

05.08.2024

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai 400 001 Scrip Code: 532937 Scrip ID: KUANTUM	National Stock Exchange of India Limited Exchange Plaza Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra (East) Mumbai 400 051 Trading Symbol: KUANTUM
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Sub.: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Dear Sirs, / Mam

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, Please find attached herewith the Business Responsibility and Sustainability Report ('BRSR') for F.Y. 2023-24 which forms part of the Annual Report for the Financial Year ended 31st March, 2024.

This is for your information and records.

Thanking you,
Yours faithfully,

For Kuantum Papers Limited

Gurinder Singh Makkar
Company Secretary and Compliance Officer
M.No.: F5124

ANNEXURE-10

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L21012PB1997PLC035243
2	Name of the Listed Entity	KUANTUM PAPERS LIMITED
3	Date of incorporation	28-05-1997
4	Registered office address	Paper Mill, Saila Khurd, District Hoshiarpur, Punjab-144529
5	Corporate address	W1A, F.F, Tower A, Godrej Eternia Plot No. 70 Industrial Area-1, Chandigarh-160002
6	E-mail	kquantumcorp@kquantumpapers.com
7	Telephone	+91 1884 502737
8	Website	www.kquantumpapers.com
9	Financial year for which reporting is being done	1st April, 2023 to 31st March, 2024
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd. (NSE) & BSE Ltd. (BSE)
11	Paid-up Capital (In Rs.)	8,72,63,630/- (Equity)
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 Gurinder Singh Makkar, Company Secretary Email: gurindermakkar@kquantumpapers.com Phone: 0172 517 2737
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	Whether the company has undertaken reasonable assurance of the BRSR Core?	N.A.
15	Name of assurance provider	N.A.
16	Type of assurance obtained	N.A.

II. Products/services

17 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 of Writing, Printing and Specialty Papers.	Paper and Paper products	100

18 Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Writing, Printing and Specialty Papers	1701	100

III. Operations

19 Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	1	2	3
International	0	0	0

20 Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	21
International (no. of Countries)	32

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

5.50%

c. A brief on types of customers

Our Writing Printing paper serves Business-to-Business (B2B) Customers i.e. Printers, Publishers, Notebook convertors, Diary Manufacturers and Institutional buyers. Our specialty paper is serving the consumers making paper cups and straws, sublimation applications, soap wrapping, publicity material and thermal coating. Our Copier paper serves retail customers for office as well as home use.

IV. Employees

21 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)	583	571	98%	12	2%
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	583	571	98%	12	2%
WORKERS						
4	Permanent (F)	774	774	100%	0	0%
5	Other than Permanent (G)	1000	980	98%	20	2%
6	Total workers (F + G)	1774	1754	99%	20	1%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. C	% (C / A)
DIFFERENTLY ABLED EMPLOYEEES						
1	Permanent (D)	3	3	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	3	3	100%	0	0
DIFFERENTLY ABLED WORKER						
4	Permanent (F)	6	6	100%	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total workers (F + G)	6	6	100%	0	0

22 Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	3	0	0

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

Particulars	F.Y. 2023-24 (Turnover rate in current FY)			F.Y. 2022-23 (Turnover rate in previous FY)"			F.Y. 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.04%	44.29%	22.63%	17.55%	33.33%	17.91%	18.02%	14.28%	17.92%
Permanent Workers	13.59%	0.00%	13.59%	8.62%	0.00%	8.62%	7.08%	0.00%	7.08%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**24 (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	Kapedome Enterprises Limited	Holding	0.00%	Yes

VI. CSR Details

- 25** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
(ii) Turnover (Rs. in Lakhs) 1,21,129.65
(iii) Net worth (Rs. in Lakhs) 1,12,384.43

VII. Transparency and Disclosures Compliances**26 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)	F.Y. 2023-24 (Current Financial Year)			F.Y. 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes (https://www.kuantumpapers.com/policies/)	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes (https://www.kuantumpapers.com/policies/)	0	0	NA	0	0	NA
Shareholders	Yes (https://www.kuantumpapers.com/policies/)	1	0	Complaint resolved satisfactorily	1	0	Complaint resolved satisfactorily
Employees and workers	Yes (https://www.kuantumpapers.com/policies/)	0	0	NA	0	0	NA
Customers	Yes (https://www.kuantumpapers.com/policies/)	44	0	All Complaints resolved satisfactorily	46	0	All Complaints resolved satisfactorily
Value Chain Partners	Yes (https://www.kuantumpapers.com/policies/)	0	0	NA	0	0	NA
Other (please specify)							

27 "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	Wood availability	Risk / Opportunity	Risk: Since wood pulp constitutes the major portion in the pulp furnish for the paper manufacturing in the Company. Wood supply risk due to mismatch in demand & supply.	To mitigate supply risk associated with wood sourcing for pulp and paper, the Company has taken major initiatives towards Social, Farm and Agroforestry programme with local farm communities for a consistent and regular supply of quality wood. The company has its own well defined Plantation Development Strategy to increase massive plantation coverage with the help of marginal and progressive growers in the nearby districts.	No negative financial implication since major initiatives taken by the Company will enables to be a Wood Positive company in coming years.
2	Coal availability & energy cost	Risk / Opportunity	Risk: Consistent supply of coal is a challenge & higher usage of coal increase energy cost. Opportunity: Since this opens up avenues to move towards non-fossil fuel based energy sources.	Company has a well-defined strategy to reduce its dependency on Coal through renewable energy sources and Biomass fuels like Agro-wood dust, bark rice husk etc.	Neutral since the company is continuously taking steps to reduce dependency on Coal.
3	Unforeseen climatic conditions affecting the farming thereby restricting the Supply of wheat straw	Risk	Risk: Since wheat straw is a key input material for the company.	The Company has developed potential suppliers for a sustain & regular supply irrespective of seasons as they have sufficient storage capacity.	Low Adverse impact as the Company has substitute material like baggase, sarkanda in case of any shortage in supply of wheat straw.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Question	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)	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.kuantumpapers.com/policies/								
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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO Certification 9001:2015 (Quality Management System) ISO Certification 14001: 2015 (Environmental Management System) ISO Certification 9001:2015 (Quality Management System for R&D) OHSMS Certification 45001:2018 (Occupation Health & Safety Management System) FSC® Certification Licence Code: FSC-C109585 (Forest Stewardship Council) DSIR Certification TU/IV-RD/3724/2022 (In house R&D Unit) BIS Certification IS 14490: 2018 (Plain Copier Paper- Specification) BIS Certification-IS 1848 (Part1) 2018 (Writing & Printing paper)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company has a vision to reduce its Water Consumption by 35% in the next 2 years and to increase the footprint of its Social, Farm, and Forestry program to 1 Crore clonal saplings in 5 years timeline.</p> <p>1. Water Conservation</p> <p>At Kuantum, we recognize the importance of conserving water to protect the environment and ensure the sustainability of our operations. Technologies used at our plant to reduce freshwater consumption include the installation of disc filters, conical save-alls, Micro Plate Settlers (MPS) technology, white water clarifiers and Dissolved Air Flootation (DAF) technology. We also recycle hot water from heat exchangers, use Volute Press equipment technology for handling secondary sludge, and have installed a Triple Wire Belt Press at its effluent treatment plant (ETP). These initiatives have helped us to reduce freshwater consumption by 2500 m³/day. Conscious efforts are being made through various projects to further reduce freshwater consumption by 5 m³/tonne of paper.</p> <p>2. Clonal Production & Plantation- Ensuring Sustainability in the Future</p> <p>Under its visionary approach to ensure raw material sustainability, Company has set up a Hi-Tech clonal nursery in its campus by newly installed Hi-Tech Mist Chambers, Hardening Chambers and advanced Mini Hedge Gardens with a current production capacity of 2 millions clonal saplings to increase the footprint of its Social, Farm and Agroforestry programmes to tune of 1 crore clonal saplings in coming 3 years' timeline which will be covering around 12500 acres of plantation per annum ensuring its wood positivity.</p> <p>3. Energy Conservation</p> <p>As a paper company, we understand the importance of energy conservation in reducing our carbon footprint and contributing to a sustainable future. The Company is currently operating at 28 MW co-generation power plants for captive use while eliminating dependency on Grid Power. To meet the demands of process steam, and to generate sustainable power, one high-pressure CFBC boiler, supplied by ISGEC, with an operating pressure of 110 Kg/cm² and 130 Ton/Hr steam flow has also been commissioned recently. This has helped Kuantum be self-sufficient for its power and steam requirements.</p>								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
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4. Organic Waste Recycling (Bio-Degradable)

In-house, we are doing segregation of the organic waste by taking all necessary health and safety precautions. We are using the compost-making machine and generating organic compost. Composting is a biological process during which naturally occurring microorganisms, bacteria, and insects break down organic materials such as leaves, grass clippings, and certain kitchen scraps into a soil-like product called compost. It is a form of recycling, a natural way of returning needed nutrients to the soil. Compost is used to improve soil structure through the addition of carbon and provide plant nutrients. In addition to being a source of plant nutrients such as nitrogen (N), phosphorus (P), and potassium (K), it improves the physio-chemical and biological properties of the soil.

6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. Please refer to the details given under each of the Principles.

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) Growth with Sustainability” forms the core of our operations at Kvantum and the same is reflected in every aspect of our business and dealings with all the stakeholders. Our growth and expansion strategy is well-integrated with our ESG roadmap, and we are fully committed to be a truly sustainable and socially responsible organisation.

Mr. Pavan Khaitan
Vice Chairman & Managing Director”

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Mr. Pavan Khaitan
Vice Chairman & Managing Director

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 Vice Chairman & Managing Director is authorised along with the HODs.)

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									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	Director									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									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.

Principles	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Yes, The Company is FSC® certified since 2012 and continuing in its 3rd journey and complying with all the requirements for the FSC standards FSC-STD-40-004 for Chain of Custody (CoC), FSC-STD-50-001 for Certificate Holder Trademarks Requirements. M/s Eco Stewardship Private Limited, Noida (UP) is the external audit agency that conducts annual surveillance audits as a mandatory exercise to continue the certificate. The certificate is valid up to 15 March 2027. ISO audit for ISO 45001:2018 OHSMS, ISO 9001:2015 QMS & ISO 14001:2015 EMS has been conducted by BSI India & SMETA.

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Sustainability Initiatives, Changes/ Developments in Corporates and Industry Scenerio including those pertaining to statutes/legislation & economic environment and on matters affecting the Company, to enable them to take well informed and timely decisions.	100%
Key Managerial Personnel	4	<ol style="list-style-type: none"> Company's Code of Conduct which covers aspects such as Corporate Governance & Good Corporate Governance. Whistleblower Policy of the Company. Sustainability Policies of the Company Policy on Prohibition of Child or Forced Labour. Anti-Corruption and Bribery Policy. Prevention of Sexual Harassment Policy EHS Policy 	100%
Employees other than BoD and KMPs	33	Health and Safety, Skill Development, Human Rights, Functional/Technical Trainings.	100%
Workers	38	Health and Safety, Skill Development, Human Rights, Functional/Technical Trainings.	100%

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

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Nil

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

Yes, the Company has a Anti-Corruption & Anti- Bribery policy in place. <http://www.kquantumpapers.com/Policies>

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

	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers (Ash)	0	0

- 6 Details of complaints with regard to conflict of interest

Particulars	F.Y. 2023-24 (Current Financial Year)		F.Y. 2022-23 (Previous Financial Year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

- 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

NA

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

	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
Number of days of accounts payables	18 Days	13 Days

- 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:

Rs. in Lakhs

Parameter	Metrics	FY24 (Current Financial Year)	FY23 (Previous Financial Year)	
Concentration of Purchases	a.i. Purchase from Trading Houses	45812.79	55250.66	
	ii. Total Purchases	73709.78	81267.53	
	iii. Purchases from trading houses as % of total purchases	62.15%	67.99%	
	b. Number of trading houses where purchases are made from	671	686	
	c.i.Purchase from top ten Trading Houses	33758.50	40869.16	
	c.ii. Total Purchases from Trading House	45812.79	55250.66	
	c. iii. Purchases from top 10 trading houses as % of total purchases from trading houses	73.69%	73.97%	
	Concentration of Sales	a.i. Sales to Dealers/ Distributors	120619.80	130245.14
		a.ii.Total Sales	121129.65	130955.84
a.iii. Sales to dealers / distributors as % of total sales		99.58%	99.46%	
b. Number of dealers / distributors to whom sales are made		112	107	
c.i. Sales to top ten dealers/distributors		50697	54676	
c.ii. Total Sales to Dealers/ Distributors		120619.80	130245.14	
c.iii. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		42.03%	41.98%	
Share of RPTs in		a.i.Purchases (Purchases with related parties)	0	0
		a.ii. Total Purchases	0	0
	a.iii. Purchases (Purchases with related parties as % to Total Purchases)	0	0	
	b.i.Sales (Sales to related parties)	0	0	
	b.ii. Total Sales	0	0	
	b.iii. Sales (Sales to related parties as % to Total Sales)	0	0	
	c.i.Loans & advances (Loans & advances given to related parties)	0	0	
	c.ii. Total loans and advances	0	0	
	c.iii. Loans & advances (Loans & advances given to related parties as % to Total loans & advances)	0	0	
	d.i. Investement in Related Parties	0	0	
	d.ii. Total Investments made	0	0	
	d.iii. Investments (Investments in related parties as a % of Total Investments made)	0	0	

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes	
Nil	Nil	Nil	Nil

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

Yes,(Yes, the Company's Code of Conduct requires the Directors, senior management and employees to avoid situations in which their personal interests could conflict with the interests of the Company. Yes. The Company receives an annual declaration from its Board of Directors and KMP on the entities they are interested in and ensures requisite approvals as required under the statutes as well as Company's policies are in place before transacting with such entities and individuals.)

PRINCIPLE 2

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

The Paper is considered as a noble product and is environment friendly.

Product Benefits

- **Educational Impact:** The printing and writing grades of paper produced by the company play a crucial role in educating children and promoting good reading habits.
- **Environmental Benefits:** Paper is biodegradable, recyclable, and environmentally friendly.

Sustainable Manufacturing

- **Wood Sourcing:** The company uses plantation/farm forestry-based wood, supporting sustainable forestry practices.
- **Farmer Support:**
 - **Tree Farming:** The company aids farmers in growing trees by providing quality clonal saplings of Eucalyptus, Casuarina, Melia and Subabul at concessional rates.
 - **Technical Assistance:** Farmers receive technical support, know-how to achieve higher yields and revenues from their clonal plantations at maturity.

Innovative Practices

- **New Species Identification:** Constant focus on identifying new wood species for paper production.
- **Energy Efficiency:**
 - **Clean Process:** The manufacturing process is energy-efficient and elemental chlorine-free.
 - **Green Chemicals:** Utilizes environmentally friendly chemicals such as oxygen, hydrogen peroxide, and chlorine dioxide.

Waste Management

- **Black Liquor Utilization:** The biomass-rich black liquor generated is burned in a boiler to produce green power.
- **Effluent Sludge Recycling:** Effluent sludge from the wastewater treatment plant is used as a raw material for manufacturing items like Kraft paper, egg trays, hosiery packing, and footwear packing.

Advanced Wastewater Treatment

- **COD Classification:** Wastewater is classified into high and low COD streams.
 - **High COD Treatment:**
 - Primary treatment followed by anaerobic digestion to generate methane gas.
 - Further aerobic treatment to reduce COD.
 - **Low COD Treatment:**
 - Treated to meet Pollution Control Board standards as per regulatory norms.
 - Reused for irrigating waste land around the mill through the Irrigation network of the company with an Online Effluent Monitoring System (OEMS).

Reward & Recognition

The company has received several awards for excellent environmental performance, safety, and energy efficiency.

Notable Awards received by the Company in recent years are:

- Appreciation award under the category 'Best Energy Efficient Designated Consumer (Under BEE PAT Scheme' by Confederation of Indian Industry (CII) for the year 2023
- First position under the category of 'Energy Intensive Industries' by Punjab Energy Development Agency (PEDA) for FY 2021-22 & 2022-23

These efforts reflect the company's dedication to sustainability, environmental responsibility, and community support, positioning them as leaders in the industry.

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.

	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	21.90%	21.40%	<p>Conservation of Energy</p> <p>The Company has implemented a range of measures aimed at reducing energy consumption and enhancing energy efficiency, which include:</p> <ul style="list-style-type: none"> • Energy-efficient Equipment: Installation and use of energy-efficient machinery and equipment to lower overall energy use. • Energy Audits: Conduct regular energy audits to identify high-energy usage areas and implementing corrective measures. • Employee Training: Conducting training programs to promote energy-saving practices among employees. <p>Technology Absorption</p> <p>The Company has made significant progress in absorbing new technologies, leading to enhanced operational efficiency and sustainability:</p> <ul style="list-style-type: none"> • Advanced Manufacturing Techniques: Advanced manufacturing techniques are adopted to increase efficiency and reduce waste. • Automation and Digitization: Implementation of automation and digital technologies to streamline processes and improve productivity. • Sustainable Technologies: Investment in technologies that minimize environmental impact and promote resource efficiency. <p>Research and Development (R&D)</p> <p>The Company's focus on R&D has driven innovation and sustainability across its operations:</p> <ul style="list-style-type: none"> • Innovative Products: Development of new products that meet customer needs while reducing environmental impact. • Collaborations: Partnering with academic institutions, research organizations, and industry leaders to leverage cutting-edge research. • Green Technologies: Focus on creating green technologies that reduce the carbon footprint and enhance sustainability. <p>The Company has dedicated substantial resources for R&D to ensure continuous improvement and innovation. Detailed information on the specific R&D can be found in the 'Disclosure on Conservation of Energy and Technology Absorption' forming part of the Annual Report for the year ending 31 March 2024.</p>
Capex	14.70%	19.90%	<p>The Company's R&D and capital expenditure (capex) investments in specific technologies have had a positive impact, both on the environment and the community at large. For more details on steps taken and efforts made towards the conservation of energy & technology absorption on Research and Development, refer to the 'Disclosure on Conservation of Energy and Technology Absorption' forming part of the Annual Report for the year ending 31 March 2024.</p>

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

Yes

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

100%, the Company is certified by FSC (Forest Stewardship Council) and our mission is to promote environmentally appropriate, socially beneficial, and economically viable management system. The Company monitors and verifies the source of raw materials and takes appropriate actions to ensure sustainable wood sourcing from all known sources. It complies with the required standards for pulp and paper manufacturing, utilizing the Transfer, Percentage and Credit systems and has been certified by the SCS Global Services with the FSC® License Code FSC-C109585. Ask about FSC® Certified Products.

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)**

The plastic waste generated in the process, is disposed off safely through a SPCB approved/authorised vendor ensuring compliance with relevant regulations.

(b) **E-waste**

The Company has appointed a SPCB authorised e-waste vendor for safe disposal of e-waste.

(c) **Hazardous waste**

Hazardous waste undergoes specific treatment processes to minimize its environmental impact. Once treated, the waste is disposed off in authorized facilities, ensuring compliance with relevant regulations. Other waste generated in the process (like Wood & Wheatstraw Dust, Bagasse Pith, Screen rejects/knots etc) are used as Biomass in the Company's Captive Co-Power Plant. Lime Sludge generated in the process, is supplied to cement plants for their use.

(d) **other waste.**

Primary Sludge, generated in the process, is used to make Board in our on-site Board making plant.

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 (Yes, the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan has been submitted to Pollution Control Boards)

Leadership Indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
1701	Writing, Printing and Specialty Papers.	100%	The Company has Life Cycle Assessments (LCA) of its products with an objective to evaluate the impacts and identify areas for improvement. LCA studies will continue to be used as a tool for assessing the environmental footprint of products/services going forward.	No	No

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

Name of Product / Service	Description of the risk / concern	Action Taken
NA	NA	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).

Indicate input material	Recycled or re-used input material to total material	
	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
NA	NA	NA

- 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:

Stakeholder group from whom complaint is received	F.Y. 2023-24 (Current Financial Year)			F.Y. 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	16	0	0	195
E-waste	0	0	0	0	0	0.47
Hazardous waste	0	25575.748	0	0	16092	0
Other waste (Ash)	0	0	33000	0	0	44552

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	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	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	571	571	100%	571	100%	NA	NA	NA	NA	NA	NA
Female	12	12	100%	12	100%	12	100%	NA	NA	NA	NA
Total	583	583	100%	583	100%	12	2%	NA	NA	NA	NA
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male	774	774	100%	774	100%	NA	NA	NA	NA	NA	NA
Female	-	-	-	-	-	NA	NA	NA	NA	NA	NA
Total	774	774	100%	774	100%	NA	NA	NA	NA	NA	NA
Other than Permanent Workers											
Male	980	980	100%	980	100%	NA	NA	NA	NA	NA	NA
Female	20	20	100%	20	100%	20	100%	NA	NA	NA	NA
Total	1000	1000	100%	1000	100%	20	2%	NA	NA	NA	NA

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

	FY. 2023-24 (Current Financial Year)	FY. 2022-23 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.87%	0.70%

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

Benefits	FY24 _____ (Current Financial Year)			FY 23--(Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify	Nil			Nil		

3 Accessibility of workplaces

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

Yes, the premises / offices of the Company are accessible to differently abled employees. The management continuously works towards improving infrastructure for eliminating barriers to accessibility.

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

Yes, (<https://www.kuantumpapers.com/policies/>)

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	0	0	0
Female	100	100	100	100
Total	100	100	100	100

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

Permanent Workers

The workers and employees including the contractual workers, are made aware about the mechanism at the time of their joining during the induction/orientation process. The grievance whenever reported is promptly dealt with at the appropriate level in a transparent manner and its feedback is provided to the individual employee ensuring that the employee at no stage is victimized by virtue of raising grievance. The mechanism is an independent system and does not debar an employee from raising his/her concern to any other available platform by virtue of law or otherwise.

Other than Permanent Worker

The workers and employees including the contractual workers, are made aware about the mechanism at the time of their joining during the induction/orientation process. The grievance whenever reported is promptly dealt with at the appropriate level in a transparent manner and its feedback is provided to the individual employee ensuring that the employee at no stage is victimized by virtue of raising grievance. The mechanism is an independent system and

does not debar an employee from raising his/her concern to any other available platform by virtue of law or otherwise.

Permanent Employees

The workers and employees including the contractual workers, are made aware about the mechanism at the time of their joining during the induction/orientation process. The grievance whenever reported is promptly dealt with at the appropriate level in a transparent manner and its feedback is provided to the individual employee ensuring that the employee at no stage is victimized by virtue of raising grievance. The mechanism is an independent system and does not debar an employee from raising his/her concern to any other available platform by virtue of law or otherwise.

Other than Permanent Employees

The workers and employees including the contractual workers, are made aware about the mechanism at the time of their joining during the induction/orientation process. The grievance whenever reported is promptly dealt with at the appropriate level in a transparent manner and its feedback is provided to the individual employee ensuring that the employee at no stage is victimized by virtue of raising grievance. The mechanism is an independent system and does not debar an employee from raising his/her concern to any other available platform by virtue of law or otherwise.

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

Category	F.Y. 2023-24 (Current Financial Year)			F.Y. 2022-23 (Previous Financial Year)		
	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%
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%

8 Details of training given to employees and workers:

	F.Y. 2023-24 (Current Financial Year)				F.Y. 2022-23 (Previous Financial Year)					
	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	571	571	100.00%	571	100.00%	494	311	62.96%	211	42.71%
Female	12	12	100.00%	12	100.00%	10	7	70.00%	7	70.00%
Total	583	583	100.00%	583	100.00%	504	318	63.10%	218	43.25%

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

Worker										
Male	774	774	100.00%	774	100.00%	774	343	44.32%	341	44.06%
Female	0	0	0.00%	0	100.00%	0	0	0.00%	0	0.00%
Total	774	774	100.00%	774	100.00%	774	343	44.32%	341	44.06%

Category	F.Y. 2023-24 (Current Financial Year)			F.Y. 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	571	571	100.00%	494	428	86.64%
Female	12	12	100.00%	10	9	90.00%
Total	583	583	100.00%	504	437	86.71%
Workers						
Male	774	774	100.00%	800	742	92.75%
Female	0	0	0.00%	0	0	0.00%
Total	774	774	100.00%	800	742	92.75%

10 Health and safety management system

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

Yes (The Company is certified under Occupational Health & Safety Management System Certificate OHSMS 45001:2018. The Company believes that a safe and healthy work environment is a prerequisite for employee well-being, and the adoption of best practices in occupational health and safety have a direct impact on its overall performance. It helps in attracting and retaining quality talent, besides being the duty of the Company as a responsible corporate citizen.

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 has identified the Environment, Health & Safety (EHS) Risk Management framework as one of the integral steps towards building a strong safety management system. This framework entails a set of processes for continual risk identification, assessment and mitigation, with active participation of the workforce in each of its facilities. Shop floor processes include hazard spotting tours, suggestion schemes, and periodic meetings in which employees participate.

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

Yes. A system is in place in the company for workers to spot and report work-related hazards and offer suggestions for improvements. Necessary training is given to all employees in recognising hazards and issues. Inspections by management representatives and employees on the shop floor are also carried out at regular intervals, and respective corrective and preventive measures are undertaken to mitigate the identified risks.

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

Yes, permanent employees and their family members have access to Company provided medical benefits. Workers have access to medical benefits through Company provided group insurance policies, Company funded medical support and benefits under ESIC.

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

Safety Incident/Number	Category	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous Financial Year)
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

*Including in the contract workforce

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

In line with the Company's Environment, Health and Safety Policy, safety has been established by inculcating a sense of ownership at all levels and driving behavioural change, leading to the creation of safety culture. The company has put in place comprehensive health and safety measures for the safety and well-being of its stakeholders. The company continues to strengthen its safety processes.

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

	F.Y. 2023-24 (Current Financial Year)			F.Y. 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil Complaint	0	0	Nil Complaint
Health & Safety	0	0	Nil Complaint	0	0	Nil Complaint

14 Assessments for the year:

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

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

Internal audits are being conducted on a periodic basis. Corrective and preventive measures are taken based on the findings. Detailed investigations are carried out for all accidents to identify the root causes and to understand the measures required to prevent recurrence. The learnings from all accidents are disseminated at periodic intervals.

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)

Yes

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

The Company ensures that statutory dues as payable by service providers/contractors for their employees are deposited on time and in full through a process of periodic confirmations and controls.

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/ worker		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous Financial Year)	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous Financial Year)
	Employees	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)

Yes

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	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

Not Applicable

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

In line with the approved policy on stakeholder engagement, the company has evolved a structured framework for engaging with its stakeholders and continuing relationships with each one of them. The company's engagement approach is based on the principles of materiality, completeness and responsiveness. The engagement approach takes into cognizance the fact that each stakeholder is unique and has a distinctive set of priorities. Information gathered from stakeholder engagements helps validate the Company's performance and shape new perspectives.

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

Stakeholder Group	Whether identified as Vulnerable & 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 including key topics and concerns raised during such engagement
The Policy on Stakeholder Engagement provides the approach for identifying and engaging with stakeholders that include shareholders, dealers, consumers, farmers, employees, local communities, suppliers, Central/ State Governments and regulatory bodies.	No	E-mail	Quarterly	The company believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of comprehensive growth. In this context, the Company has laid down a multi layered mechanism to deal with the aspect of stakeholder engagement. The Board, through the CSR Committee, inter alia, reviews, monitors and provides strategic direction to the Company's CSR practices towards fulfilling its objectives. Half-yearly reports on the progress made by the Company in this regard are placed by the CSR Committee.

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 believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of comprehensive growth. In this context, the Company has laid down a multi layered mechanism to deal with the aspect of stakeholder engagement. The Board, through the CSR Committee, inter alia, reviews, monitors and provides strategic direction to the Company's CSR practices towards fulfilling its objectives. Half-yearly reports on the progress made by the Company in this regard are placed by the CSR Committee.

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, our Sustainability approach is the self-sufficient concept regarding the influence of industrialization and modernization on natural resources, supports sustainable development, which relates to the needs of present and future generations in an egalitarian manner, and demands that the environmental influences of economic growth be taken into consideration in the planning process. The Company's approach to ESG and CSR reflects its commitment to sustainability and social responsibility. By having a dedicated Environment Management team that actively engages with the community and government authorities, the Company ensures that its initiatives are effective and aligned with the needs of the local population. This collaborative approach helps to build stronger relationships with stakeholders and create positive, lasting impacts on the environment and society.

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

The company has a system to identify and address the emerging needs of the community. Periodic on ground meetings are held with the community to take care of their needs and concerns. Accordingly, the company has been providing clean drinking water facilities, built sewerage treatment plants, constructed toilets, provided paved roads and constructed overhead water tank with tubewell for the overall well being and hygiene needs of the surrounding villages. The company provides subsidised education through the school run by it and also supported development of Government run schools in the surrounding villages.

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	F.Y. 2023-24 (Current Financial Year)			F.Y. 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	583	583	100%	472	80	16.95%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	583	583	100%	472	80	16.95%
Workers						
Permanent	774	774	100%	788	251	31.85%
Other than permanent	1000	1000	100%	939	500	53.25%
Total Workers	1774	1774	100%	1727	751	43.49%

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

Category	F.Y. 2023-24 (Current Financial Year)					F.Y. 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	583	0	0%	583	100%	472	0	0.00%	472	100.00%
Male	571	0	0%	571	100%	459	0	0.00%	459	100.00%
Female	12	0	0%	12	100%	13	0	0.00%	13	100.00%
Other than Permanent	-	-	-	-	-	0	0	0.00%	0	0.00%
Male	-	-	-	-	-	0	0	0.00%	0	0.00%
Female	-	-	-	-	-	0	0	0.00%	0	0.00%
Workers										
Permanent	774	0	0%	774	100%	788	0	0.00%	788	100.00%
Male	774	0	0%	774	100%	788	0	0.00%	788	100.00%
Female	-	-	-	-	-	0	0	0.00%	0	0.00%
Other than Permanent	1000	954	95%	46	5%	939	803	85.52%	136	14.48%
Male	980	934	95%	46	5%	927	791	85.33%	136	14.67%
Female	20	20	100%	-	-	12	12	100.00%	0	0.00%

3 Details of remuneration/salary/wages, in the following format: (Monthly basis)

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	2	1866200	Nil	Nil
Key Managerial Personnel	2	551668	Nil	Nil
Employees other than BoD and KMP	567	40600	12	50423
Workers	774	19114	Nil	Nil

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

	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	1.64%	1.54%

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 a Human Rights Policy which is applicable to all its employees. The said Policy and its implementation is focused towards adherence to applicable laws and upholding the spirit of human rights. The Company continues to work towards strengthening and introducing systems to ensure sound implementation of its Policies specially with respect to human rights and labour practices. A Grievance Redressal System to facilitate open and structured discussions is available to ensure that grievances related to labour practices and human rights are addressed and resolved in a fair and just manner.

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

	F.Y. 2023-24 (Current Financial Year)			F.Y. 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous Financial Year)	Remarks
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0	Nil
Complaints on POSH as a % of female employees / workers	0	0	Nil
Complaints on POSH upheld	0	0	Nil

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

The company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. It encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. The committee has been constituted to enquire into complaints of sexual harassment and to recommend appropriate action, wherever required. Necessary disclosures in relation to the sexual harassment complaints received and redressal thereof are provided in the Annual Report for the year ended 31 March 2024.

9 Do human rights requirements form part of your business agreements and contracts? (Yes/No) yes**10 Assessments for the year: FY24**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%
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 significant risks / concerns observed during assessments.

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

The company's Code of Conduct, as adopted by the Board, is applicable to Directors, senior management and employees

of the Company. The Code covers company's commitment to human rights aspects like self-respect and human dignity, child labour, gender friendly workplace, ethical dealings with suppliers and customers, health & safety, environment, transparency, anti-bribery and corruption. Any violation of the Code by an employee renders the person liable for disciplinary action. The company has mechanism to address human rights grievances/complaints of all internal stakeholders. For details, refer to responses to Questions 5 and 7 under essential indicators (Principle 5).

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

The scope and coverage of human rights due diligence extends to our entire plant operations including all office locations.

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:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	0.00%
Forced/involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	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 Question 4 above.

Not Applicable

PRINCIPLE 6

Business 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	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
From Renewable sources		
Total electricity consumption (A)	N.A.	NA
Total fuel consumption (B)	3456023	4603515
Energy consumption through other sources(C)	0	0
Total energy consumption from renewable sources (A+B+C)	3456023	4603515
From non-renewable sources		
Total electricity consumption (D)	56454	24928
Total fuel consumption (E)	2328266	1898383
Energy consumption through other sources(F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	2384720	1923311
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0002	0.0005
Total energy Consumed (A+B+C+D+E+F)	5840743	6526826
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0005	0.0005
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	NA	NA
Energy intensity in terms of physical output	0.0002	0.0005
Energy intensity (optional) – the relevant metric may be selected by the entity	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

Yes, (Energy audits are done periodically by external energy auditors, certified by BEE.)

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

Yes, (The Company is a Designated Consumer(DC) and has surpassed the targets of energy conservation set by Bureau of Energy Efficiency (BEE), Govt. of India in PAT I & PAT II cycles. The Company is covered under PAT VII cycle by BEE. Baseline SEC target for 2021-22, 2022-23 and 2023-24 and M&V FY 2024-25 is 0.3383 MTOE/MT of Paper as estimated by BEE. There is a 3.2% SEC reduction target given by BEE based potential study conducted under BEE instructions. The team is working with BEE Certified Energy Auditors & firms for conservation of energy.)

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

Parameter	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
Water withdrawal by source (In Kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	6717575	7259437
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6717575	7259437

Parameter	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
Total volume of water consumption (in kilolitres)	6717575	7259437
Water intensity per rupee of turnover (Total water consumed / Revenue from operations)	0.0006	0.0006
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
Water intensity in terms of physical output	0.0006	0.0006
Water intensity (optional) – the relevant metric may be selected by the entity	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

Yes, (the Company has worked with CII - Triveni Water Institute in this regard.)

4 Provide the following details related to water discharged:

Parameter	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	5999863	6051502
Total water discharged (in kilolitres)	5999863	6051502

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.

Yes, ETP treated effluent discharge quality externally check by NABL approved lab Environ tech laboratories, Mohali, Punjab

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

The Company has a structured innovative Irrigation Network by which our treated waste water is used to irrigate nearly ~2050 acres of land with a network of pipelines in the nearby villages. We also use treated water in-house for our own plantations by using Karnal Technology. Although, the practice of Zero Liquid Discharge has not been achieved in any integrated pulp and paper mill so far (Reference : Central Pulp & Paper Research Institute (CPPRI), Saharanpur, report on the subject in 2022)

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

Parameter	Please specify unit	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
NOx	Mg/nm ³	20.91	27
SOx	Mg/nm ³	74.33	64.6
Particulate matter (PM)	Mg/nm ³	28.56	26.8
Persistent organic pollutants (POP)	ND	0	0
Volatile organic compounds (VOC)	ND	0	0
Hazardous air pollutants (HAP)	ND	0	0
Others – please specify			

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.

Yes, (Yes, through NABL accredited labs.)

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

Parameter	Please specify unit	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	351478.00	276006.47
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	13329.00	5885.68
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	0	0.000030	0.215
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operation.	0	0	0
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.000030	0.215000
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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

Yes, (Yes, through NABL accredited labs.)

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

Yes, (The Company is conscious of its responsibility towards the environment and reduction of Green House Gas (GHG) emissions . It uses bio mass like rice husk, wild grass and wood and wheatstraw dust in its Co-Gen Power Plant, thus reducing the usage of fossil fuels. The Company lifts wheatstraw and other residues from farm lands for making its Agro based pulp, which would otherwise be burnt in the fields leading to air pollution and increased GHG emission. The company is also in advanced stages of evaluating the project for setting up of a Rice Straw Boiler, which will enable it to further replace coal with biomass and reduce its carbon footprint substantially.)

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

Parameter	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	16	195
E-waste (B)	0	0.47
Bio-medical waste (C)	0.027	0.04
Construction and demolition waste (D)	0	0
Battery waste (E)	0	1.96
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	25576	16100
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	33000	44552
Total (A+B + C + D + E + F + G + H)	58591.78	60849.47
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000048	0.0000046
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
Waste intensity in terms of physical output	0.0000048	0.0000046
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Parameter	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous Financial Year)
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	25576	16092
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	25576	16092
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.027	0.91
(ii) Landfilling	0	0
(iii) Other disposal operations	33016	44756.56
Total	33016.03	44757.47

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.

Yes, (PPCB approved party has been engaged for disposal of hazardous waste)

- 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.

All waste is collected, segregated and stored at different locations for recycling and safe disposal. The hazardous wastes are collected separately as per defined category and stored in designated storage area for disposal to authorized vendors as per defined guidelines.

- 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
	Nil	Nil	Nil

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

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

- 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	Remark
	Nil	Nil	Nil	Nil	Nil

Leadership Indicators

1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable For each facility / plant located in areas of water stress, provide the following information: (i) Name of the area (ii) Nature of operations (iii) Water withdrawal, consumption and discharge in the following format

Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): **Not Applicable**

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

- (i) Name of the area: The plant is located at Saila Khurd, Tehsil Garshankar, District Hoshiarpur - Punjab
- (ii) Nature of Operations: Integrated Pulp & Paper Manufacturing Plant
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
(i) Surface water	0	0
(ii) Groundwater	6717575	7259437
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6717575	7259437
Total volume of water consumption (in kilolitres)	6717575	7259437
Water intensity per rupee of turnover (Water consumed / turnover)	0.0006	0.0006
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others		
No treatment	NA	NA
With treatment – please specify level of treatment	5999863	6051502
Total water discharged (in kilolitres)	5999863	6051502

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

Yes, ETP treated effluent discharge quality externally check by NABL approved lab Environ tech laboratories, Mohali, Punjab

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

Parameter	Unit	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous FinancialYear)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0	0
Total Scope 3 emissions per rupee of turnover		0	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		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: No

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

Not Applicable

- 4 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
NA			

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

Yes (The Company has a Disaster Management plan in place to mitigate the damage and destruction caused by natural or manmade disasters. It helps the organisation to continue operating after a disaster takes place. The Risk Management policy also helps in reviewing operations of the organization, identifying potential threats to the organization and the likelihood of their occurrence, and then taking appropriate actions to address the most likely threats.)

- 6 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.**

No significant adverse impact has been reported by any of the Company's value chain partners.

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

0.00%

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	PHD Chamber of Commerce & Industry	National
2	Confederation of Indian Industry (CII)	National
3	Indian Pulp & Paper Technical Association (IPPTA)	National
4	Indian Agro and Recycled Paper Mills Association (IARPMA)	National
5	Indian Paper Manufacture Association (IPMA)	National

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

Leadership Indicators

1 Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
	The Company's Policy provides the framework for necessary interface with Government/ Regulatory Authorities on matters concerning various sectors in which the Company operates. The matters taken up are in line with national priorities to strengthen domestic industry, promoting sustainable agriculture and business practices.	The Company works with apex industry institutions that are engaged in policy recommendations, like the Confederation of Indian Industry, PHD Chamber of Commerce, and various other forums including regional Chambers of Commerce. The Company's engagement with the relevant authorities is guided by the values of commitment, integrity, transparency, and taking into consideration the interests of all stakeholders.	Yes	Quarterly	NA

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

The Company has a team which consists of senior people from the IR and Environment team. This team actively interacts with nearby villagers/ panchayat members / government authorities on a periodic basis and gets their feedback on the effectiveness of the Company's ESG initiatives. They also ascertain the needs of the community for which they require support from the Company. These are then formalized through the CSR program of the company, which is reviewed and approved by the CSR Committee.

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

	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	55.70%	9.00%
Directly from Within India	15.20%	31.00%

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

Location	F.Y. 2023-24 (Current Financial Year)	F.Y. 2022-23 (Previous Financial Year)
Rural	100%	100%
Semi-urban		
Urban		
Metropolitan		

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

Leadership Indicators

1 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	NA
NA	NA
NA	NA

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)
	NA	NA	NA
	NA	NA	NA
	NA	NA	NA

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

Yes

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

The Company gives preference to buying its agro & wood raw materials from local farmers and communities. The Company also collaborates with small and marginal farmers to provide fast-growing clones at concessional rates, allowing them to supplement their income from small parcels of land by using intercropping. The Company encourages the buyback of these trees for use as raw material. The company encourages competency development among local vendors and its vendor base includes medium and small-scale enterprises that are proximate to its manufacturing locations. These initiatives are aligned to national priorities of 'Make in India', and 'Atmanirbhar Bharat' as well.

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

70.90% Approx.

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
	Nil	Nil	Nil	Nil

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
	Nil	Nil	Nil

6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
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Refer Annexure -1 to Board's Report and Management Discussions and Analysis section/ Annual Report, for details on CSR activities.

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

A well-established system is in place for dealing with consumer feedback. Consumers are provided options to connect with the Company through email or telephone. Appropriate systems have been put in place to continuously engage with dealers/consumers to gather feedback and address their concerns, if any, on time. A team is in place to address any product-related query/ complaint. Communication channels like email, meetings, and telephone numbers are provided to the dealers/consumers. The business of the Company complies with the regulations and relevant codes concerning marketing communications.

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:

	F.Y. 2023-24 (Current Financial Year)		Remarks	F.Y. 2022-23 (Previous Financial Year)		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	NA
Advertising	0	0		0	0	NA
Cyber-security	0	0		0	0	NA
Delivery of essential services	0	0		0	0	NA
Restrictive Trade Practices	0	0		0	0	NA
Unfair Trade Practices	0	0		0	0	NA
Other	44	0		46	0	NA

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

S. No.	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes <https://www.kuantumpapers.com/policies/>

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.

Not Applicable

7 Provide the following information relating to data breaches:

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

0

b. Percentage of data breaches involving personally identifiable information of customer

0.00%

c. 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)

www.kuantumpapers.com

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

The business of the Company complies with the regulations and relevant codes concerning marketing communications, including advertising, promotion and sponsorship. The Company's communications are aimed at enabling consumers to make informed purchase decisions. The Company also makes efforts to educate consumers on responsible usage of its products.

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

The Company has the necessary mechanism in place to inform dealers/consumers if any major discontinuation happens by way of a proper communication in a timely and appropriate manner.

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 (All mandatory information is displayed on the product and a survey w.r.t. the consumer satisfaction for our products was also carried out.)