

Business Responsibility and Sustainability Report FY 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the listed entity	L15420UP1931PLC065243
2.	Name of the listed entity	Bajaj Hindusthan Sugar Limited
3.	Year of incorporation	24/11/1931
4.	Registered office address	Golagokaranath, Lakhimpur Kheri, Uttar Pradesh 262802, India
5.	Corporate address	Bajaj Bhawan, B-10, Sector 3, Jamnalal Bajaj Marg, Noida - 201 301, NCR Delhi, India
6.	E-mail	kadhikari@bajajhindusthan.com
7.	Telephone	05876233754
8.	Website	https://www.bajajhindusthan.com/
9.	Financial year for which reporting is being done	1st April 2025 to 31st March 2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	Equity: 237.39 crore Preference: 2810.80 crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Mr. Kausik Adhikari Telephone Number – 022-22049056 Email Address - kadhikari@bajajhindusthan.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	Not applicable for this financial year
15.	Type of assurance obtained	Not applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Sugar	87.37
2	Manufacturing	Industrial Alcohol	10.23
3	Manufacturing	Power based on bagasse	2.40



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	Sugar	10721	87.37
2	Industrial Alcohol	11019	10.23
3	Power based on bagasse	35106	2.40

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	14*	3**	17
International	0	0	0

* All 14 plants are located in Uttar Pradesh

**Offices are located in Mumbai, Noida and Lucknow

19. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	18
International (No. of Countries)	—*

Remarks: * While the company does not engage in direct exports, it contributes to the export market through a different channel. Specifically, refined sugar produced by the company is exported indirectly via merchant exporters. This process is conducted in compliance with the company's sugar export quota, which is issued by the Ministry of Consumer Affairs, Food and Public Distribution. This approach allows the company to participate in the global market, albeit indirectly, and adhere to the regulatory guidelines set by the relevant authorities.

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

There are no direct exports made by the Company. However, refined sugar is exported through Merchant Exporters against the Company's sugar export quota issued by Ministry of Consumer Affairs Food and Public Distribution.

c. A brief on types of customers

The Company has various customers depending on its different products. The primary customers of the Company are:

Various grades of Alcohol/ Ethanol:

- Oil companies in case of Ethanol for blending it with petrol
- Industrial customers who make alcohol-based chemicals, drug paints, ink, etc. for industrial alcohol
- Liquor companies using Alcohol for making liquor

Sugar:

- Institutional buyers like food, beverages manufacturers, dairy processing, bakery, biscuits, sweets, supermarkets, etc. Sales and distribution of sugar is done through appointed mill-wise, area-wise sugar agents distributing sugar for both household consumption and institutional sales.

Bagasse:

- Industrial units consume bagasse for making paper or use as fuel for making eco-ply boards.



IV. Employees
20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	1722	1715	99.59%	7	0.41%
2	Other than Permanent (E)	76	75	98.68%	1	1.32%
3	Total employees (D + E)	1798	1790	99.56%	8	0.44%
WORKERS						
4	Permanent (F)	1107	1106	99.91%	1	0.09%
5	Other than Permanent (G)	4241	4241	100.00%	0	0.00%
6	Total Workers (F + G)	5348	5347	99.98%	1	0.02%

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	5	5	100.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	5	5	100.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	7	7	100.00%	0	0.00%
2	Other than Permanent (G)	11	11	100.00%	0	0.00%
3	Total Workers (F + G)	18	18	100.00%	0	0.00%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel	3	0	0.00%

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.45%	0.00%	9.41%	12.26%	16.67%	12.28%	14.33%	0.00%	14.29%
Permanent Workers	8.44%	0.00%	8.43%	7.43%	0.00%	7.43%	7.67%	0.00%	7.67%



V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures.**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Bajaj Aviation Private Limited	Subsidiary	100	No
2	Bajaj Power Generation Private Limited	Subsidiary	100	No
3	Phenil Sugars Limited	Subsidiary	99.70	No
4	Bajaj Hindusthan (Singapore) Private Limited	Subsidiary	100	No
5	PT. Batu Bumi Persada Indonesia	Subsidiary	99	No
6	PT. Jangkar Prima Indonesia	Subsidiary	99.88	No

VI. CSR Details**24. Provide the following CSR details**

- i) Whether CSR is applicable as per section 135 of Companies Act, 2013 - No
- ii) Turnover (in ₹) - 5441.05 crore
- iii) Net worth (in ₹) - 3816.16 crore

VII. Transparency and Disclosures Compliances**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	N.A.	0	0	N.A.
Investors (other than shareholders)	Yes, https://www.bajajhindusthan.com/investors-contacts.php	0	0	N.A.	0	0	N.A.
Shareholders	Yes	4	0	N.A.	2	0	N.A.
Employees and workers	Yes	0	0	N.A.	0	0	N.A.
Customers	Yes, https://www.bajajhindusthan.com/contact.php	0	0	N.A.	0	0	N.A.
Value Chain partners	Yes	0	0	N.A.	0	0	N.A.
Other (please specify)	Yes	0	0	N.A.	0	0	N.A.



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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change	Risk	The impact of climate change on agriculture, including sugar production, is significant. Variations in rainfall patterns, temperatures, and extreme weather events directly affect crop yields and quality. Additionally, rising greenhouse gas emissions pose regulatory and reputational risks.	The company invests in climate-resilient crop varieties, implements efficient irrigation techniques, and explores alternative energy sources to reduce greenhouse gas emissions.	Negative
2	Water Management	Risk	As a sugar company, Bajaj Hindusthan Sugar requires a significant amount of water for its operations. The environmental risks of water scarcity and pollution can profoundly impact the company's functioning, leading to disruptions in the supply chain and increased operational costs.	BHSL effectively implements a Zero Liquid Discharge system across its distilleries, allowing for water reuse. Treated sugar effluent is utilised for horticulture, ferti-irrigation, and moistening the cane yard, minimizing water scarcity risks.	Negative
3	Labour Rights	Risk	The company's labor practices and supply chain management carry social risks, including potential violations of labor rights and substandard working conditions.	BHSL strengthens labor policies, conducts regular audits, and provides training on workers' rights. It has further worked to establish robust grievance mechanisms, ensures fair wages, and prioritizes safe working conditions across the supply chain.	Negative
4	Land Use	Risk	Sugar production necessitates substantial land use, which can contribute to deforestation, land degradation, and loss of biodiversity. The company may encounter reputational risks and regulatory hurdles due to its environmental impact.	The Company adopts agroforestry practices, reforests degraded areas, and engages in biodiversity conservation. It collaborates with environmental organizations, adheres to landuse regulations, and promotes sustainable land management practices.	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Ethical Business Practices	Risk	The company must ensure that its business practices align with ethical standards and legal requirements. Instances of corruption, bribery, and other unethical behaviors can adversely impact the company's reputation, result in regulatory and legal risks, and harm the communities where the company operates.	The Company implements robust anti-corruption policies, conducts due diligence on business partners, and fosters transparency. It regularly trains employees on ethical conduct, monitors compliance, and actively engages with local communities to build trust.	Negative
6	Energy and Emission Management	Opportunity	BHSL considers energy and emission management a material issue due to the high energy demand of its operations, particularly in captive power generation which contribute significantly to direct greenhouse gas (GHG) emissions. To address this, the company utilizes carbon-rich by-products such as bagasse and slop as renewable fuels, reducing reliance on fossil energy and lowering overall emissions. BHSL is focused on enhancing energy efficiency through the adoption of cleaner technologies, process optimization, and increased use of alternative fuels. These measures not only improve operational efficiency but also help mitigate risks related to volatile energy pricing and compliance costs. Energy conservation and GHG reduction remain integral to BHSL's sustainability agenda.		Positive
7	Workforce Health & Safety	Risk	As a labour-intensive organization, BHSL's workforce is engaged in operational activities that may involve occupational hazards such as falls, transportation related incidents, equipment malfunctions, and heat stress. Recognizing these risks, the company places a strong emphasis on maintaining high standards	To ensure a safe and healthy work environment, the company implements a range of proactive safety measures across all its sites. These include regular safety inspections, adherence to structured risk assessment tools such as Hazard Identification and Risk	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			of health and safety across all facilities. BHSL is committed to providing a safe working environment through the implementation of robust safety protocols, regular training, and continuous monitoring. Non-compliance with safety standards can lead to significant regulatory penalties, reputational damage, and the potential loss of skilled labour. Therefore, ensuring occupational health and safety remains a core priority within our risk management and operational frameworks.	Assessment (HIRA) and Job Safety Analysis (JSA), and periodic audits conducted by third-party experts and internal crossfunctional teams. We are committed to maintaining high standards of workplace hygiene and safety while continuously improving working conditions. Additionally, the organization facilitates regular training and skill development programs aimed at enhancing workforce competency and strengthening the overall safety culture.	

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.bajajhindusthan.com/investorcorner-policies.php - Code of Conduct for Directors and Senior Management - Nomination and Remuneration Policy - Policy on Materiality and Dealing with Related Party transactions - Code of Fair Disclosure of UPSI - Policy for inquiry in case of leak of UPSI - Code of Conduct for Reg, Mon and Rep of Trading by Insiders - Determination of materiality of events and dissemination policy - Board Performance Evaluation - Succession Plan for Board and Senior Management - Policy on Vigil Mechanism - Familiarisation Programme for Independent Directors - Risk Management Policy								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	13. Policy on Material Subsidiaries 14. Business Responsibility Policy 15. Policy on Archiving and Preservation of Documents 16. Code of Conduct for Independent Directors 17. Dividend Distribution Policy 18. CSR Policy 19. Cybersecurity Policy								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In alignment with its commitment to high standards of corporate governance, the company has defined timelines for statutory and regulatory compliances. It also ensures operations are conducted in accordance with applicable best industry practices.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The company continues to adhere to defined compliance timelines and maintains full compliance with applicable statutory and regulatory requirements, supported by robust governance mechanisms and alignment with prevailing best industry practices.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Dear Stakeholders, The company views sustainability as an integral part of its long-term growth strategy, guided by the principle that sustained value creation is closely linked to responsible business conduct. Accordingly, ESG considerations are embedded into day-to-day decision-making, with continued emphasis on strengthening responsible operations. Our priorities remain centred on reducing emissions, minimising waste, and improving energy and water efficiency through structured operational interventions. A significant aspect of our energy strategy is self-sufficiency, with more than 95% of our electricity currently generated in-house from renewable sources, primarily as a by-product of our manufacturing processes. This energy is also shared across sister units, enabling wider adoption of renewable energy within the group. Water stewardship is particularly critical given the nature of our operations. We have further strengthened circular water management by diverting treated plant water for agricultural irrigation, supporting local farming communities while reducing direct environmental discharge. In parallel, waste streams are increasingly being repurposed and shared with farmers at subsidised rates, supporting both resource recovery and local economic viability.								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Across operations, these interventions have collectively improved resource efficiency, strengthened compliance, and reduced overall environmental footprint. Employee health and safety remains central to our operations. Our facilities are certified under ISO 45001, reflecting alignment with internationally recognised occupational health and safety standards. This reinforces our commitment to maintaining safe working conditions and embedding a strong safety culture across the organisation. Our governance framework continues to provide structured oversight and is anchored in ethical business practices, ensuring accountability and transparency across all levels. We remain committed to continuous improvement in Environment, Health, and Safety (EHS) performance, with ESG principles fully embedded into operational priorities. While meaningful progress has been achieved, our focus remains on scaling these initiatives further and deepening the integration of sustainability across the organisation and its value chain. Thank you.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ajay Kumar Sharma, Managing Director (DIN: 09607745)								
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 Corporate Social Responsibility (CSR) Committee is responsible for decision-making on sustainability-related issues and also provides strategic oversight on ESG matters. Mr. Kushagra Bajaj (DIN: 00017575), Chairman (Non-Executive) Ms. Shalu Bhandari (DIN: 00012556), Non-Executive, Independent Director Mr. Ajay Kumar Sharma (DIN: 09607745), Managing Director								

10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

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



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.

S. No.	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	No. However, the procedures and adherence to regulations undergo review by internal auditors and regulatory bodies, where applicable. Departmental and business heads are responsible for evaluating policies, and their approval is sought by the management or board								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of directors	3	Programme on SEBI (Prohibition of Insider Trading) Regulations and new provisions of SEBI Listing Regulations and amendments in Companies Act.	62.50%
Key Managerial personnel	4	The Leadership Development Program covered talent management, emotional intelligence for Functional Heads, Unit Heads, and HODs. It also focused on strengthening leadership effectiveness by enhancing people management capabilities, enabling better handling of organisational change, and building emotional resilience in dynamic work environments. The training strengthened leadership capability, improved communication and collaboration, and promoted initiatives such as regular team engagement, skill development, and wellness practices. It also reinforced accountability, professionalism, and emotional intelligence, contributing to a more efficient and collaborative work environment .	100.00%



Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	74	The training covered key areas relevant to technical operations. The training focused on strengthening technical, operational, and safety competencies across sugar and distillery operations. It covered key process areas such as plant operations, process control systems, utilities, and effluent management, aimed at improving operational efficiency and reliability. Maintenance-related aspects supported better equipment performance and reduced downtime through improved understanding of critical systems. A strong emphasis was placed on safety management, including safe operating practices, hazard awareness, and compliance with established safety protocols. Digital tools were also included to enhance data handling and operational reporting. Overall, the training enhanced technical capability, improved operational discipline, and reinforced safety compliance across plant operations, process efficiency, and safety in sugar and distillery operations.	88.65%
Workers	55	The training covered key areas of plant operations, process control, and maintenance across sugar and distillery functions, including boiler operations, fermentation, distillation, evaporation, utilities, and effluent management systems, aimed at improving operational efficiency and process reliability. It also strengthened understanding of automation and control systems such as DCS and PLC, along with critical maintenance practices for improving equipment performance and reducing breakdowns. A strong focus was placed on safety and compliance through modules on electrical safety, fire safety, LOTO, work permit systems, and hazard awareness, ensuring safer workplace practices and reduced operational risks. Environmental and sustainability aspects such as ZLD, air pollution control, and water conservation enhanced awareness of responsible and compliant operations. Overall, the training strengthened technical competence, improved safety consciousness, and enhanced operational discipline across plant functions, contributing to more efficient and reliable operations.	23.17%



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

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	0	-	-
Settlement	-	-	0	-	-
Compounding fee	-	-	0	-	-

Non-Monetary

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

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

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	N.A.	N.A.

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 organization firmly upholds the principles of ethics, transparency, and accountability as the basis of its business operations. This commitment is exemplified through the adoption of essential codes and policies, including the "Code of Conduct for Directors and Senior Management," the "Code of Fair Disclosure," and the "Vigil Mechanism Policy." These guidelines are binding not only on directors and employees but also extend to vendors, suppliers, distributors, and other critical business associates. By adhering to these standards, the company fosters a culture of integrity and responsible conduct. These documents are available on the website of the Company at: <https://www.bajajhindusthan.com/investorcorner-policies.php>

- Code of Conduct
- BHSL - Code of Fair disclosure of UPSI
- BHSL-Policy on 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:

Category	Current Financial Year	Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0



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

Category	Current Financial Year		Previous Financial Year	
	Number - 2025-26	Remarks - 2025-26	Number - 2024-25	Remarks - 2024-25
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

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:

Particulars	Current Financial Year	Previous Financial Year
Number of days of accounts payables	264	270

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

Parameter	Metrics	FY2025-26	FY2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.00%	0.00%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	86.37%	82.11%
	b. Number of dealers / distributors to whom sales are made	34	29
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	71.42%	68.86%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.04%	0.04%
	b. Sales (Sales to related parties / Total Sales)	0.12%	0.11%
	c. Loans & advances (to related parties / total loans & advances)	0.00%	0.00%
	d. Investments (in related parties / total investments)	0.00%	0.00%



Leadership Indicators

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

S. No.	Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	0	NA	0.00%

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

Yes, the Company maintains a robust code of conduct to guide the behaviour of its directors, senior management, and independent directors. In adherence to this code, directors are expected to uphold their independence rigorously. If any circumstances arise that compromise an official's independence, directors are obligated to promptly inform the board of directors. Transparency and timely disclosure are essential to maintaining the highest standards of corporate governance. Additionally, directors play a pivotal role in ensuring the company adheres to best corporate governance practices. Their active participation in implementing these practices contributes to the company's overall integrity and success. This code underscores the commitment to ethical conduct, transparency, and accountability, fostering a culture of trust and responsibility within the organization. All parties are expected to uphold these principles in their professional capacities.

- Code of Conduct for Directors and Senior Management
- Code of Conduct for Independent Directors

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

Essential Indicators

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

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	-
Capex	0.00%	0.00%	-

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

Yes

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

90%

Remarks: Sugarcane forms about 90% of the Company's total inputs and is predominantly sourced from local farmers, reflecting a strong reliance on and linkage with the regional agricultural supply base.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life for the following:

Category	Description
(a) Plastics (including packaging)	NA
(b) E-waste	NA
(c) Hazardous waste	NA
(d) Other waste	NA



Remark: As a sugar and ethanol manufacturing company, our products are entirely consumed within end-use applications such as food processing, fuel blending, and agriculture. Given the nature of these consumables, no materials are returned post-use, and end-of-life reclamation processes are not applicable to our operations.

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

Yes, The Company adheres to Extended Producer Responsibility (EPR) guidelines, which apply to its operations. Specifically, for Plastic Waste Management, the organization collaborates with a third-party service provider. The waste collection plan aligns seamlessly with the EPR plan submitted to the Central Pollution Control Board. Notably, the company has successfully achieved the EPR target assigned for Plastic Waste Management in the fiscal year 2025-26, as stipulated by the Central Pollution Control Board.

Leadership Indicators

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

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

Remarks: NA

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

S. No.	Name of Product / Service	Description of the risk / concern	Action Taken
1	NA		

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

S. No.	Indicate input material	Recycled or re-used input material to total material	
		FY2025-26	FY2024-25
1	Molasses	80.00%	80.00%
2	Bagasse	85.00%	80.00%
3	Press mud	85.00%	80.00%



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

	FY2025-26			FY2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	1628.89	2443.33	0	1312.8	3063.2
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

Remarks: The Company's products are consumables used in food processing, fuel blending, and agriculture; therefore, post-use material recovery is not applicable. However, as required under EPR regulations, the Company ensures collection and processing of the prescribed quantity of plastic waste. Details of plastic waste generated and managed are provided above.

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

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1	NA	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1715	26	1.52%	135	7.87%	0	0.00%	0	0.00%	0	0.00%
Female	7	2	28.57%	0	0.00%	7	100.00%	0	0.00%	0	0.00%
Total	1722	28	1.63%	135	7.84%	7	100.00%	0	0.00%	0	0.00%
Other than Permanent employees											
Male	75	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	76	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%



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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1106	1030	93.13%	1030	93.13%	0	0.00%	0	0.00%	0	0.00%
Female	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1107	1030	93.04%	1030	93.04%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	4241	4131	97.41%	4131	97.41%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	4241	4131	97.41%	4131	97.41%	0	0.00%	0	0.00%	0	0.00%

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

Particulars	Current Financial Year	Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.03%	0.03%

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

Benefits	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/N.A.). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/N.A.). (PY)
PF	95.88%	99.79%	Y	96.25%	99.39%	Y
Gratuity	95.77%	94.04%	Y	96.20%	94.50%	Y
ESI	0.00%	0.00%	N	0.00%	0.00%	N
Others - Superannuation Policy	0.22%	0.00%	Y	0.28%	0.00%	Y

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

Yes

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.

No, Not Available



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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, The Company follows a structured and hierarchical grievance redressal mechanism to ensure fair and effective resolution. Employees and workers are encouraged to first raise their concerns with their respective Unit HR Head. If the matter remains unresolved, it may be escalated to the Zonal HR Coordinator. Should further intervention be necessary, the issue can be brought to the attention of the Company's HR Head. This multi-tiered approach reinforces accountability and ensures that grievances are addressed in a timely and responsible manner.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY2025-26			FY2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1722	0	0.00%	1720	0	0.00%
Male	1715	0	0.00%	1714	0	0.00%
Female	7	0	0.00%	6	0	0.00%
Total Permanent Workers	1107	732	66.12%	1099	520	47.32%
Male	1106	732	66.18%	1099	520	47.32%
Female	1	0	0.00%	0	0	0.00%



8. Details of training given to employees and workers:

Category	FY2025-26					FY2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1790	664	37.09%	927	51.79%	1780	424	23.82%	1109	62.30%
Female	8	0	0.00%	3	37.50%	8	0	0.00%	0	0.00%
Total	1798	664	36.93%	930	51.72%	1788	424	23.71%	1109	62.02%
Workers										
Male	5347	375	7.01%	864	16.16%	5401	325	6.02%	967	17.90%
Female	1	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	5348	375	7.01%	864	16.16%	5401	325	6.02%	967	17.90%

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

Category	FY2025-26			FY2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1790	1589	88.77%	1780	1570	88.20%
Female	8	7	87.50%	8	5	62.50%
Total	1798	1596	88.77%	1788	1575	88.09%
Workers						
Male	5347	5140	96.13%	5401	5230	96.83%
Female	1	0	0.00%	0	0	0.00%
Total	5348	5140	96.11%	5401	5230	96.83%

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

Yes, the Company has implemented an Occupational Health and Safety Management System covering all employees and contractual workers, including personnel engaged through outsourced activities such as transportation of raw materials and finished goods. Safety manuals and standard operating procedures are in place, and regular training is conducted for relevant personnel. The facilities are equipped with appropriate safety and protection systems, and periodic mock drills are conducted to assess preparedness and strengthen the effectiveness of emergency response mechanisms.

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

The company employs a systematic approach to identify work-related hazards. This process involves utilizing tools such as Hazard Identification and Risk Analysis (HIRA) and Job Safety Analysis (JSA). In addition, periodic safety audits and inspections conducted by internal cross-functional teams and external agencies help identify potential risks and ensure the effectiveness of existing control measures.



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

Yes. The Company has established mechanisms for workers to report work-related hazards through supervisors, safety officers, and formal reporting channels such as suggestion boxes. Workers are encouraged to immediately report unsafe conditions and, where necessary, remove themselves from situations that pose an imminent risk to their health or safety until appropriate corrective actions are taken.

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

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

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

Safety Incident/Number	Category	FY2025-26	FY2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.27	0.00
	Workers	0.00	0.10
Total recordable work-related injuries	Employees	1	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0
Number of Permanent Disabilities	Employees	0	0
	Workers	0	0

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

The Company operates under a Board-approved Safety, Health, and Environment (SHE) Policy, which forms the foundation of its commitment to a safe and inclusive workplace. In alignment with this policy, the following key initiatives are implemented:

Fair Compensation: Ensuring timely payment of living wages to meet employees' basic needs and economic security.

Safe Environment: Providing a workplace that prioritizes safety and hygiene, upholding the dignity of all employees.

Continuous Learning: Facilitating skill and competence development through equal and nondiscriminatory access to learning opportunities.

Harassment-Free Workplace: Establishing systems and practices that promote a harassment-free environment, allowing employees to discharge their responsibilities with confidence

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

	FY2025-26			FY2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA



14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

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

Not Applicable, as no such instances were recorded during the financial year.

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

Employees: Yes

Workers: Yes

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

The entity ensures that statutory dues have been duly deducted and deposited by its value chain partners through a systematic verification process.

Monthly Compliance Verification: With every month's billing, the entity mandates the submission of statutory compliance documents, including challans and payment confirmations for the previous month.

Document Scrutiny: These submitted challans and payment confirmations are thoroughly verified to ensure that the statutory deductions have been correctly made and deposited as per regulatory requirements.

Compliance Assurance: Only after successful verification of these statutory compliance documents does the entity proceed with the processing of payments, ensuring adherence to all legal obligations.

This structured approach enables the entity to maintain transparency and compliance with statutory regulations across its value chain.

3. Provide the number of employees or workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in EI-11 above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2025-26	FY2024-25	FY2025-26	FY2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

No



5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0.00%
Working Conditions	0.00%

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

No such assessment was undertaken in the financial year.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company identifies its key stakeholder groups based on their contribution across the business value chain. These include internal stakeholders such as employees and leadership, as well as external stakeholders comprising regulators, investors, customers, suppliers, and the local community.

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

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement
1	Employee	No	Email, Notice Boards, Intranet	Regularly	Talent Management, new opportunities, instructions
2	Community	Yes	Committee Meetings, Pamphlets	Regularly	Need assessments
3	Suppliers	No	Email, Website	Regularly	Query redressal
4	Shareholders	No	Emails, Website, Newspapers	Quarterly	Business performance updates, announcements, etc.

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

The Company prioritizes regular engagement with key stakeholders, proactively sharing strategic updates and performance insights. Through ongoing communication and feedback-seeking, alignment of expectations is ensured. Additionally, the board receives timely updates on relevant developments, actively seeking their valuable input and feedback.



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

Yes. The Company ensures that stakeholder inputs are carefully considered and seamlessly integrated into relevant processes and policies.

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

The Company engages with vulnerable and marginalized stakeholder groups, particularly small and marginal cane growers, through structured development initiatives. These engagements focus on providing guidance on sustainable agricultural practices, including soil health management, water conservation, and improving crop productivity. Through these initiatives, the Company supports capacity building of farmers to enhance resource efficiency and promote sustainable land use practices.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY2025-26			FY2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1722	0	0.00%	1720	0	0.00%
Other than permanent	76	0	0.00%	68	0	0.00%
Total Employees	1798	0	0.00%	1788	0	0.00%
Workers						
Permanent	1107	0	0.00%	1099	0	0.00%
Other than permanent	4241	0	0.00%	4302	0	0.00%
Total Workers	5348	0	0.00%	5401	0	0.00%

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

Category	FY2025-26					FY2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1722	0	0.00%	1722	100.00%	1720	0	0.00%	1720	100.00%
Male	1715	0	0.00%	1715	100.00%	1714	0	0.00%	1714	100.00%
Female	7	0	0.00%	7	100.00%	6	0	0.00%	6	100.00%
Other than Permanent	76	0	0.00%	76	100.00%	68	0	0.00%	68	100.00%
Male	75	0	0.00%	75	100.00%	66	0	0.00%	66	100.00%
Female	1	0	0.00%	1	100.00%	2	0	0.00%	2	100.00%
Workers										
Permanent	1107	0	0.00%	1107	100.00%	1099	0	0.00%	1099	100.00%
Male	1106	0	0.00%	1106	100.00%	1099	0	0.00%	1099	100.00%
Female	1	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%



Category	FY2025-26					FY2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Other than Permanent	4241	0	0.00%	4241	100.00%	4302	0	0.00%	4302	100.00%
Male	4241	0	0.00%	4241	100.00%	4302	0	0.00%	4302	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	6	418000	1	609000
Key Managerial Personnel	3	11686826	0	0
Employees other than BoD and KMP	1787	729696	8	705972
Workers	5347	416916	1	380964

b. Provide information on Gross wages paid to females by the entity, in the following format:

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	0.23%	0.19%

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

Yes

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

The Company has established internal mechanisms to address grievances related to human rights issues across all locations. An Internal Complaints Committee (ICC) is in place to handle matters including prevention of sexual harassment (POSH), ensuring timely review and resolution of complaints. In addition, employees may report other human rights concerns through the Unit HR Head or Zonal HR Coordinator. All reported cases are reviewed in a structured manner, and appropriate corrective and disciplinary actions are taken where required.

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

	FY2025-26			FY2024-25		
	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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-



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

Particulars	Current Financial Year	Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00%	0.00%
Complaints on POSH upheld	0	0

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

A structured grievance redressal mechanism is in place to handle cases of discrimination and harassment, ensuring strict confidentiality throughout the process and minimising stress for all parties involved. A defined escalation hierarchy, including Unit HR Head, Zonal HR Coordinator, and HR Head, supports timely and impartial resolution of complaints. These safeguards are designed to prevent any adverse consequences to the complainant during investigation and resolution.

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

No

10. **Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0.00%
Forced/involuntary labour	Although no formal assessment was undertaken during the reporting period, the Company has put in place preventive measures to ensure compliance with key social safeguards, including prohibition of child labour and forced labour, prevention of discrimination, and adherence to applicable wage-related provisions across its operations.
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No

Leadership Indicators

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

The organization demonstrates a strong commitment to upholding human rights by promptly addressing all complaints and taking decisive actions to prevent further violations. This approach fosters an environment of respect and accountability throughout the entire organization. In cases related to human rights, employees are encouraged to first contact their Unit HR Head, followed by the Zonal HR Coordinator (1st escalation point), and ultimately the HR Head (Final escalation point).

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

No

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



4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child labour	0.00%
Forced/involuntary labour	0.00%
Wages	0.00%
Others – please specify	-

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

No such assessment was undertaken in the financial year.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	13696506.746	15980175.39
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	13696506.746	15980175.39
From non-renewable sources		
Total electricity consumption (D)	63648.885	84420.228
Total fuel consumption (E)	8612.821	13558.140
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	72261.71	97978.37
Total energy consumed (A+B+C+D+E+F)	13768768.45	16078153.76
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	2540.28 GJ / Crore	2901.01 GJ / Crore
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	52430.48 GJ / Crore USD	59934.97 GJ / Crore USD
Energy intensity in terms of physical output	12.99 GJ / MT of Sugar produced	13.51 GJ / MT of Sugar produced
Energy intensity (optional) – the relevant metric may be selected by the entity	131.23 / KL of Industrial Alcohol Production	149.21 / KL of Industrial Alcohol Production



1. Indicate if any independent assessment/evaluation/assurance for energy has been conducted by an external agency. If Yes, provide the name of the agency:

All operational units were assessed by our sister concern, Bajaj Energy Limited, as part of our continued commitment to upholding high standards of operational performance

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

Not applicable. None of BHSL's manufacturing units or facilities are classified as Designated Consumers under the Perform, Achieve and Trade (PAT) Scheme of the Government of India; therefore, the provisions of the PAT Scheme are not applicable to the Company's operations.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	1955619.50	1891792.63
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1955619.50	1891792.63
Total volume of water consumption (in kilolitres)	1955619.50	1891792.63
Water intensity per rupee of turnover (Water consumed / turnover)	360.80 KL / Crore	341.34 KL / Crore
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	7446.86 KL / Crore USD	7052.09 KL / Crore USD
Water intensity in terms of physical output	1.84 KL / MT of Sugar produced	1.59 KL / MT of Sugar produced
Water intensity (optional) – the relevant metric may be selected by the entity. KL / KL of Industrial Alcohol Production	18.64 KL/KL of Industrial Alcohol Production	17.56 KL/KL of Industrial Alcohol Production

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

Yes. Federation of Indian Chambers of Commerce & Industry (FICCI)

4. Provide the following details related to water discharged

Parameter	FY2025-26	FY2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00



Parameter	FY2025-26	FY2024-25
(ii) To Groundwater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	1417579 ETP Treatment	1430705 ETP Treatment
Total water discharged (in kilolitres)	1417579.00	1430705

Remark: At BHSL, a significant portion of process water is derived from the natural moisture content of sugarcane, which accounts for nearly 70% of its mass. During processing, this moisture is released as water, resulting in total water discharge being higher than the volume of fresh water withdrawn. This effectively offsets the need for additional freshwater intake.

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

Yes. Federation of Indian Chambers of Commerce & Industry (FICCI)

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

Yes. BHSL has implemented a Zero Liquid Discharge (ZLD) system across its distillery and sugar manufacturing units in compliance with the MoEF&CC notification GSR 35(E) dated 14 January 2016. The system is supported by advanced treatment infrastructure, including Multi-Effect Evaporators (MEE) and Condensate Polishing Units (CPU).

MEE is used to concentrate high-strength effluents such as spent wash, which is further utilized in slop-fired boilers along with bagasse. CPUs, equipped with reverse osmosis and UV treatment, enable purification and reuse of condensates and other treated streams within the plant.

The treated water is reused across multiple operational areas, including horticultural irrigation, ferti-irrigation for agricultural fields, dust suppression in cane handling and vehicle movement areas, cooling tower make-up, fermentation processes, boiler and process make-up water, and molasses dilution after appropriate treatment. The system operates as a near closed-loop water management framework, significantly reducing freshwater dependency and liquid discharge.

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NO _x	-	-	-
SO _x	-	-	-
Particulate matter (PM)	mg/Mm ³	53.163	55.082
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify in the remark section	-	-	-



6. Indicate if any independent assessment/evaluation/assurance for Air emissions has been conducted by an external agency. If Yes, provide the name of the agency:

Yes. Air emission assessment was carried by NABL & MoEF&CC approved laboratories like ITS (Testing Laboratory Private Limited), Noida Testing Laboratory.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	26659.621	31363.082
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	12552.975	16790.245
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	TCO ₂ e / Crore	7.23	8.69
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO ₂ e / Crore USD	149.32	179.5024
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO ₂ e / MT of Sugar produced	0.04	0.04
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	TCO ₂ e / KL of Industrial Alcohol Production	0.37	0.45

7. Indicate if any independent assessment/evaluation/assurance for GHG Emissions (Scope 1 and 2) has been conducted by an external agency. If Yes, provide the name of the agency: -

No

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

Yes. BHSL has implemented multiple initiatives aimed at reducing greenhouse gas (GHG) emissions through energy efficiency improvements, renewable energy integration, and carbon sequestration measures.

A key initiative includes bagasse-based cogeneration, where bagasse, a by-product of sugar manufacturing, along with slop (concentrated spent wash), is used as a renewable fuel for in-house power generation, significantly reducing dependence on fossil fuels and lowering associated emissions. Currently, more than 95% of the Company's energy mix is derived from renewable sources.

Energy optimisation measures such as installation of Variable Frequency Drives (VFDs) at distillery units improve motor efficiency and reduce overall electricity consumption, thereby lowering indirect emissions. The Company also undertakes systematic energy conservation by identifying and addressing major emission sources across operations.

In addition, BHSL has developed extensive green belt areas across its manufacturing locations, covering approximately 33% of the total operational area. Plantation initiatives, including the Miyawaki method, are being implemented to enhance green cover, promote native species growth, and improve carbon sequestration.



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

Parameter	FY2025-26	FY2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4072.22	4376.00
E-waste(B)	0.4800	17.10
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	10.6690	9.23
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	0.2350	0.00
Total (A + B + C + D + E + F + G + H)	4083.314	4402.32
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.7534 MT / Crore	0.7943 MT / Crore
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	15.5501 MT / Crore	16.41 MT / Crore USD
Waste intensity in terms of physical output (Total Waste Generated / Physical Output)	0.0039 MT / MT	0.0037 MT / MT of Sugar produced
Waste intensity (optional) the relevant metric may be selected by the entity	0.0389 MT / KL of Industrial Alcohol Production	0.0409 MT / KL of Industrial Alcohol Production
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Plastic		
(i)Recycled	1628.89	1312.80
(ii)Re-used	0	0
(iii)Other recovery operations	0	0
Total Plastic Waste Recycled, Re-used and other recovery operations	1628.89	1312.80
Category of waste - E-Waste		
(i)Recycled	0.3080	15.63
(ii)Re-used	0	0
(iii)Other recovery operations	0	0
Total E-Waste Recycled, Re-used and other recovery operations	0.3080	15.63
Category of waste - Bio-medical waste		
(i)Recycled	0	0
(ii)Re-used	0	0
(iii)Other recovery operations	0	0
Total Bio-medical Waste Recycled, Re-used and other recovery operations	0.0000	0.0000



Parameter	FY2025-26	FY2024-25
Category of waste - Construction and demolition waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Construction Waste Recycled, Re-used and other recovery operations	0.0000	0.0000
Category of waste - Battery waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Battery Waste Recycled, Re-used and other recovery operations	0.0000	0.0000
Category of waste - Radioactive waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Radioactive Waste Recycled, Re-used and other recovery operations	0.0000	0.0000
Category of waste - Other Hazardous waste		
(i) Recycled	0.9400	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Other Hazardous Waste Recycled, Re-used and other recovery operations	0.9400	0.0000
Category of waste - Other Non-Hazardous waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Other Non-hazardous Waste Recycled, Re-used and other recovery operations	0.0000	0.0000
Total	1630.1200	1328.426
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Plastic		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	2443.33	3063.2
Total Plastic Waste Incineration, Landfilling and other disposal operations	2443.33	3063.2

Parameter	FY2025-26	FY2024-25
Category of waste - E-Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	1.47
Total E-waste Waste Incineration, Landfilling and other disposal operations	0.0000	1.47
Category of waste - Bio-medical Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Bio-medical Waste Incineration, Landfilling and other disposal operations	0.0000	0.0000
Category of waste - Construction and demolition waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Construction Waste Incineration, Landfilling and other disposal operations	0.0000	0.0000
Category of waste - Battery		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Battery Waste Incineration, Landfilling and Other disposal operations	0.0000	0.0000
Category of waste - Radioactive		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Radioactive Waste Incineration, Landfilling and Other disposal operations	0.0000	0.0000
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration	9.6160	9.23
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Other Hazardous Waste Incineration, Landfilling and Other disposal operations	9.6160	9.23
Category of waste - Other Non-hazardous waste generated		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0.2350	0
Total Other Non-hazardous Waste Incineration, Landfilling and Other disposal operations	0.2350	0
Total	2453.0990	3073.899



9. Indicate if any independent assessment/evaluation/assurance for Waste has been conducted by an external agency. If Yes, provide the name of the 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.

BHSL is committed to efficient resource utilisation and sustainable waste management across its sugar manufacturing and distillery operations. By-products and process residues generated during manufacturing are effectively utilised for value creation, including use as fertilizers, biogas generation, and support for green power production, thereby promoting circularity and reducing waste generation.

Hazardous wastes such as used lubricant oils are systematically managed by segregation based on viscosity and stored in appropriate containers such as MS/HDPE drums. These wastes are disposed of only through authorised Treatment, Storage and Disposal Facilities (TSDF) in compliance with CPCB consent and hazardous waste management regulations. In certain cases, co-processing/incineration is also undertaken in approved facilities as per regulatory guidelines.

In line with Extended Producer Responsibility (EPR) requirements, the Company ensures responsible collection and disposal of plastic waste through authorised channels. End-of-life electrical and electronic equipment is handed over to certified recyclers for environmentally sound processing.

The Company adopts process discipline and operational controls to minimise the use of hazardous and toxic substances wherever feasible, and ensures safe handling, storage, and disposal of such materials wherever their use is unavoidable. Overall, BHSL's waste management strategy focuses on reduction, reuse, recycling, and compliant disposal, aimed at minimising environmental impact and supporting sustainable operations.

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

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

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

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Bajaj Hindusthan Sugar Limited – Unit Locations: 1. Kinauni, Meerut 2. Kamberkheda, Lakhimpur Kheri 3. Barkhera, Pilibhit 4. Kundarki, Gonda 5. Rudhauli, Basti 6. Bilai, Bijnor 7. Gola, Lakhimpur Kheri	2006	2023-24 & 2024-25	Yes	Yes	https://parivesh.nic.in



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

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

Leadership Indicators

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

- (i) Name of the area
- Gangnauli Distillery Unit, Saharanpur
 - Budhana Sugar Unit, Muzaffarnagar
 - Gangnauli Sugar Unit, Saharanpur
- (ii) Nature of operations
- Sugar Production
 - Sugar Production
 - Ethanol Production

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	206398	209375
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	206398	209375
Total volume of water consumption (in kilolitres)	206398	209375
Water intensity per rupee of turnover (Water consumed / turnover)	38.08 KL / Crore	37.77 KL/ Crore
Water intensity (optional) – the relevant metric may be selected by the entity. KL / KL of Industrial Alcohol Production	1.96 KL/KL of Industrial Alcohol Production	1.94 KL/KL of Industrial Alcohol Production
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater		
- No treatment	0.00	0.00



Parameter	FY 2025-26	FY 2024-25
With treatment – please specify level of treatment	0.00	0.00
(iv)Sent to third-parties		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v)Others		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	1417579 Tertiary Treatment	204336 Tertiary treatment
Total water discharged (in kilolitres)	179485.00	204336

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

Yes. Federation of Indian Chambers of Commerce & Industry.

2. **Please provide details of total Scope 3 emissions (MTCO2E) & its intensity, in the following format:**

Parameter	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-
Total Scope 3 emissions per rupee of turnover	TCO2e / Crore	TCO2e / Crore
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	TCO2e / KL	TCO2e / KL

3. **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. **With respect to the ecologically sensitive areas reported at EI-11 above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.**

Not applicable, as BHSL does not have any operational activities in ecologically sensitive areas.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of Wet Scrubbers and Electrostatic Precipitators (ESPs) on Boilers	Air pollution control devices such as wet scrubbers and ESPs have been installed across all boilers	Enabled sustained compliance with emission norms and reduced particulate matter emissions.
2	Dense plantation to control fugitive emissions	Dense green belt development is maintained across more than 33% of the site area	Improved green cover and helped in mitigation of fugitive dust emissions, thereby supporting ambient air quality management.



S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Wastewater recycling and reuse measures	The 3R (Reduce, Reuse, Recycle) framework is implemented across all sugar and distillery units	Resulted in improved water use efficiency and reduced freshwater dependency.
4	Utilisation of ETP outlet water for irrigation	Treated effluent is supplied to farmers through irrigation pipelines in line with the irrigation management plan	Supported agricultural sustainability while reducing direct liquid discharge.
5	Cooling and reuse of hot condensate	Cooling towers are installed to recover and reuse condensate in process applications	Reduced groundwater extraction and improved thermal water recovery efficiency.
6	Construction of pits for gland cooling water collection	Dedicated collection pits with smooth lining and pumping systems have been developed for recovery of gland cooling water	Reduced hydraulic load on ETP and improved internal water circulation efficiency.
7	Collection of evaporator wash water	Controlled collection systems are used for wash water generated during evaporator tube cleaning	Prevented shock loading on ETP and ensured regulated effluent flow management.
8	Use of cooled condensate for equipment cleaning	Cooled condensate is reused in cleaning applications instead of fresh water	Reduced raw water consumption and supported closed-loop water management.
9	Separate cooling towers for turbine and mill bearings	Dedicated cooling systems are installed for critical equipment	Improved cooling efficiency and reduced dependence on fresh water.
10	Use of cooling tower water for hydraulic testing	Cooling tower water is utilised for hydraulic testing operations	Reduced additional water demand and supported conservation efforts.
11	Recycling of SO ₂ gas cooler water	SO ₂ gas cooler water is continuously recycled through cooling systems	Enhanced process water efficiency and supported reuse targets.
12	Use of Hydro Jet Machine for Tube Cleaning	Hydro jet machines are employed for efficient tube cleaning.	Optimised water consumption during maintenance activities.
13	Utilization of Treated Sugar Plant Water for Crop Irrigation	Treated water is diverted for irrigation instead of direct discharge.	Supported agricultural sustainability while reducing the direct environmental discharge footprint.

6. Does the entity have a business continuity and disaster management plan? If yes, please give details in 100 words or input web link.

Yes, BHSL maintains a Business Continuity and Disaster Management Plan to ensure safe and uninterrupted operations during emergencies such as fire, explosion, chemical spills, natural disasters, power failure, equipment breakdown, and industrial accidents.

Emergency Response Teams are trained and equipped to manage incidents effectively. Critical utilities, communication systems, and firefighting infrastructure are regularly inspected and maintained. Backup arrangements for power, water, and data systems are in place to ensure operational continuity.

Periodic risk assessments, mock drills, employee training, and coordination with local authorities



are undertaken to minimise disruptions, reduce potential losses, and enable swift recovery of operations.

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

There was no reported adverse impact to the environment arising from the value chain of the company.

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

None

9. **How many Green Credits have been generated or procured?**

- a. Generated by the listed entity - 0
- b. Procured by the top ten (in terms of value of purchases and sales, respectively) value chain partners - 0

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.** 2
- 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/International)
1	Sugar Technologist Association of India	National
2	All India Distillers Association, Delhi	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.**

S. No.	Name of authority	Brief of the case	Corrective action taken
1	Nil		

Remarks: The company, in its commitment to fair business practices, has not received any adverse orders related to anti-competitive conduct from regulatory bodies.

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
1	Nil				

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

S. No.	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
1	Nil					



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

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 Financial Year (In INR)
1	Nil					

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

The Company has established a Stakeholders' Relationship Committee to ensure swift resolution of any grievances or complaints from shareholders and investors. This committee's primary role is to address issues such as share transfers, non-receipt of annual reports, and unpaid dividends. Furthermore, the committee provides guidance on enhancing investor services and fostering stronger relationships with stakeholders.

4. Input material sourced from suppliers (by value):

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	94.00%	90.00%
Sourced directly from within India	100.00%	100.00%

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

Location	Current Financial Year	Previous Financial Year
Rural	92.61%	91.15%
Semi-Urban	0.00%	0.00%
Urban	0.00%	0.00%
Metropolitan	8.39%	8.85%

Leadership Indicators

1. If any Social Impact Assessments have been reported in EI-1, please provide details of actions taken to mitigate any negative social impacts identified:

S. No.	Details of negative social impact identified	Corrective action taken
1	-	-

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)
1	-		

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

No, the Company does not have a formal preferential procurement policy; however, it ensures that more than 90% of its raw material requirements are sourced from local, small, and marginal farmers. The procurement process is designed to be non-discriminatory and integrated, thereby supporting inclusive sourcing practices within the supply chain.

- b. From which marginalized /vulnerable groups do you procure? - Farmers

- c. What percentage of total procurement (by value) does it constitute? - 90%



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
1	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.

S. No.	Name of authority	Brief of the Case	Corrective action taken	Basis of calculating benefit share
1	Not Applicable	-	-	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	Not Applicable	-	-

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

Essential Indicators

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

Consumer complaints and feedback are received through multiple channels, including email, written communication, telephone calls, and web-based platforms. Each complaint is systematically recorded, acknowledged, and routed to the Sales and Commercial department for timely review and resolution. This structured mechanism ensures prompt response and effective grievance redressal.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	79%
Safe and responsible usage	Our product packaging, primarily related to sugar, includes all mandatory disclosures in line with applicable regulatory requirements, including the FSSAI mark. The remaining 21% pertains to ethanol and power generation, which are not distributed in conventional packaged forms and hence are not subject to such labelling requirements
Recycling and/or safe disposal	

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-



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

Category	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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

Yes.

https://www.bajajhindusthan.com/bajajHindustanCMS/uploads/BHSL_Cyber_Security_Policy_10.05.2024.pdf

6. Provide details of any corrective actions taken or underway on issues relating to any of the following: i. Advertising; ii. Delivery of essential services; iii. Cyber security and data privacy of customers; iv. Re-occurrence of instances of product recalls V. penalty / action taken by regulatory authorities on safety of products / services.

No incidents related to the above-mentioned areas were reported during the current financial year.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - 0
- Percentage of data breaches involving personally identifiable information of customers - 0
- Impact, if any, of the data breaches - Nil

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

Information on the Company's products and services can be accessed through its official website: <https://www.bajajhindusthan.com>.

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

The Company ensures that all statutory and regulatory information relating to safe handling, storage, and consumption is disclosed on product packaging to enable informed and responsible product usage by consumers.

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

In the event of any potential risk of disruption or discontinuation of essential services, the Company ensures proactive communication with customers through its marketing and sales teams, enabling timely updates and necessary support to minimise impact.

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, information as per legal requirements is displayed on the product packages. There was no survey carried out during the financial year.

