M K PROTEINS

Date: 02.12.2023

To
The Manager
Listing Compliance
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex, Bandra East, Mumbai – 400051
NSE SYMBOL: MKPL

Sub: Submission of BRSR disclosure as per Regulation 34(2)(f) of the SEBI (LODR) Regulations, 2015 for the Financial Year 2022-23.

Dear Sir/Madam,

Pursuant to the Regulation 34(2)(f) of the SEBI (LODR) Regulations, 2015, we are submitting herewith, BRSR disclosure for the Financial Year 2022-23**.**

You are requested to take the same on your record and acknowledge.

Thanking You,

Yours Faithfully,
FOR M K PROTEINS LIMITED

Parmod Kumar
Digitally signed by Parmod Kumar
Date: 2023.12.02 15:20:25 +05'30'

Parmod Kumar
Managing Director
DIN: 00126965

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L15500HR2012PLC046239
2	Name of the Listed Entity	M K Proteins Limited
3	Year of incorporation	2012
4	Registered office address	Naraingarh Road, Vill. Garnala, Ambala City, Haryana, India, 134003
5	Corporate address:	N.A.
6	E-mail	compliancemkproteins@gmail.com
7	Telephone:	0171-2679358
8	Website:	www.mkproteins.in
9	Financial year for which reporting is being done:	April 1, 2022 to March 31,2023
10	Name of the Stock Exchange(s) where shares are listed:	BSE Limited and NSE Limited
11	Paid-up Capital	12,51,24,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Ms. Neha Aggarwal, Contact No: 0171-2679358, E-mail: compliancemkproteins@gmail.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Disclosures made in this report are on a standalone basis and pertain only to M K Proteins Limited.

II. Products/services

14. **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	Edible Oil	86.27%
2	Trading	Edible Oil	13.73%

15. **Products/Services sold by the entity *(accounting for 90% of the entity's Turnover):***

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of vegetable oils and fats excluding corn oil	10402	86.27%
2	Wholesale of edible oils, fats, sugar and processed/manufactured spices etc	46305	13.73%

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	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Delhi, Haryana and Punjab
International (No. of Countries)	-

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

c. A brief on types of customers

Edible Oil is sold to the Retail Consumers, Market Federations and Business Conglomerates

IV. Employees

18. Details as at the end of Financial Year: 31st March, 2023

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)	16	14	87.5	2	12.5
2.	Other than Permanent (E)	N/A	N/A	N/A	N/A	N/A
3.	**Total employees (D + E)**	**16**	**14**	**87.5**	**2**	**12.5**
WORKERS						
4.	Permanent (F)	23	23	100	0	0
5.	Other than Permanent (G)	N/A	N/A	N/A	N/A	N/A
6.	**Total workers (F + G)**	**23**	**23**	**100**	**0**	**0**

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.22
Key Management Personnel	2	1	50

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in currentFY)			FY 2021-22 (Turnover rate inprevious FY)			FY 2020-21 (Turnover rate in theyear prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14	2	16	14	3	17	14	2	16
PermanentWorkers	23	0	23	30	0	30	23	0	23

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

21. (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 sharesheld by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
N.A.				

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (in Rs.): 3148599734
(iii) Net worth (in Rs.): 502718466

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 isreceived	Grievance Redressal Mechanism Place(Yes/No) *(If Yes, then provide web-link for grievance redress policy)*	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaint spending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaint spending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-

Stakeholder group from whom complaint isreceived	Grievance Redressal Mechanis min Plac e(Yes/No) *(If Yes, then provide web-link for grievance redress policy)*	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaint sfiled during the year	Number of complaint spending resolution at close of the year	Remarks	Number of complaint sfiled during the year	Number of complaint spending resolution at close of the year	Remarks
Shareholders	Nil	-	-	-	-	-	-
Employees and workers	Nil	-	-	-	-	-	-
Customers	Nil	-	-	-	-	-	-
Value Chain Partners	Nil	-	-	-	-	-	-
Other (please specify)	Nil	-	-	-	-	-	-

24. 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 issu eidentified	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 o rnegative implications)
1	Supply Chain Management	Opportunity	Setting up robust supply chain has helped us in business continuity and growth. Our supply chain has also	Not Applicable Though our business continuity plan and risk management plan has covered all	POSITIVE: - Building resilience in our supply chain has helped us fetch long term results and growth.

			ensured that we have competitive pricing and pass on its benefit to our consumers without any business disruptions.	foreseeable risks in our supply chain with measures already underway to address those.	
2	Effective Corporate Governance	Opportunity	Enhancing corporate governance improves business transformation and reputation.	Establish and implement internal policies and improve compliances.	Increase shareholders' confidence and laying the foundation for sound financial practices for the short, medium and long term.
3	Labour Practices	Risk	Changing regulations around labour practices pose as a challenge.	We have put in substantial effort to ensure the compliance with all the requirements of labour law and as a good corporate citizen we wish to do beyond it as well.	NEGATIVE: - Workplace incidents related to employee's health and safety can result in litigation and plant shutdown, impact reputation and attract fines from the regulator.
4	Human Rights	Risk	Changing regulations Around human rights pose as a challenge.	We have all the relevant policies to mitigate the challenges of human rights and track any issues related to child labour, forced labour, involuntary labour & sexual harassment. We also maintain harmonious working environment with the workers at our factories and	NEGATIVE: - Any violation can lead to severe reputational risk and financial risk for the organization due to any punitive actions by regulators/legal authority.

				address their concerns through interactions and discussions.	
5	Employees Health & Safety	Risk	Health and safety impact company's practice as a responsible organization. Effective H&S performance also assists in attracting and retaining quality talent. This can also lead to decreased Productivity.	We have effective health and safety practices deployed in accordance with our policies on health and safety. Several efforts and initiatives have been put in place to ensure employee health and safety.	NEGATIVE: - Any Cost put towards employee health and safety will yield positive results in the long term.
6	Energy Management	Opportunity	Energy management reduces costs while reducing the risk of energy scarcity. Effective energy management reduces the GHGs emissions and protects the environment.	We measure the facility's current energy consumption and identify opportunities to decrease energy consumption. Processes and systems are in place to ensure maximum energy efficiency and this will be continuously improved.	POSITIVE: - Any cost put for improving the energy management system management system will fetch positive outcomes and reduced cost in the long run. It will bring down the GHG emissions.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
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								
c. Web Link of the Policies, if available	https://www.mkproteins.in/company-policy.html								
2. Whether the entity has translated thepolicy into procedures. (Yes / No)	No								
3. Do the enlisted policies extend to yourvalue chain partners? (Yes/No)	No								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	FFSAI								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N.A.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A.								
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)* We bring herewith our first BRSR in compliance with SEBI's guidelines adhering to NGRBC principles. We are committed towards becoming a socially and environmentally responsible organization and have always maintained a very high standard of ethics. It has been our belief that sustainability and growth go hand in hand and an organization's long-term success is determined by how proactively it responds to its environmental, social, and governance dimensions. we do value the ESG principles and are committed to strong adherence of environmental sustainability. As a responsible corporate citizen, we ensure sustainability across the value chain i.e. sourcing, manufacturing and across supply chain.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	At the highest level, the Board of Directors of the Company has the primary role of oversight of the Business Responsibility policy(ies). The Heads of the various Departments and Corporate Functions are responsible for ensuring implementation of the Sustainability Policies of the Company within their respective								

	Department / Corporate Function and communication of these Policies to the employees
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.	The Company does not have specified Committee for decision making on sustainability related issues. However, the Directors and senior management monitor various aspects of social, environmental, governance and economic responsibilities of the Company on a continuous basis

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)								
	P 1	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
Performance against above policies and follow up action	The department heads and the leadership team examine the Company's Business Responsibility policies on a regular basis or as needed. Efficacy of the policies is reviewed and necessary modifications to policies and processes are adopted during this assessment.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in due compliance with all the required regulations as applicable.																	

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.	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
	No, we periodically conduct a comprehensive internal audit of our policies and evaluate and monitor any gaps found in the implementation of these policies.								

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

Questions	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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	Nil	Nil	Nil
Key Managerial Personnel	Nil	Nil	Nil
Employees other than BoD and KMPs	Nil	Nil	Nil
Workers	Nil	Nil	Nil

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amountpaid 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**	**Amount (InINR)**	**Brief of the Case**	**Has an appeal been**

		agencies/ judicial institutions			**preferred ? (Yes/No)**
Penalty/ Fine	NIL				
Settlement					
Compounding fee					
	Non-Monetary				
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial Institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**	
Imprisonment	NOT APPLICABLE				
Punishment					

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

Case Details	**Name of the regulatory/ enforcement agencies/ judicial institutions**
NOT APPLICABLE	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details inbrief and if available, provide a web-link to the policy.
   As Such Company does not have any structured anti- corruption or anti-bribery policy in place, but the basic general standard which is expected from the Employees is established as well as informed to them.

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 (Current Financial Year)	**FY 2021-22 (Previous Financial Year)**
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23 (Current Financial Year)		**FY 2021-22 (Previous Financial Year)**	
	Numbers	**Remarks**	**Numbers**	**Remarks**

Number of complaints received in relation to issues of Conflict of Interestof the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interestof 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.

   There have been no fines/penalties/action taken by regulators/ law enforcement agencies/judicial institutions, on cases of corruption and conflict of interest.

PRINCIPLE 2 Businesses should provide goods and services in amanner 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&Dand capex investments made by the entity, respectively.

	Current Financial Year	**Previous Financial Year**	**Details of improvements in environmental and social impacts**
R&D	0	0	-
Capex	0	12009405	-

2. a. Does the entity have procedures in place for sustainable sourcing: Yes, The Company's Sourcing Model is very deep rooted and strong and our company has well fortified supply chain process.
   b. If yes, what percentage of inputs were sourced sustainably: 100%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste:

   The Company has a well-defined process in place for reuse and recycling of plastic / e-waste / hazardous waste.

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

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	36	36	100%	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	36	36	100%	0	0	0	0	0	0	0	0
Other than Permanent employees											
Male	4	4	100%	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	4	4	100%	0	0	0	0	0	0	0	0

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	36	36	100%	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	36	36	100%	0	0	0	0	0	0	0	0
Other than Permanent workers											
Male	4	4	100%	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	4	4	100%	0	0	0	0	0	0	0	0

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employee	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 withthe authority (Y/N/N.A.)
PF						

Gratuity	As per the audited financials for the year ended 2022-23	As per the audited financials for the year ended 2021-22
ESI		
Others – please Specify		

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

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.

In accordance with the requirements of the Right of Persons with Disabilities Act,2016,There is no such structured policy regarding equal opportunity at workplace but the company would adopt sympathetic approach towards it when such circumstances arises.

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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.

Case Details	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	There is no as such permanent committee to address permanent worker's grievances but when the grievances raised it is resolved satisfactorily
Other than Permanent Workers	No
Permanent Employees	Yes, the Company has a whistle blower policy and policy on workplace harassment in place which provides guidance to raise a complaint in case of any concerns. There are specified people to address the Complaints.
Other than Permanent Employees	Not applicable

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

Category	**FY 2022-23 Current Financial Year**	**FY 2021-22 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						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2022-2323					FY 2021-22				
	Total (A)	**On Health and safety measures**		**On Skill upgradation**		**Total (D)**	**On Health and safety measures**		**On Skill upgradation**	
		No. No.(B) (B)	**% % (B/A) (B/A)**	**No.(C)**	**% (C/A)**		**No.(E)**	**% (E/D)**	**No.(F)**	**% (F/D)**
Employees										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Workers										
Male	20	15	75%	10	50%	14	9	64.29 %	5	35%
Female	2	2	100%	0	0	1	0	0	1	100
Total	**22**	**17**	**77.27 %**	**10**	**45.45**	**15**	**9**	**60%**	**6**	**66.67**

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

Category	FY 2022-23 Previous Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	Total (C)	**% (D / C)**
Employees						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil
Workers						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil

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, Company has implemented an occupational health and safety management system. The Company believes that a safe and healthy work environment is a pre-requisite for employee well-being, and the adoption of best practices in occupational health and safety have a direct impact on its overall performance.

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

Various assessment frameworks are conducted on a routine basis for all the activities of the plants. 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. Periodic safety audits are being conducted to assess the work-related Hazards.

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

Yes, we do have processes for workers to report work-related hazards and to remove themselves from such risk. “Spot a hazard” exercise is carried out to encourage workers to identify hazards. Training is being provided to the workers to report the hazard and what to do and not to do to be safe from such risks. We duly undertake subsequent implementation of corrective and preventive actions.

d. Do the employees/ worker of the entity have access to non-occupational medicaland healthcare services?

Yes, the employees, permanent workers and their family members have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-relatedinjuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

In line with the Company's work health and safety policy, we are committed towards the health and safety of the employees and workers. We implement safety guidelines to mitigate safety risks at all times. We ensure employees participating in regular mock drills on fire safety and emergency evacuation. Internal audits are conducted on a periodic basis and detailed reports is submitted for evaluation. Basis on the reports and findings further corrective action is planned and implemented.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during theyear	Pending resolution at the endof year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

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

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

    The Company has been following standard operating procedures to comply with state/ local level regulations and ensure safety and hygiene protocols and necessary social distancing is being followed by employees and contractors in the offices and manufacturing plants. During the reporting period, the company reported no fatalities of any employee whilst on duty.

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

Essential Indicators

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

We believe in a robust relationship with the stakeholders. Any individual or group of individuals or institution that adds value to the business of the Company is identified as a core stakeholder. We recognized both, internal stakeholders which includes employees and leadership team and external stakeholders which includes external channels such as regulators, suppliers, investors, and community. The company reaches out to various groups of identified stakeholders through calls, questionnaire forms and meetings to gauge their views

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

Key Stakeholders	**Whether identified as Vulnerable & Marginalized Group (Yes/No)**	**Channels of communication, (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others**	**Frequency of engagement (Annually/ Half Yearly/Quarterly /Others- Please Specify)**	**Purpose and scope of engagement including key topics and concerns raised during such engagement.**
Employee	No	Email, Notice Board	Annually, Need Basis and ongoing.	Learning and development • Well-being • Grievance redressal • Growth opportunities
Suppliers	No	Email, Website and vendor Meetings.	Need-basis.	Quality • Local procurement
Investors & Shareholders	No	Emails, Newspaper, Advertisement, Website and Notice Board	Quarterly, Annually and need basis.	Business performance • Regulatory procedures &

				complian ce • General updates
Government and Regulators	No	Policy Intervention, Advocacy.	Need basis.	Taxation • Promoti on

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 Current Financial Year			FY 2021-22 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	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
Total Employees	0	0	0	0	0	0
Workers						
Permanent	0	0	0	0	0	0
Other 0 permanent	0	0	0	0	0	
Total Workers	0	0	0	0	0	0

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 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										
Male	6	0	0	6	100	6	0	0	6	100
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	25	0	0	25	100	23	0	0	23	100
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	4	0	0	4	100	4	0	0	4	0

Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	**Median remuneration/ salary/wages of respective category**	**Number**	**Median remuneration/ salary/ wages of respective category**
Board of Directors(BoD)	As disclosed in the Board report and audited financials statement for the year ended 31st March, 2023			
Key Managerial Personnel				
Employees other than BoD and KMP				
Workers				

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

Yes

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

The Company has a whistle blower policy, and the chairman of Audit Committee is responsible for review of employee concerns reported through the Whistle Blower Mechanism. We also have a policy on workplace harassment which provides guidance to raise a complaint in case of any concerns. The respective department head along with Head of HR are responsible to address the complaints. We empower employees to place their concerns pertaining to human rights violations including but not limited to harassment, victimization, bullying and discrimination of any form for a formal investigation and satisfactory resolution of the grievance.

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

	FY 2022-23 Current Financial Year			**FY 2021-22 Previous Financial Year**		
	Filed during theyear	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights relate dissues	-	-	-	-	-	-

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

   Our Whistle Blower Mechanism empowers the complainant to bring to the attention of his/her immediate supervisor, the Head – Human Resources and the Complaints Committee any concerns related to discrimination and harassment without fear of reprisal or unfair treatment by reporting at designated email or contact details.

8. Do human rights requirements form part of your business agreements and contracts?

   Yes

9. Assessments for the year:

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

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

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protectand 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** *(Current Financial Year)*	**FY 2021-22** *(Previous Financial Year)*
Total electricity consumption (A)	18,63,340KWH Amount -1,52,16,824	14,20,598KWH Amount -1,39,52,719
Total fuel consumption (B)	(DISEAL) 25,500 LTR Amount -23,17,755	(DISEAL)17,000LTR Amount -14,38,777
Energy consumption through other sources (C)	Nil	Nil

No independent assurance has been done for data verification

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

   Not Applicable

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

Parameter	**FY 2022-23** *(Current Financial Year)*	**FY 2021-22** *(Previous Financial Year)*
Water withdrawal by source (in kilolitres)		

(i) Surface water	The Company follows the most efficient processes for manufacturing its products. Though there is no such data ever assessed.
(ii) Groundwater	
(iii) Third party water	
(iv) Seawater / desalinated water	
(v) Others	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	
Total volume of water consumption (in kilolitres)	
Water intensity per rupee of turnover *(Water consumed / turnover)*	
Water intensity *(optional)* – the relevant metric may be selected by the entity	

No independent assurance has been done for data verification

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

   Yes, the entity has implemented a zero liquid discharge policy for all its plants and relevant procedures are in place and well-implemented and the entirety of plants are covered under the Zero liquid discharge policy.

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 (Current Financial Year)***	***FY 2021-22 (Previous Financial Year)***
NOx	The Company follows the most efficient processes for manufacturing its products. Though there is no such data ever assessed.		
Sox			
Particulate matter (PM)			
Persistent organic ollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

No independent assurance has been done for data verification

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

Parameter	***Unit***	***FY 2022-23 (Current Financial Year)***	***FY 2021-22 (Previous Financial Year)***
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes of CO2 equivalent*	The Company follows the most efficient processes for manufacturing its products. Though there is no such data ever assessed.	
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes of CO2 equivalent*		
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity			

No independent assurance has been done for data verification

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

   NO

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

Parameter	***FY2022-23 (Current Financial Year)***	***FY 2021-22 (Previous FinancialYear)***
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	The Company follows the most efficient processes for manufacturing its products. Though there is no such data ever assessed.	
E-waste ***(B)***		
Bio-medical waste ***(C)***		
Construction and demolition waste ***(D)***		
Battery waste ***(E)***		
Radioactive waste ***(F)***		

Other Hazardous waste. Please specify, if any. ***(G)***	
Other Non-hazardous waste generated ***(H).*** *Please specify, if any.* (Break-up by composition i.e. by materials relevant to the sector)	
Total (A+B + C + D + E + F + G + H)	
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	The Company follows the most efficient processes for manufacturing its products. Though there is no such data ever assessed.
(ii) Re-used	
(iii) Other recovery operations	
Total	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	
Category of waste	
(i) Incineration	The Company follows the most efficient processes for manufacturing its products. Though there is no such data ever assessed.
(ii) Landfilling	
(iii) Other disposal operations	
Total	

No independent assurance has been done for data verification

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.

   We strongly emphasize the conservation of natural resources and efficient waste management processes. Our plastic waste management processes are in line with applicable guidelines under the waste management.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as nationalparks, 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.
Not Applicable			

11. 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 publi cdomain (Yes / No)	Relevant Web link
Company has not done any environmental impact assessment in FY 2022-23					

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

The company is in compliance with all the environmental regulations of the country. There have been no incidents of non-compliance related to the environment in FY 2022-23

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

Essential Indicators

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

   Nil

   b. List the top 10 trade and industry chambers/ associations (determined based on thetotal 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)
Nil		

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

Name of authority	**Brief of the case**	**Corrective action taken**
Not Applicable		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity basedon 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/ n0)	Results communicat e d by independent external agency (yes/no)	Relevant web link
Not Applicable					

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

Sr. 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)
The Company does not have any ongoing projects as such						

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

   We regularly engage with the communities in which our business operated and prepare processes to address their concerns. We prioritize the requirements and finalizes our community initiatives after a thorough understanding of the specific needs of each community through stakeholder engagement and need assessment

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	Nil	Nil
Sourced directly from within the district and neighbouring districts	Nil	Nil

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 Company has a well-defined mechanism for handling consumer grievances. The Company gives a toll-free number along with an email address on website through which consumers can raise their complaints or query or feedback. The first response to all consumer grievances is given immediately on receiving the call by having a detailed conversation with the consumer to address his/her concern and timely closure of complaint. For other specific or technical query or information or product issues, estimated turnaround time is given to the consumer and complaints are forwarded to local area representatives for speedy response/ closure and replacement to be provided to consumers, if required

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

	As a percentage to total turnover
Environment and social parameters relevant to the products	Our products carry appropriate disclosures/ declarations about safety, usage and disposal, as per applicable laws.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23 (Current Financial Year)		**Remarks**	**FY2021-22 (Previous Financial Year)**		**Remarks**
	Received during the year	**Pending resolution at end ofyear**		**Received during the year**	**Pending resolution at end of year**	
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	0	0	None	0	0	None

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

	Number	**Reasons for recall**
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy
No

6. Provide details of any corrective actions taken or underway on issues relating toadvertising, 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.
Nil