

ANNEXURE - 8 BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I.	Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L01132GJ2014PLC080273	
2	Name of the Listed Entity	BOMBAY SUPER HYBRID SEEDS LIMITED	
3	Year of incorporation	28-07-2014	
4	Registered office address	SHRINATHJI INDUSTRIAL ESTATE, PLOT NO.-11, NEAR KUVADAVA G I D C, 8 - B, NATIONAL HIGHWAY, RAJKOT	
5	Corporate address	SHRINATHJI INDUSTRIAL ESTATE, PLOT NO.-11, NEAR KUVADAVA G I D C, 8 - B, NATIONAL HIGHWAY, RAJKOT	
6	E-mail	cs@bombaysuper.in	
7	Telephone	9687967796	
8	Website	www.bombaysuperseeds.com	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	01-04-2022	31-03-2023
	Previous Financial Year	01-04-2021	31-03-2022
	Prior to Previous Financial year	01-04-2020	31-03-2021
10	Name of the Stock Exchange(s) where shares are listed		
	Details of the Stock Exchanges		
Sr. No.	Name of the Stock exchange	Description of other stock exchange	Name of the Country
1	NSE		
11	Paid-up Capital (In Rs)	104937280.00	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name	ARVINDKUMAR KAKADIA	
	Contact	9687967796	

	E mail	md@bombaysuper.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

II.	Products/services			
14	Details of business activities (accounting for 90% of the turnover)			
Details of business activities (accounting for 90% of the turnover)				
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity	
1	Agricultural crops	Processing and selling of Agricultural seeds and Crops	100.00%	
15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)			
Products/Services sold by the entity (accounting for 90% of the entity's Turnover)				
Sr. No.	Product/Service	NIC Code	% of total Turnover contributed	
1	Agricultural Seeds	011	100.00%	
NIC Code list link:		https://www.ncs.gov.in/Documents/NIC_Sector.pdf		
III.	Operations			
16	Number of locations where plants and/or operations/offices of the entity are situated			
	Location	Number of plants	Number of offices	Total
	National	1	1	2
	International	0	0	0
17	Markets served by the entity			
A	Number of locations			
	Locations		Number	
	National (No. of States)		8	
	International (No. of Countries)		0	
B	What is the contribution of exports as a percentage of the total turnover of the entity?		0.00%	

IV.	Employees							
18	Details as at the end of Financial Year							
A.	Employees and workers (including differently abled)							
Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1	Permanent (D)	49	40	81.63%	9	18.37%	0	0.00%
2	Other than permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total employees(D + E)	49	40	81.63%	9	18.37%	0	0.00%
WORKERS								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%
B.	Differently abled Employees and workers:							
Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%

19	Participation/Inclusion/Representation of women													
		Total (A)	No. and percentage of Females											
			No. (B)	% (B / A)										
	Board of Directors	10	1	10.00%										
	Key Management Personnel	3	1	33.33%										
20	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)													
		Turnover rate in current FY (2022-23)				Turnover rate in previous FY (2021-22)				Turnover rate in the year prior to the previous FY (2020-21)				
		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total	
	Permanent Employees	10.00%	20.00%	0.00%	15.00%	18.00%	25.00%	0.00%	23.00%	13.00%	14.00%	0.00%	13.00%	
	Permanent Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
V.	Holding, Subsidiary and Associate Companies (including joint ventures)													
VI.	CSR Details													
22	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)									Yes				
	(ii) Turnover (in Rs.)									2279181000.00				
	(iii) Net worth (in Rs.)									563356000.00				

VII. Transparency and Disclosures Compliances										
23. 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/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2022-23)			PY (2021-22)			(If NA, then provide the reason)
				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	No		0	0	0	0	0	0	
	Investors (other than shareholders)	No		0	0	0	0	0	0	
	Shareholders	Yes	https://www.bombaysuperseeds.com/corporate-governance-policy.html	0	0	0	0	0	0	
	Employees and workers	Yes	https://www.bombaysuperseeds.com/corporate-governance-policy.html	0	0	0	0	0	0	
	Customers	No		0	0	0	0	0	0	
	Value Chain Partners	No		0	0	0	0	0	0	

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	NA	NA	NA	NA	NA	NA	NA	NA
b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	NA	NA	NA	NA	NA	NA	NA	NA
c. Web Link of the Policies, if available	https://www.bombaysuperseeds.com/corporate-governance-policy.html								
2. Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	NA	NA	NA	NA	NA	NA	NA	NA
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

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

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Safety Meetings did with all members (First - Aid / Health, Safety & Environment)	100.00%
Key Managerial Personnel	1	Safety Meetings did with all members (First - Aid / Health, Safety & Environment)	100.00%
Employees other than BoD and KMPs	1	Safety Meetings did with all members (First - Aid / Health, Safety & Environment)	100.00%
Workers	0	NONE	0.00%

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

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Non- Monetary

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4. Does the entity have anti-corruption or anti-bribery policy?	Yes	
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If Yes, provide details in brief	The Anti-Bribery and Anti-Corruption Policy defines the Company’s policy on the avoidance of bribery and corruption and ensures that it reflects any changes in applicable laws and developments in acceptable standards for the conduct of business. The Company is committed to maintaining the highest ethical standards and vigorously enforces the integrity of its business practices wherever it operates throughout the world. The Company will not engage in bribery or corruption. Adherence to the clear guidelines set out in this Policy will ensure that the Company and its employees comply with anti-bribery and anti-corruption laws.			
If Yes, Provide a web link to the policy, if available - Web link anti corruption or anti bribery policy is place	https://www.bombaysuperseeds.com/corporate-governance-policy.html			
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:				
	FY (2022-23)		PY (2021-22)	
Directors	0		0	
KMPs	0		0	
Employees	0		0	
Workers	0		0	
6. Details of complaints with regard to conflict of interest:				
	FY (2022-23)		PY (2021-22)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NIL	0	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL	0	NIL
7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/				

law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.		
Leadership Indicators		
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?		
Provide details of the entity have processes in place to avoid/ manage conflict of interests involving members of the Board.		
Notes		

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.

	FY (2022-23)	PY (2021-22)	Details of improvements in environmental and social impacts
R&D	15.00%	14.00%	The Company is continuous endeavours to improve the quality of Seeds and investing high talents in R&D
Capex	0.00%	0.00%	NA

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

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

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

(a) Plastics (including packaging)	
(b) E-waste	
(c) Hazardous waste	
(d) other waste	

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). 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.

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)?

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

	FY (2022-23)	PY (2021-22)

	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E waste						
Hazardous waste						
Notes						

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	43	43	100.00%	43	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	6	6	100.00%	6	100.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	49	49	100.00%	49	100.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%	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%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	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	0	0	0.00%	0	0.00%	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%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	0	0	0.00%	0	0.00%	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%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

2. Details of retirement benefits

Benefits	FY (2022-23)			PY (2021-22)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	26.00%	0.00%	Yes	25.00%	0.00%	Yes
Gratuity	100.00%	0.00%	NA	100.00%	0.00%	NA
ESI	0.00%	0.00%	NA	0.00%	0.00%	NA

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

If not, whether any steps are being taken by the entity in this regard.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

No

If so, provide a web-link to the policy.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Other	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?				No		
If yes, give details of the mechanism in brief.	Yes/No		(If Yes, then give details of the mechanism in brief)			
Permanent Workers	No					
Other than Permanent Workers	No					
Permanent Employees	Yes					
Other than Permanent Employees	No					
7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:						
Category	FY (2022-23)			PY (2021-22)		
	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	0	0	0.00%	0	0	0.00%
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	0	0	0.00%	0	0	0.00%
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
8. Details of training given to employees and workers:						
Category	FY (2022-23)			PY (2021-22)		

	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	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
9. Details of performance and career development reviews of employees and worker:										
Category	FY (2022-23)					PY (2021-22)				
	Total (A)	No. (B)		% (B / A)		Total (D)	No. (E)		% (E / D)	
Employees										
Male	0	0		0.00%		0	0		0.00%	
Female	0	0		0.00%		0	0		0.00%	
Other	0	0		0.00%		0	0		0.00%	
Total	0	0		0.00%		0	0		0.00%	
Workers										
Male	0	0		0.00%		0	0		0.00%	
Female	0	0		0.00%		0	0		0.00%	
Other	0	0		0.00%		0	0		0.00%	

Total	0	0	0.00%	0	0	0.00%
10. Health and safety management system:						
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).				Yes		
If yes, the coverage such system?						
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?						
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?				No		
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?				No		
11. Details of safety related incidents, in the following format:						
Safety Incident/Number	Category	FY (2022-23)		PY (2021-22)		
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0		0		
	Workers	0		0		
Total recordable work-related injuries	Employees	0		0		
	Workers	0		0		
No. of fatalities	Employees	0		0		
	Workers	0		0		
High consequence work related injury or ill-health (excluding fatalities)	Employees	0		0		
	Workers	0		0		
12. Describe the measures taken by the entity to ensure a safe and healthy work place.						
13. Number of Complaints on the following made by employees and workers:						
	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks

Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	
14. Assessments for the year:						
				% of your plants and offices that were assessed (by 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.						
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).						
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.						
3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:						
	Total no. of affected employees/ workers			No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment		
	FY (2022-23)	PY (2021-22)		FY (2022-23)	PY (2021-22)	
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/ NA)						
5. Details on assessment of value chain partners:						

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

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.	
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.	
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.	
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.	
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	
Notes	

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	FY (2022-23)			PY (2021-22)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	0	0	0.00%	0	0	0.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	0	0	0.00%	0	0	0.00%
Workers						
Permanent	0	0	0.00%	0	0	0.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Workers	0	0	0.00%	0	0	0.00%

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

Category	FY (2022-23)					PY (2021-22)				
	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	49	0	0.00%	49	100.00%	48	0	0.00%	48	100.00%
Male	43	0	0.00%	43	100.00%	43	0	0.00%	43	100.00%
Female	6	0	0.00%	6	100.00%	5	0	0.00%	5	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

Workers

Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	100000	0	0	0	0
Key Managerial Personnel	0	0	1	30000	0	0
Employees other than BoD and KMP	38	32000	5	18800	0	0
Workers	0	0	0	0	0	0

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the

No

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

6. Number of Complaints on the following made by employees and workers:						
	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	
8. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	NA
9. Assessments for the year:	
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0.00%
Forced/involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%
10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	
Leadership Indicators	
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	
2. Details of the scope and coverage of any Human rights due-diligence conducted	
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	
4. Details on assessment of value chain partners:	
	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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

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 (2022-23)	PY (2021-22)
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources ©	0.00	0.00
Total energy consumption (A+B+C)	0.00	0.00
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00	0.00
Energy intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

If yes, name of the external agency.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?

No

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.

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

Parameter	FY (2022-23)	PY (2021-22)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(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)	0.00	0.00
Total volume of water consumption (in kilolitres)	0.00	0.00

Water intensity per rupee of turnover (Water consumed / turnover)	0.00	0.00	
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00	
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No		
If yes, name of the external agency.			
4. Has the entity implemented a mechanism for Zero Liquid Discharge?	NA		
If yes, provide details of its coverage and implementation.			
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Parameter	Please specify unit	FY (2022-23)	PY (2021-22)
NOx	0	0	0
SOx	0	0	0
Particulate matter (PM)	0	0	0
Persistent organic pollutants (POP)	0	0	0
Volatile organic compounds (VOC)	0	0	0
Hazardous air pollutants (HAP)	0	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			
6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter	Unit	FY (2022-23)	PY (2021-22)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	0	0	0
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	0	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover	0	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	0	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		
If yes, name of the external agency.		
7. Does the entity have any project related to reducing Green House Gas emission?		NA
If Yes, then provide details.		
8. Provide details related to waste management by the entity, in the following format:		
Parameter	FY (2022-23)	PY (2021-22)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
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)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0

(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.		
9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.		
12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).		Yes
Leadership Indicators		
1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:		
Parameter	FY (2022-23)	PY (2021-22)
From renewable sources		
Total electricity consumption (A)		
Total fuel consumption (B)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)		
Total fuel consumption (E)	0	0
Total energy consumed from non-renewable sources (D+E+F)	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		
If yes, name of the external agency.		
2. Provide the following details related to water discharged:		
Parameter	FY (2022-23)	PY (2021-22)

Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater		
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater		
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		
If yes, name of the external agency.		

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):	
For each facility / plant located in areas of water stress, provide the following information:	
Details For each facility / plant located in areas of water stress	
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	
If yes, name of the external agency.	

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:			
Parameter	Unit	FY (2022-23)	PY (2021-22)
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			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			
If yes, name of the external agency.			
5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.			
7. Does the entity have a business continuity and disaster management plan?			
Details of entity at which business continuity and disaster management plan is placed or weblink.			
8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.			
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.			
Notes			

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. 0

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		

Leadership Indicators

Notes	
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PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

3. Describe the mechanisms to receive and redress grievances of the community.		
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:	FY (2022-23)	PY (2021-22)
Directly sourced from MSMEs/ small producers	0.00%	0.00%
Sourced directly from within the district and neighbouring districts	0.00%	0.00%

Leadership Indicators

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)		
(b) From which marginalized /vulnerable groups do you procure?		
(c) What percentage of total procurement (by value) does it constitute?		

Notes	
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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.	The organization are receiving complaints from distributor /customer via Marketing Person through WhatsApp messages or verbal communication. The complaints are verified by the Management personnel and verify the warehouse stock as per complaints. They carry out present stock analysis and submit reports to the Head. Based on the report, the head directs corrective action accordingly. The department concerned implements the corrective action and is allowed to despatch the next lot. The department concerned communicates with the distributor /customer and takes the feedback of it.					
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about	As a percentage to total turnover					
Environmental and social parameters relevant to the product	100.00%					
Safe and responsible usage	100.00%					
Recycling and/or safe disposal	100.00%					
3. Number of consumer complaints in respect of the following	FY (2022-23)		Remark	PY (2021-22)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NIL	0	0	NIL
Advertising	0	0	NIL	0	0	NIL
Cyber-security	0	0	NIL	0	0	NIL
Delivery of essential services	0	0	NIL	0	0	NIL
Restrictive Trade Practices	0	0	NIL	0	0	NIL
Unfair Trade Practices	0	0	NIL	0	0	NIL
Other	0	0	NIL	0	0	NIL
4. Details of instances of product recalls on account of safety issues	Number	Reasons for recall				

Voluntary recalls	0	0
Forced recalls	0	0
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?	No	
If available, provide a web-link of the policy		
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.		
Leadership Indicators		
1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).		
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services		
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.		
4. Does the entity display product information on the product over and above what is mandated as per local laws?		
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?		
5. Provide the following information relating to data breaches		
a. Number of instances of data breaches along-with impact		
b. Percentage of data breaches involving personally identifiable information of customers		
Notes		