application and safe pesticide use. When GAP principles are integrated with the provision of Integrated Pest Management (IPM) kits, which typically include tools for pest identification, biological control agents, pheromone traps and low-toxicity pesticides, farmers are better equipped to manage pests sustainably.</p>
<b>Capex</b>	25.15%	-	Installation of new 3.9 MW turbine at one of our unit. This turbine is a key addition to our renewable power generation portfolio and aims to fully eliminate our reliance on grid power at the unit.

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

Yes, KRBL is deeply committed to sustainable sourcing practices that align with global standards on human rights and ethical business conduct. We uphold the core principles of the International Labour Organization (ILO) on Business and Human Rights, embedding them across our procurement and operational frameworks.

Demonstrating our leadership in ethical trade, one of KRBL’s manufacturing units is SEDEX-certified (Supplier Ethical Data Exchange), reflecting our transparent and responsible sourcing mechanisms. Notably, KRBL is the first organization in the rice industry to undergo the BRCGS Ethical Trade and Responsible Sourcing (ETRS) assessment, achieving a perfect 5 out of 5 score—a testament to our unwavering commitment to ethical labour practices and social accountability.

We actively promote fair labour practices, safe and inclusive working environments and respect for human rights throughout our supply chain. Our procurement protocols include routine monitoring of raw material and packaging material suppliers against well-defined social compliance parameters, ensuring they adhere to standards on worker welfare, ethical conduct and environmental responsibility.

KRBL’s manufacturing units are guided by the Ethical Trading Initiative (ETI) Base Code, which reinforces our focus on integrity, equity and human dignity at every level of production. Additionally, our comprehensive Sustainable Sourcing Policy ensures that we prioritize suppliers who integrate sustainability into their core business operations. Through these initiatives, KRBL not only fulfils its responsibility as an ethical enterprise but also contributes to building a transparent, resilient and inclusive agricultural supply chain.

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

At KRBL, responsible sourcing is a strategic priority embedded within our procurement practices. We are committed to fostering inclusive growth by prioritizing the procurement of goods and services from local sources, including Micro, Small and Medium Enterprises (MSMEs) and other small-scale producers, wherever feasible. This approach not only strengthens local economies but also promotes equitable value distribution across the supply chain.



While the complexity and diversity of our operations make it challenging to quantify the exact percentage of sustainably sourced inputs, we maintain stringent expectations for our suppliers. All vendors are encouraged—and increasingly expected—to align with our standards on product quality, food safety, environmental sustainability and social responsibility. These parameters include ethical labour practices, human rights protections, waste management and the creation of safe and fair working environments.

Through continuous engagement, KRBL works collaboratively with its supplier base to raise awareness and drive improvements in sustainability performance. This proactive approach ensures that our sourcing decisions contribute not just to business excellence, but also to a more responsible, inclusive and resilient supply chain.

**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.**

Type of Waste	Name of Policy/Process	Policy/Process Description
<b>Plastics (including packaging)</b>	Extended Producer Responsibility	In line with our commitment to Extended Producer Responsibility (EPR), we actively recover plastic waste through authorized waste management partners, ensuring it is either responsibly recycled or safely disposed of. We maintain full compliance with the regulations established by the Central Pollution Control Board (CPCB). Since 2019, we have proudly operated as a plastic-neutral* organization, consistently fulfilling and exceeding our annual EPR obligations.
<b>E-Waste</b>	Extended Producer Responsibility	At KRBL, we uphold our environmental responsibilities by implementing a structured electronic waste (e-waste) management system in line with our ESG objectives and the UN Sustainable Development Goals. All e-waste generated is responsibly collected, recycled and safely disposed of through government-accredited e-waste processing partners. This initiative supports our commitment to SDG 12 – promoting responsible consumption and production – while minimizing environmental impact and ensuring regulatory compliance.
<b>Hazardous Waste</b>	Safely disposed	We manage toxic and hazardous waste with strict compliance to the guidelines prescribed by the Pollution Control Board (PCB), as part of our broader ESG (Environmental, Social and Governance) strategy. All hazardous materials are safely handled and disposed of through environmentally responsible methods, minimizing ecological impact and protecting public health. This proactive approach supports our alignment with SDG 3 (Good Health and Well-being) and SDG 12 (Responsible Consumption and Production), underscoring our commitment to sustainable and accountable operations.
<b>Other Waste</b>	Safely Disposed	All other non-hazardous waste generated by the company is systematically managed and safely disposed of through environmentally responsible practices, ensuring minimal impact on the environment and full regulatory compliance.

*\*This data pertains to only domestic market*

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

Yes, KRBL is fully compliant with the Extended Producer Responsibility (EPR) obligations under the Plastic Waste Management Rules, 2016, reaffirming our commitment to sustainable and responsible packaging. As a company whose primary products—food grains—require plastic packaging, we have proactively embraced the 'Replace with EPR' approach to manage downstream plastic waste effectively. In FY 2024–25, KRBL successfully collected, recycled, or co-processed over 3,320 tonnes of plastic waste through strategic partnerships with certified collection centres and recycling/co-processing plants.

Our EPR strategy, implemented through a dedicated Waste Management Agency (WMA), has ensured responsible recovery across India, covering Category 1: Rigid Plastic (90 MT), Category 2: Flexible Plastic (3,230 MT). The company also continues to explore opportunities to increase the share of recycled plastic in product packaging to further minimize our environmental footprint. All compliance, including credit transfers and annual returns, is meticulously managed through the official EPR portal, reinforcing KRBL's leadership in responsible plastic waste management.

**PRINCIPLE 3- BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**UN SDGs**



**Essential Indicators**

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

Category	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>PERMANENT EMPLOYEES</b>											
Male	2,299	2,299	100%	2,299	100%	-	-	196	8.53%	-	-
Female	58	58	100%	58	100%	58	100%	-	-	-	-
<b>Total</b>	<b>2,357</b>	<b>2,357</b>	<b>100%</b>	<b>2,357</b>	<b>100%</b>	<b>58</b>	<b>100%</b>	<b>196</b>	<b>8.53%</b>	<b>-</b>	<b>-</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	207	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>207</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>PERMANENT WORKERS</b>											
Male	600	600	100%	600	100%	-	-	-	-	-	-
Female	38	38	100%	38	100%	38	100%	-	-	-	-
<b>Total</b>	<b>638</b>	<b>638</b>	<b>100%</b>	<b>638</b>	<b>100%</b>	<b>38</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OTHER THAN PERMANENT WORKERS</b>											
Male	274	-	-	-	-	-	-	-	-	-	-
Female	54	-	-	-	-	54	100%	-	-	-	-
<b>Total</b>	<b>328</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>54</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	<b>0.09%</b>	<b>0.06%</b>

**2. Details of retirement benefits for the current 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 & deposited with the authority (Yes/No/N.A)	No. of Employees covered (as a % of total Employees)	No. of Workers covered (as a % of total Workers)	Deducted & deposited with the authority (Yes/No/N.A.)
PF	89.61%	97.18%	Yes	88.04%	97.10%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI*	18.37%	100%	Yes	28.67%	98.74%	Yes
Others- Labour Welfare Fund (LWF)*	100%	100%	Yes	42.10%	66.12%	Yes

This table covers only permanent employees.

\*As per ESI Regulation, 100% of the eligible employees have been covered under the benefits.

\*Employees and Workers are covered under Labour Welfare Fund, wherever applicable.

**3. Accessibility of workplaces**

**Are the premises/offices accessible to differently abled Employees 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, the workplaces are well equipped with ramps, lifts and handrails for staircases to facilitate the movement of differently abled individuals following the requirements of the Rights of Persons with Disabilities Act, 2016.

**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, KRBL follows ethical and competitive practices across its business dealings. The Company is an Equal Opportunity employer and aims to maintain inclusivity for all. It believes in treating every employee with respect and stands for the elimination of discrimination in respect of employment and occupation. The Company believes in fostering a workplace culture that values diversity, promotes inclusivity and upholds the principles of equality and respect for all individuals. The Company has in place a dedicated Anti-Discrimination and Equal Opportunity Policy that serves as a cornerstone of our commitment towards providing a safe, supportive and fair environment for every employee of our organisation.

The policy can be accessed at: <https://krblrice.com/wp-content/uploads/2024/08/Anti-Discrimination-and-Equal-Opportunity-Policy.pdf>

**5. Return to work and retention rates of permanent Employees that took parental leave.**

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA#	NA#
Female	NA#	NA#	NA#	NA#
<b>Total</b>	100%	100%	NA#	NA#

#No maternity leaves were availed during the financial year

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

	<b>Yes/No (If Yes, then give details of the mechanism in brief)</b>
Permanent Employees	KRBL maintains a Human Resources Management System (HRMS) portal for its Employees. The portal provides a helpdesk to Employees for resolving any grievance. Additionally, the company has provided suggestion boxes for Employees to submit their feedback and suggestions
Other than Permanent Employees	The HR Department is available to address any queries or concerns from the Employees. The Company aims to provide prompt and efficient resolution of all queries through both email communication and direct interaction
Permanent Workers	The Company has Works Committee, Grievance Handling Committee and Safety Committee, all of which look into any grievances associated with the working conditions and safety of the Workers. Grievances received from Workers are duly recorded in the appropriate registers at the plant premises.
Other than Permanent Workers	

KRBL has implemented multiple policies to ensure that its Employees and Workers can get redressal of their grievances in an appropriate manner. The Company's Stakeholder Engagement and Grievance Redressal Policy is applicable to all Stakeholders who are either affected by or affect the company's operations.

The Company's Whistle Blower Mechanism enables its Directors and Employees, to report any concerns or grievances related to potential or actual breach of the Company's Code of Business Conduct and Ethics and unethical behaviour. To enhance awareness, the Organisation employs various communication methods, including email correspondence, training programmes, presentations and sessions, encouraging individuals to promptly report genuine and ethical and legal concerns or suspected fraudulent behaviour.

Moreover, the Company has a designated Internal Complaints Committee under POSH at all units, Registered Office and Corporate Office to ensure that all have a platform to raise and address their concerns effectively

The policies can be assessed on the link: <https://krblrice.com/policies-codes-related-documents>

**7. Membership of Employees 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)	% (D/C)
<b>Total Permanent Employees</b>	<b>2,357</b>	-	-	<b>1,974</b>	-	-
-Male	2,299	-	-	1,933	-	-
-Female	58	-	-	41	-	-
<b>Total Permanent Workers</b>	<b>638</b>	-	-	<b>794</b>	-	-
-Male	600	-	-	748	-	-
-Female	38	-	-	46	-	-

**8. Details of training given to Employees and Workers:**

Category	FY 2024-25					Total (D)	FY 2023-24			
	Total (A)	On health & safety measures		On skill upgradation			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	2,506	2,183	87.11%	1,157	46.17%	2,138	1,540	72.03%	1,517	70.95%
Female	58	50	86.21%	27	46.55%	41	36	87.80%	29	70.73%
<b>Total</b>	<b>2,564</b>	<b>2,233</b>	<b>87.09%</b>	<b>1,184</b>	<b>46.18%</b>	<b>2,179</b>	<b>1,576</b>	<b>72.33%</b>	<b>1,546</b>	<b>70.95%</b>
<b>WORKERS</b>										
Male	874	532	60.87%	403	46.11%	1,031	694	67.31%	719	69.74%
Female	92	38	41.30%	5	5.43%	99	46	46.46%	46	46.46%
<b>Total</b>	<b>966</b>	<b>570</b>	<b>59.01%</b>	<b>408</b>	<b>42.24%</b>	<b>1,130</b>	<b>740</b>	<b>65.49%</b>	<b>765</b>	<b>67.70%</b>

Note: Permanent and other than permanent Employees and Workers are considered.

**9. Details of performance and career development reviews of Employees and Workers**

Category	FY25 Current Financial Year			FY24 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	2,506	2,506	100%	2,138	2,138	100%
Female	58	58	100%	41	41	100%
<b>Total</b>	<b>2,564</b>	<b>2,564</b>	<b>100%</b>	<b>2,179</b>	<b>2,179</b>	<b>100%</b>
<b>WORKERS</b>						
Male	874	874	100%	1,031	1,031	100%
Female	92	92	100%	99	99	100%
<b>Total</b>	<b>966</b>	<b>966</b>	<b>100%</b>	<b>1,130</b>	<b>1,130</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 of such system?**

Yes, the Company has an Operational Health and Safety (OH&S) management system implemented in our premises which include Trainings, Hazard Identification and Risk Assessment (HIRA), Incident reporting mechanisms, Emergency preparedness drills and Internal monitoring processes. OH&S practices are followed to effectively address health & safety needs of all Employees.

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

Hazards Identification and Risk Assessment (HIRA) are conducted periodically across all our production sites to identify hazards and their associated risks. The Company has also conducted risk assessments in manufacturing units pertaining to building risks, changes in building, transmittable diseases and risks related to pregnant women. Internal audits are conducted to assess any non-compliances, which can affect health and safety of our Employees and Workers. In the event of accidents, detailed root cause analysis is undertaken and corrective actions are performed immediately. Awareness trainings are provided to all Employees including but not limited to mock drills on emergency preparedness, use of fire extinguishers, emergency fire and noise alarms, PPE kits and relevant safety equipment to all Workers. Permit-to-work process is used for assessing risks related to non-routine tasks. The process involves identifying the hazards associated with the facilities and the work involved and outlining the controls to eliminate and reduce hazards. Job safety assessments are conducted regularly.

**c. Whether you have processes for Workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

Yes, the Company is committed towards keeping its Workers safe at all locations. For this, the Company has established necessary processes for all its Workers to report the work-related hazards and to protect themselves from such risks. We have constituted Works Committee, Grievance Handling Committee and Safety Committee in all our manufacturing units which investigates all grievances of the Workers. Periodic trainings and mock drills with active participation of the entire workforce on emergency preparedness and use of fire extinguishers, fire alarms are also conducted. PPE kits and relevant safety equipment are also provided to all Workers as per the job requirements.

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

Yes, all the Employees and Workers have access to non-occupational medical and healthcare services. KRBL provides company funded medical support, medical insurance and statutory benefits under ESIC, wherever applicable.

**11. Details of safety related incidents:**

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	Employees	0.74	0
	Workers	3.72	1.8
<b>Total recordable work-related injuries</b>	Employees	1	1
	Workers	8	6
<b>No. of fatalities</b>	Employees	-	-
	Workers	-	-
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	Employees	-	-
	Workers	-	-

\*Including in the contract workforce

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

At KRBL, we place the highest priority on ensuring the safety and well-being of our Employees, recognizing that their health is fundamental to the company's ongoing success. To achieve this, we have implemented a comprehensive set of protective measures that cultivate a safe and healthy work environment.

**Commitment to Employee Well-being**

We deeply value employee well-being and take proactive steps to maintain a culture of safety. KRBL has established several dedicated committees, including the POSH Committee, Works Committee, Grievance Handling Committee and Safety Committee, each committed to investigating and resolving any concerns raised by Employees and Workers. These initiatives are critical in fostering an open and responsive workplace culture.

**Robust Health & Safety Systems**

Our Occupational Health and Safety (OH&S) Management System is rigorously implemented across all premises to maintain the highest safety standards. Regular training programs are offered, covering areas such as personal hygiene, fire safety, first aid, machine operation, site security, pest control and problem-solving, all of which enhance employee skills and personal safety.

**Emergency Preparedness & Protection**

KRBL ensures that all Employees, especially those in production areas, are equipped with essential Personal Protective Equipment (PPE) such as gloves, earplugs and safety gear, reinforcing our commitment to Worker protection. Additionally, we conduct POSH training and regular mock drills to ensure our teams are always prepared for emergencies.

**Health Support & Welfare Initiatives**

At all manufacturing plants, we provide primary health centres and clean restrooms, ensuring both immediate medical care and hygiene. Our Employees benefit from annual medical check-ups and vaccination drives, facilitated by certified healthcare professionals. Furthermore, we regularly conduct health and welfare camps, focusing on Yoga, Meditation, Women's Health and Nutrition, supporting the physical and mental well-being of our workforce.

During the year, Safety week from March 04, 2025 to March 10, 2025 was organised in all units aiming zero% accident due to any negligence at workplace.



**13. Number of complaints on working conditions and health and safety made by Employees and Workers.**

Category	FY 2024-25			FY 2023-24		
	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		4	Nil	Security/ Admin/ Housekeeping
Health & Safety				-	-	-

**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%

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

While our evaluations of health and safety practices and working conditions have not revealed any significant risks or concerns, we have implemented the following proactive preventive measures to ensure a safe and compliant workplace:

**Proactive Hazard Identification & Risk Assessment**

We have instituted a robust process for identifying potential health and safety hazards, ensuring that risks are assessed and mitigated through targeted control measures.

**Root Cause Analysis & Swift Corrective Actions**

Following any incidents, we conduct thorough root cause analyses to identify the underlying causes and take immediate corrective actions to prevent recurrence, ensuring continuous improvement.

**Comprehensive Audits & Regulatory Compliance**

Regular internal and external audits are conducted across both manufacturing and corporate facilities, ensuring full compliance with health and safety standards and regulations.

**Ongoing Training & Employee Awareness**

We conduct regular training sessions and awareness programs to ensure all Employees are equipped with the knowledge and skills to adhere to the latest safety protocols and standards.

**Routine Equipment & Machinery Inspections**

To maintain operational safety, periodic checks and maintenance of all equipment and machinery are carried out, ensuring their optimal functioning and reducing the risk of safety hazards.

## PRINCIPLE 4- BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

### UN SDGs



### Essential Indicators

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

Your Company identifies key stakeholders as those individuals or group of individuals that are impacted by its operations and those who have the potential to influence its activities. The process involves assessing and identifying individuals, groups, or institutions that contribute value to the corporation’s business chain as core stakeholders. This includes both internal stakeholders such as Employees, Workers and management and external stakeholders such as business associates, shareholders, investors, customers, suppliers and the wider community at large. We prioritize open, honest and transparent communication with stakeholders. KRBL ensures a fair and responsive grievance management process, treating all stakeholders without bias and addressing issues promptly.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Consumers	No	Emails, Telephonic, Advertisements, Social media, Website, Pamphlets, Newspapers, TV, Magazines	Ongoing Basis	<p><b>Product Feedback &amp; Consumer Engagement:</b> At KRBL, we view consumer feedback as a vital component of our growth and innovation journey. We actively engage with our customers across multiple platforms to understand their expectations and experiences, which directly inform our product development and improvement efforts.</p> <p><b>Transparency &amp; Communication:</b> We are committed to providing clear, accurate and accessible information about our products, processes and sustainability initiatives. Through honest labelling, QR codes and public disclosures, we empower consumers to make informed and responsible choices.</p> <p><b>Innovation Driven by Consumer Insight:</b> Consumer input plays a pivotal role in driving our innovation agenda. It guides us in designing more sustainable products, eco-friendly packaging and responsible production processes. This reflects our dedication to not only meeting consumer expectations but also aligning our values with those of our customers.</p>



Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
<b>Suppliers and Vendors</b>	No	Emails, Telephonics, Meetings	Ongoing Basis	<p><b>Sustainability Collaboration:</b> Vendors are increasingly engaging with KRBL to co-develop sustainable solutions—such as eco-friendly packaging, reduction in transportation emissions and improved waste management. These collaborations support our ESG goals and promote a more responsible value chain.</p> <p><b>Capacity Building Support:</b> Recognizing gaps in supplier capabilities, we offer regular training and awareness sessions focused on regulatory compliance (e.g., FSSAI, FSSC, EPR), digital traceability tools and sustainable sourcing practices. This strengthens supplier performance and supports our broader sustainability vision.</p>
<b>Communities</b>	Yes	On site community meetings	Need basis	<p><b>CSR Engagement:</b> Engagement with beneficiaries is undertaken as per the company's designated CSR initiatives and programs to understand the impact created.</p> <p><b>Collaboration with Local Businesses:</b> KRBL collaborates with local businesses and farmers to support the growth and development of the community during product sourcing and for promoting local entrepreneurship and supporting initiatives that enhance the local economy.</p> <p><b>Environmental Initiatives:</b> The Company implements environmentally friendly practices within its operations and supports initiatives such as promoting awareness about conservation and climate change.</p>

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders Investors	No	Annual General Meeting, Investor presentations, Earnings Conference Calls, Stock Exchange Intimations, Newspaper Publications, Annual Report, Emails, Calls, Website	Ongoing basis	<p><b>General Meetings:</b> General Meetings allow shareholders to receive updates on the company's performance, financial statements, strategic plans and any proposed resolutions. It is also a platform where shareholders can ask questions, voice concerns and provide feedback.</p> <p><b>Shareholder Feedback Mechanisms:</b> The Company has established an effective mechanism for shareholders to provide feedback, ask questions and express their opinions. This includes dedicated email addresses specifically designated for shareholders. Responding promptly and addressing shareholder queries or concerns demonstrates the company's commitment to shareholder engagement.</p> <p><b>Shareholder Communication:</b> KRBL provides timely updates and reports on financial performance, significant events and any other relevant information through emails including, investor presentations, press releases, reports etc.</p> <p><b>Investor Presentations and Conference Calls:</b> KRBL organises investor presentations and conference calls to provide updates on the company's performance, financial results, strategic initiatives and market outlook. These events offer investors an opportunity to directly interact with management, ask questions and gain insights into the company's operations.</p> <p><b>Quarterly and Annual Reports:</b> KRBL publishes comprehensive quarterly and annual reports that include financial statements, management discussions and analysis of the business.</p>
Employees/ Workers	No	Email, Calls, HRMS Portal	Ongoing basis	Development and Learning, Trainings on Employee well being, engagement programmes
Media	No	Press Releases, Interviews, Interactions	Event based	Press Releases, Media Interviews, Advertisements, campaigns
Regulatory Authorities	No	Disclosures, Newspapers publications, Emails, Website, Statutory Filings	Ongoing basis	Compliance of applicable laws, Timely regulatory filings with appropriate authorities



### 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.**

We conduct materiality assessment every 2–3 years to identify Environment, Social and Governance (ESG) topics that are significant to its business. The Company engages with key stakeholders to gather their concerns and views, which are incorporated into the materiality assessment process for the long term ESG Strategy of the Company.

To streamline stakeholder communication and consultation, the company has established an CSR & ESG Committee comprising members of the Board. The Joint Managing Director of the Company serves as the Chairperson of the CSR & ESG Committee, with the Chairperson and Managing Director and a Non-Executive Independent Director serving as Member. This Committee reviews, monitors and provides strategic direction towards meeting our CSR and sustainability objectives, among other tasks.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, social and economic 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 in consultation with various Stakeholders in our recent materiality assessment has identified material environmental and social topics. Material topics were shortlisted and prioritised based on their impact on the stakeholders and the business. Basis on that, we have ensured that a wide spectrum of sustainability issues was incorporated into the risks and opportunities considered across the Company.

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

The company has identified “community relations” as one of the key material topics. We engage with vulnerable/marginalised stakeholder groups through the CSR outreach programmes. The Company identifies the need of communities including vulnerable and marginalised groups and accordingly takes up various programs through Corporate Social Responsibility initiatives. The initiatives undertaken by the Company under the thrust areas of Corporate Social Responsibility is after assessing the need of the communities including the vulnerable/marginalised stakeholder groups and other members of the community. As part of the company’s CSR engagement with vulnerable/marginalized groups, we have implemented various CSR initiatives for promoting healthcare, education and eradication of hunger among others.

These actions reflect our commitment to addressing the concerns of vulnerable and marginalized groups, promoting their well-being and fostering sustainable development.

## PRINCIPLE 5 – BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### UN SDGs



### 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	FY 2024-25			FY 2023-24		
	Total (A)	No. of Employees/Workers covered (B)	% (B/A)	Total (C)	No. of Employees/Workers covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	2,357	2,272	96.39%	1,974	1,589	80.50%
Other than Permanent	207	207	100%	205	190	92.68%
<b>Total Employees</b>	<b>2,564</b>	<b>2,479</b>	<b>96.68%</b>	<b>2,179</b>	<b>1,779</b>	<b>81.64%</b>
<b>WORKERS</b>						
Permanent	638	589	92.32%	794	737	92.82%
Other than Permanent	328	44	13.41%	336	45	13.39%
<b>Total Workers</b>	<b>966</b>	<b>633</b>	<b>65.53%</b>	<b>1,130</b>	<b>782</b>	<b>69.20%</b>

2. Details of minimum wages paid to Employees and Workers:

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 wages		More than minimum wages	
	No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)	
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	2,299	0	0%	2,299	100%	1,933	0	0%	1,933	100%
Female	58	0	0%	58	100%	41	0	0%	41	100%
<b>Other than Permanent</b>										
Male	207	0	0%	207	100%	205	0	0%	205	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>WORKERS</b>										
<b>Permanent</b>										
Male	600	60	10%	540	90%	748	80	10.70%	668	89.30%
Female	38	5	13.16%	33	86.84%	46	5	10.87%	41	89.13%
<b>Other than Permanent</b>										
Male	274	238	86.86%	36	13.14%	283	283	100%	0	0%
Female	54	54	100%	0	0%	53	53	100%	0	0%



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

#### a. Median remuneration/wages:

(Amount in ₹ Lacs)

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
<b>Board of Directors (BoD)</b>	6	326.00	2	207.75
<b>KMP (other than BoD)</b>	2	119.20	-	-
<b>Employees other than BOD &amp; KMP</b>	2311	3.36	56	5.66
<b>Workers</b>	584	1.88	38	1.96

Notes:

- This table includes information for only permanent Employees and Workers.
- We have four Executive Directors who are paid remuneration by way of salary, variable pay and perquisites, the Independent Non-Executive Directors are paid sitting fees only.
- KMP here includes Chief Financial Officer and Company Secretary.
- Remuneration of the Directors is within the limit as prescribed under Section 197 read with Schedule V of the Act and other applicable laws.

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

Gross wages paid to females as % of total wages	5.28%	4.63%
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\*Only Permanent Employees covered

#### 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 Human Resources department of the company has been designated as the focal point for resolving any issues pertaining to Human Rights at KRBL. The Company has Internal Complaints Committee as per POSH to address the human rights issues of the Employees.

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

KRBL is dedicated to upholding human rights across all areas of its operations, both within the workplace and in the communities it serves. The Human Resources department plays a central role in managing all human rights-related matters, promoting fair, respectful and dignified treatment for everyone, while actively working to prevent discrimination and involuntary labour.

To support these efforts, KRBL provides an Employee Self-Service (ESS) on the HRMS Portal that allows Employees to directly raise grievances and complaints. The company has also implemented various policies to promote ethical and transparent practices aligned with human rights principles. These include the Vigil Mechanism (Whistle-Blower Policy), Code of Business Conduct and Ethics, Policy on Prevention of Sexual Harassment (POSH), Corporate Social Responsibility Policy, Anti-Fraud Policy, Anti-Bribery and Anti-Corruption Policy and the Stakeholder Engagement and Grievance Redressal Policy among others.

**6. Number of complaints on the following made by Employees and Workers:**

Category	FY 2024-25			FY 2023-24		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights issues	-	-	-	-	-	-

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female Employees/Workers	-	-
Complaints on POSH upheld	-	-

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

We conduct regular training sessions for Employees and Workers on Prevention of Sexual Harassment (POSH). Displaying informative posters regarding workplace conduct and the prevention of discrimination on notice boards. Incorporating comprehensive guidance for mitigation of discrimination and harassment at workplace environments into employee induction programs. The Internal Complaints Committee takes all the necessary steps to prevent adverse consequence to Complainant and provides all the support in form of procedural guidance and restrictions applicable to third parties.

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

Yes, the principles and guidelines stated in the Code of Business Conduct and Ethics highlight the importance of the various human rights aspects and ensures that those principles are adhered to by all the stakeholders to ensure adherence towards human rights. All the matters related to human rights are addressed effectively by the concerned departments.

**10. Assessments for the year:**

We have not received any complaints pertaining to Human Rights issues for the current and previous Financial Year. However, we are yet to conduct a formal Human Rights assessment of our offices in this regard.

	<b>% Of offices that were assessed (by entity or statutory authorities or third parties)</b>
<b>Child labour</b>	
<b>Forced/involuntary labour</b>	
<b>Sexual harassment</b>	
<b>Discrimination at workplace</b>	Nil
<b>Wages</b>	
<b>Others – please specify</b>	

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

The Board has approved Equal Opportunity and Anti-Discrimination Policy, Anti -Fraud Policy and Stakeholder Engagement and Grievance Redressal Policy consisting of standard operating procedures w.r.t to handling and addressing of human rights issues.

**Leadership Indicators**

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

To maintain a safe workplace and educate our Employees, we regularly conduct trainings on human rights. During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company is committed to protecting and respecting Human Rights and remedying human rights violations in case they are identified; for example, issues relating to human trafficking, forced labour, child labour, freedom of association, right to collective bargaining, equal remuneration and discrimination. The Company work towards providing equal employment opportunity, ensuring distributive, procedural and interactional fairness, creating a harassment-free, safe environment and respecting fundamental rights. As an equal opportunity employer, no discrimination is tolerated in KRBL in any aspect. During the year, Human Right Due Diligence was not conducted.

**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, KRBL’s office and premises are specifically designed to ensure easy access for visitors with disabilities. Ramps and lifts are available at all our facilities to enhance usability and accessibility.

**4. Details of assessment of Value Chain Partners.**

	<b>% Of Value Chain partners (by value of business done with such partners) that were assessed</b>
<b>Sexual harassment</b>	-
<b>Discrimination at workplace</b>	-
<b>Child Labour</b>	-
<b>Forced Labour/Involuntary Labour</b>	-
<b>Wages</b>	-
<b>Others – please specify</b>	-

**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- BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### UN SDGs



### Essential Indicators

#### 1. Details of total energy consumption in Giga Joules (GJ) and energy intensity:

Parameter	FY (2024-25) GJ	FY (2023-24) GJ
<b>From renewable sources</b>		
Total electricity consumption (A)	7,400.39	9,124.54
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	21,70,062.68	17,82,203.44
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>21,77,463.07</b>	<b>17,91,327.98</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	48,137.24	89,770.55
Total fuel consumption (E)**	1,74,918.56	37,681.60
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,23,055.80</b>	<b>1,27,452.15</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>24,00,518.86</b>	<b>19,18,780.14</b>
Energy intensity per rupee of turnover (KJ/INR)	42.91	35.63
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (KJ/INR adjusted for PPP)</b>	<b>866.86</b>	<b>815.26</b>
Energy intensity in terms of physical output (KJ/Kg)	3,636.26	3,016.67

\*Approx. 90% of energy utilized in operations is derived from renewable sources reducing reliance on fossil fuels and grid electricity.

\*\*PPP factor at present considered that of World Bank.

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.

The entity does not currently operate any sites or facilities classified as Designated Consumers (DCs) under the Government of India's Performance, Achieve and Trade (PAT) Scheme.

#### 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	5,22,828.00	13,500.00
(ii) Groundwater	74,994.89	2,73,588.00
(iii) Third party water	8,643.45	7,487.18
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>6,06,466.34</b>	<b>2,94,575.18</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>6,06,408.34</b>	<b>2,94,538.18</b>
<b>Water intensity per rupee of turnover (ml/INR)</b>	<b>10.84</b>	<b>5.47</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (mL/INR adjusted for PPP)</b>	<b>218.99</b>	<b>125.14</b>
<b>Water intensity in terms of physical output (mL/Kg)</b>	<b>918.57</b>	<b>463.07</b>

\*PPP factor at present considered that of World Bank



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

No

**4. Provide the following details related to water discharged:**

Parameter	FY (2024-25)	FY (2023-24)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	58.00	-
- No treatment	58.00	-
- With treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment	-	-
(iv) Sent to third-parties	-	37.00
- No treatment	-	37.00
- With treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>58.00</b>	<b>37.00</b>

**Note:**

The water discharged is within permissible limits and is carefully monitored through onsite meters. The information is readily accessible online via governing regulatory platforms.

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

No

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

We are deeply committed to water conservation and have implemented a series of robust water efficiency practices to minimize our environmental impact. While we have not yet adopted Zero Liquid Discharge (ZLD) systems across our facilities, we actively pursue strategies to reduce freshwater consumption and optimize water usage.

**Promoting Responsible Water Use:** We encourage efficient water management practices throughout our operations, ensuring that water is used responsibly and sustainably at every stage.

**Wastewater Recycling & Reuse:** Our Effluent Treatment Plants (ETPs) effectively treat wastewater, which is then repurposed for non-potable uses, such as landscaping, maximizing resource efficiency.

**Minimizing Freshwater Dependence:** By reusing treated wastewater for landscaping purposes, we significantly reduce the need for freshwater, contributing to the preservation of vital water resources (both ground and surface water).

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

Parameter	Unit	FY (2024-25)	FY (2023-24)
Nox	-	-	-
Sox	-	-	-
Particulate matter (PM)	µg/m <sup>3</sup>	69.90	55.98
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others please specify	-	-	-

Note: KRBL rigorously monitors stack emissions through periodic testing at all facilities, ensuring compliance. This includes internal testing and site testing by the State Government/Appropriate authorities.

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

No

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

Parameter	Unit	FY (2024-25)	FY (2023-24)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCo <sub>2</sub> e	23,654.88 <sup>#</sup>	12,107.63
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCo <sub>2</sub> e	11,215.51 <sup>*</sup>	17,854.36
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	mgCo <sub>2</sub> e/₹	<b>623.37</b>	<b>556.40</b>
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	mgCo <sub>2</sub> e/₹ adjusted for PPP	<b>12,592.16</b>	<b>12,730.37</b>
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	mgCo <sub>2</sub> e/Kg	<b>52,821.04</b>	<b>47,105.69</b>

Note:

<sup>#</sup>Emission factor for (Scope 1 emissions) fuels and fugitive emissions were taken from DEFRA (UK Government GHG Conversion Factors for Company Reporting - 2024)

<sup>\*</sup>Emission factor for (Scope 2 emissions) electricity was taken from CO<sub>2</sub> Baseline Database for the Indian Power Sector User Guide Version 20.0 published in 2024

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

No

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

Sustainability is at the heart of our operations and we are committed to making meaningful strides in reducing greenhouse gas (GHG) emissions. Through a targeted, multi-faceted approach to renewable energy, we are making a measurable impact:

**Solar Power Initiatives:** We have invested in extensive solar installations, enabling us to generate clean, renewable energy and significantly reduce our dependence on traditional grid electricity.

**Utilizing Residual Rice Husk:** A by-product of our production process, residual rice husk is efficiently repurposed as a sustainable fuel, displacing fossil fuels such as coal and dramatically lowering GHG emissions from power generation.

By implementing these initiatives, more than 90% of the electricity consumed by KRBL for its manufacturing operations is sourced from renewable energy, significantly reducing our carbon footprint and contributing to our ongoing commitment to environmental stewardship.

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

Parameter	FY (2024-25)	FY (2023-24)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	3,320.00	2,625.00
e-Waste (B)	1.95	0.37
Bio-medical waste (C)	0.36	0.36
Construction and demolition waste (D)	-	-
Battery waste (E)	0.71	2.11
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1.33	0.45
Other Non-hazardous waste generated (H). (Rice Husk Ash, Metal scrap and Wood)	34,243.83	28,110.90
<b>Total (A+B + C + D + E + F + G +H)</b>	<b>37,568.19</b>	<b>30,739.19</b>
<b>Waste intensity per rupee of turnover (mg/INR)</b>	<b>671.6</b>	<b>570.83</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (mg/INR adjusted for PPP)</b>	<b>13,566.37</b>	<b>13,060.59</b>
<b>Waste intensity in terms of physical output (mg/Kg)</b>	<b>56,907.60</b>	<b>48,327.57</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
(i) Recycled	1,325.96	364.65
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1,325.96</b>	<b>364.65</b>
<b>For each category of waste generated, total waste disposed off by nature of disposal method (in metric tonnes)</b>		
(i) Incineration	-	0.36
(ii) Landfilling	33,674.40	27,654.88
(iii) Other disposal operations	2,567.83	2,719.29
<b>Total</b>	<b>36,242.23</b>	<b>30,374.53</b>

Note: KRBL is committed to environmental responsibility and transparent reporting. It is important to clarify that during the loading of rice husk ash onto trucks for landfill, water is sprayed to suppress dust and ensure safe transportation. However, this moisture can artificially inflate the recorded weight of the ash. To maintain accuracy and consistency, KRBL now calculates rice husk ash quantities based on an estimated residual ash content of approximately 18% of the total rice husk generated and used in our electricity generation process.

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

No

10. Briefly describe the waste management practices adopted in your 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.

Environmental stewardship is a cornerstone of our operations and we are committed to upholding sustainability through a comprehensive and proactive waste management strategy. This approach integrates best practices across all waste categories, reinforcing our dedication to a cleaner, greener future.

**Extended Producer Responsibility (EPR):** We fully embrace our responsibility for the lifecycle of plastic and electronic waste (e-waste). Our robust systems ensure that these materials are disposed of and recycled properly, fully complying with EPR regulations to minimize environmental impact.

**Hazardous Waste Management:** We manage toxic and hazardous wastes with the utmost care, adhering strictly to Pollution Control Board (PCB) guidelines. This ensures that all hazardous materials are disposed of safely and responsibly, protecting ecosystems and public health.

**Resource Efficiency & Circularity:** Non-hazardous waste is handled by authorized partners for proper disposal, while residual rice husk, a by-product of our operations, is repurposed for power generation, maximizing resource efficiency and contributing to our circular economy goals.

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

KRBL does not have any operations/offices in/around ecologically sensitive areas.

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.
Nil			

Yes, KRBL upholds biodiversity, a pillar of sustainability. We recognize environmental complexities and adhere to strict environmental guidelines, minimizing our impact. While our operations may not be in ecologically sensitive areas, our commitment extends beyond. We continuously evaluate practices and explore partnerships to support broader biodiversity conservation efforts.

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

KRBL prioritizes strict adherence to Environmental Regulations. While Environmental Impact Assessments (EIAs) weren't required for our FY 2024-25 operations, we remain committed to conducting them when necessary. We actively engage with relevant authorities to ensure our activities align with best practices.

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

S.No.	Specify the law/ regulation/ guidelines which were 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
Not applicable				

Yes, KRBL goes beyond mere compliance. We aim towards establishing a robust environmental management system that adheres to all applicable material laws and regulations governing environment.

## PRINCIPLE 7- BUSINESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

### UN SDGs



### Essential Indicators

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

KRBL is committed to conducting its business with integrity, ensuring continuous and transparent engagement with authorities across its areas of operation. To align its advocacy efforts with its core values, the Company maintains consistent, ethical dialogue with stakeholders, championing policies that serve the broader interests of its business and community. KRBL actively participates in policy discourse through its affiliations with five prominent trade and industry chambers and associations.

#### b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the 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	AIREA (All India Rice Exporters Association).	National
2	Federation of Indian Export Organisations (FIEO)	National
3	The PHD Chamber of Commerce and Industry (PHDCCI)	National
4	Bureau of Indian Standard( BIS)- Food grains, allied products and other agricultural produce sectional committee	National
5	Bureau of Indian Standard( BIS)- Consultative group on sustainability	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.

No anti-competitive behaviour related adverse orders from any regulatory authority.

### Leadership Indicators

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

KRBL aims to develop and maintain partnerships at all levels and is therefore continuously engaging with various bodies and organisations at the local, national and global levels. The Company maintains symbiotic partnerships at the level of educational institutions, governments and civil society organisations in order to achieve objectives linked primarily to the community and public policy.

KRBL is associated with various industry associations and engages with regulatory bodies to enunciate its views on various public policies. We maintain continuous dialogues with various forums, industry experts and Regulatory Authorities to advocate for policies that align with the needs of the industry and betterment of society at large.

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
1	We participate in multi-stakeholder engagements and public consultations, whenever relevant. The Authorised Personnels of the Company engage with various Government departments and Regulatory Bodies, through trade and industry associations, to proactively address changes/suggestions to regulations and on issues pertaining to the FMCG industry	Through industry bodies	No	NA	NA

## PRINCIPLE 8–BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### UN SDGs



### 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
Social Impact Assessments (SIAs) have not been conducted by KRBL limited during FY 2024-25					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
No R&R projects have been undertaken by KRBL in FY 2024-25 as the same was not applicable.						

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

We recognize the significant impact our operations have on communities and all individuals or entities affected by our business. Every such person or group is considered a vital stakeholder and we prioritize their concerns.

Addressing stakeholder grievances promptly and effectively is a core priority for KRBL. To support this, we have established a comprehensive Stakeholder Engagement and Grievance Redressal Policy, providing a clear, efficient process for resolution of grievances of all stakeholders. A designated point of contact for resolution of queries of all stakeholders ensures all concerns are managed effectively with transparency and accountability.

Our primary objective is to identify and redress grievances, ensuring concerns of all Stakeholders are addressed in a timely and effective manner—reinforcing our commitment to responsible and responsive business practices.

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

Parameter	FY (2024-25)	FY (2023-24)
Directly sourced from MSMEs/small producers	12.86%	9.03%
Directly from within India	99.88%	100%

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

Location		FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	(Place to be categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan)	6.01%	5.84%
Semi-urban		44.61%	46.78%
Urban		48.65%	45.88%
Metropolitan		1.41%	1.49%

\*This covers only permanent Employees



### 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)
Not Applicable			

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

Yes. KRBL has adopted a Sustainable Procurement Policy which involves identifying and working with farmers from marginalised or vulnerable groups, as well as those who follow sustainable farming practices.

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

Yes. The Company engages with local rice farmers through contact farming.

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

Throughout the company's procurement process, products are sourced locally and from Micro-small and Medium Enterprises (MSMEs) and other small producers to the extent possible. However, a mapping of procurement from marginalised/vulnerable groups by value of total procurement is yet to be initiated.

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:

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

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Installation of smart boards at the Childcare Centre	29	100%
2	Distribution of Meals and Healthcare	2,374	100%
3	Distribution of Ration Packets for TB Patients	47	100%

## PRINCIPLE 9- BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

### UN SDGs



### Essential Indicators

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

The company has a well-established mechanism for handling consumer and customer complaints, managed by our dedicated Customer Care team. We offer an accessible and user-friendly system through dual contact channels i.e, a toll-free number - +91-8448893199 and a customer care email ID- [customercare@krblindia.com](mailto:customercare@krblindia.com) ensuring customers and end consumers can conveniently register their queries and concerns. All complaints are addressed in a timely manner, with resolutions provided in strict adherence to our defined guidelines.

Furthermore, with the objective of gaining insights into customer experiences, preferences and feedback regarding our products and services, a feedback call is conducted after the resolution of each complaint within a maximum timeline of 30 days of resolving the complaint. In addition to the feedback calls, a Customer Satisfaction Assessment form is also shared via email with the complainant, to share their feedback on their overall experience with our services.

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

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

**3. Number of consumer complaints:**

Category	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
<b>Data privacy</b>	-	-	-	-	-	-
<b>Advertising</b>	-	-	-	-	-	-
<b>Cyber-security</b>	-	-	-	45	-	Cases notified by customers wherein they were targeted through WhatsApp messages from unknown senders/ fake websites/links providing lucrative offers using our brand name.
<b>Delivery of essential services</b>	-	-	-	-	-	-
<b>Restrictive Trade Practices</b>	-	-	-	-	-	-
<b>Unfair Trade Practices</b>	-	-	-	-	-	-
<b>Other</b>	-	-	-	-	-	-

**4. Details of instances of product recalls on accounts of safety issues.**

KRBL has recorded one product recalls during the current financial year.

	Number	Reasons for recall
<b>Voluntary recalls</b>	Nil	NA
<b>Forced recalls</b>	1.00	Non-conformance with pesticide Regulations

**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.**

KRBL has developed various comprehensive security policies that outline access control, security, incident management procedures etc. Our policy on cyber security and risks related to data privacy is available on our website [https://krblrice.com/Cyber%20Security%20Guideline\\_Policy.pdf](https://krblrice.com/Cyber%20Security%20Guideline_Policy.pdf). Training is delivered to all Employees on cybersecurity best practices. We have a dedicated IT team which ensures role-based access controls with proper encryption are in place ensuring Employees have access to the necessary data required for their job responsibilities. All software are regularly updated and antivirus software are installed for protection against external threats. Internal audits and mock drills are also regularly conducted.

**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.**

To protect our consumers, KRBL took quick action after the food authority found that the product’s consumption was not advised. The Company promptly initiated a consumer-level recall. Communication efforts included phone calls, emails, newspaper notices and personal visits to ensure broad and effective outreach.

The Company is also establishing its own state-of-the-art Pesticide Residue and Mycotoxin Testing Laboratory, reinforcing its unwavering commitment to food safety and quality assurance. This in-house capability empowers the company to conduct rigorous, real-time testing across the supply chain, ensuring compliance with national and international food safety standards. By proactively identifying and mitigating potential contaminants, KRBL not only safeguards consumer health but also strengthens trust, enhances traceability and sets a benchmark for responsible and transparent food production practices.

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

- a. Number of instances of data breaches – No such instances
- b. Percentage of data breaches involving personally identifiable information of customers – 0%
- c. Impact, if any, of the data breaches- No impact

**Leadership Indicators**

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

KRBL leverages a comprehensive multi-channel strategy to ensure brand visibility and consumer engagement across diverse touchpoints. Our official websites – [www.krblrice.com](http://www.krblrice.com) and [www.indiagatefoods.com](http://www.indiagatefoods.com) – serve as primary sources of product information, recipes and cooking tips to enhance consumer experience. We maintain a strong presence across traditional media, including leading Hindi and regional entertainment, movie and kids’ television channels, as well as reputed national and regional publications. Digitally, we actively connect with our audience through platforms like Instagram, Facebook, X (formerly Twitter) and the Smart Consumer App. Our products are readily available through major e-commerce platforms such as Amazon, Flipkart, Reliance Digital and Spencer’s, as well as large-format offline retailers like D-Mart and Vishal Mega Mart. We’ve also expanded our footprint across quick commerce platforms including Blinkit, Swiggy Instamart and Zepto – ensuring faster access and greater convenience for today’s on-the-go consumer.

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

At KRBL, consumer education is a cornerstone of our commitment to transparency and trust. We maintain a strong and dynamic digital presence to ensure consumers have easy access to credible and comprehensive product information. Our official websites – [krblrice.com](http://krblrice.com) and [indiagatefoods.com](http://indiagatefoods.com) – serve as central hubs for detailed product descriptions, safe usage guidelines, recipes and nutritional tips. We actively engage audiences through social media platforms including Instagram, Facebook, LinkedIn and X (formerly Twitter), where we share product knowledge, responsible consumption messaging and interactive content. Our strategic advertising across television and print media further amplifies these efforts, showcasing the quality and proper use of our offerings. On-ground consumer connect programmes – such as cooking demonstrations, food festivals, recipe contests and cause-based campaigns – foster deeper engagement and awareness. We also ensure that every pack we deliver is equipped with clear and transparent labelling, including usage instructions, manufacturing and expiry dates and ingredient information to help consumers make informed choices. For any queries or support, consumers can easily reach us via our toll-free number (+91-8448893199), email ([customercare@krblindia.com](mailto:customercare@krblindia.com)), or through the “Contact Us” and “Our Brands” sections on our websites – ensuring accessibility, clarity and responsible consumption every step of the way.

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

While we do not operate within the domain of essential services, we are fully prepared to communicate swiftly and effectively in the event of any disruption. Leveraging our official website, mass media, social media platforms, distribution network, sales representatives and direct email communication, we ensure timely dissemination of critical information to our stakeholders. Additionally, consumers can easily connect with us through our toll-free number (+91-8448893199) or email ([customercare@krblindia.com](mailto:customercare@krblindia.com)), both clearly printed on every product pack for immediate access and support.

**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, KRBL ensures full compliance with all mandatory product disclosures as required under the Legal Metrology Act, 2009, the Food Safety and Standards Act, 2006 and other applicable regulations. Going beyond legal requirements, we voluntarily display enhanced product information, including QR codes that offer instant access to product facts, quality attributes, detailed descriptions and even rice ageing details—empowering consumers to make informed choices. In our commitment to continuous improvement and customer satisfaction, we also conduct feedback calls within 30 days of complaint resolution to understand customer experiences, preferences and expectations. Additionally, a Customer Satisfaction Assessment Form is shared via email, enabling us to gather valuable insights on overall service quality and further refine our offerings.