Tasty Bite Eatables Limited

TBEL/SE/2026-27
22 July 2026

BSE Limited
Corporate Relationship Department
1st Floor, New Trading Ring,
Rotunda Bldg., P.J. Towers,
Dalal Street, Mumbai- 400001
Scrip Code: 519091

National Stock Exchange of India
Corporate Service
Exchange Plaza,
Bandra Kurla Complex,
Bandra (East), Mumbai -400051
NSE Symbol: TASTYBITE

Sub: Intimation under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2025-26, which also forms part of the Integrated Annual Report for the Financial Year 2025-26.

You are requested to kindly take the above on record.

Yours faithfully,
For Tasty Bite Eatables Limited

VIMAL TANK Digitally signed by VIMAL TANK Date: 2026.07.23 15:58:13 +05'30'

Vimal Tank
Company Secretary

Regd. Off. : 201/202, Mayfair Tower, Wakdewadi, Shivajinagar, Pune - 411 005, India.
Tel.: + 91 20 3021 6000, 2553 1105 Fax: + 91 20 3021 6048, E-mail : info@tastybite.com
Factory : Gat No. 490, Bhandgaon, Pune Solapur Highway, Tal. Daund, Dist. Pune - 412214. Tel.: + 91 2117 306500
Website : www.tastybite.co.in, CIN : L15419PN1985PLC037347

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L15419PN1985PLC037347
2.	Name of the Listed Entity	Tasty Bite Eatables Limited
3.	Year of Incorporation	1985
4.	Registered Office Address	201-202, Mayfair Towers, Wakdewadi, Shivajinagar, Pune, 411005 Maharashtra, India
5.	Corporate Address	
6.	Email Address	Secretarial@tastybite.com
7.	Telephone	020 3021 6000
8.	Website	www.tastybite.co.in
9.	Financial Year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE, NSE
11.	Paid-up Capital	INR 25.66 Million
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. Vimal Tank Contact no. 020 3021 6000 Mail id: secretarial@tastybite.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assessment or assurance provider	Not Applicable (NA)
15.	Type of assessment or assurance obtained	NA

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacturing	Food, Beverage	100%

17. Products/Services sold by the Entity (accounting for 90% of the Entity's turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Ready-to-eat	107	64.10%
2	Formed Frozen products	107	35.90%

Business Responsibility and Sustainability Report (Contd..)

III. Operations

18. Number of locations where plants and/or operations/offices of the Entity are situated:

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

19. Markets served by the Entity

a. Number of locations

Locations	Number
National (No. of States)	18
International (No. of Countries)	22

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

68.80%

c. A brief on Types of customers

The Company caters to a diverse customer base across both consumer and food service segments, offering a broad portfolio of ready-to-eat and convenience food products. Its manufacturing operations support the production of high-quality, innovative food solutions that are marketed and distributed through established global channels, enabling the Company to serve customers across multiple geographies.

In the food service segment, the Company is a trusted partner to leading Quick Service Restaurants (QSRs), Cloud Kitchens, and the Hotel, Restaurant, and Catering (HoReCa) industry. Leveraging its expertise in product innovation, operational excellence, and agile manufacturing capabilities, it delivers customized solutions tailored to evolving customer requirements with efficient turnaround times. This customer-centric approach, coupled with a strong focus on quality, food safety, and reliability, has strengthened the Company's position as a preferred supplier and a trusted "brand behind the brands" within the global food service ecosystem.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			EMPLOYEES			
1.	Permanent (D)	166	139	84%	27	16%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total employees (D + E)**	**166**	**139**	**84%**	**27**	**16%**
			WORKERS			
4.	Permanent (F)	115	104	90%	11	10%
5.	Other than Permanent (G)	1073	460	43%	613	57%
6.	**Total workers (F + G)**	**1188**	**564**	**47%**	**624**	**53%**

Business Responsibility and Sustainability Report (Contd..)

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)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total differently abled employees (D + E)**	**0**	**0**	**0%**	**0**	**0%**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	**Total differently abled workers (F + G)**	**0**	**0**	**0%**	**0**	**0%**

21. **Participation/Inclusion/Representation of Women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	2	0	0%

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.87%	0.60%	17.47%	9.85%	1.09%	10.95%	6.21%	1.55%	7.76%
Permanent Workers	0.87%	0.87%	1.74%	1.82%	0.00%	1.82%	0.38%	0.00%	0.38%

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

23. **Name of holding/subsidiary/associate companies/joint ventures**

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed Entity? (Yes/No)
1	Preferred Brands Foods (India) Private Limited	Holding	74.22%	No
2	Effem Holding Limited	Holding	0.01%	No

Business Responsibility and Sustainability Report (Contd..)

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No) : Yes

(ii) Turnover (in Mn. Rs.): 5,716.22

(iii) Net worth (in Mn. Rs.): 3,420.08

VII. Transparency and Disclosure Compliances

25. Complaints/Grievances on any of the principles (Principle 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 redressal policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://www.tastybite.co.in/corporate	2	0	NA	0	0	NA
Investors (other than shareholders)		0	0	NA	0	0	NA
Shareholders		34	0	NA	29	0	NA
Employees and workers		0	0	NA	3	0	NA
Customers		200	0	NA	111	0	NA
Value Chain Partners		0	0	NA	0	0	NA
Others (please specify)		0	0	NA	0	0	NA

Business Responsibility and Sustainability Report (Contd..)

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26. Overview of the Entity's material responsible business conduct issues:

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

Sl. 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	Water Consumption	Risk	Water is an essential resource in Tasty Bite's manufacturing operations and is used across production and utility processes. The Company sources water from approved channels and ensures compliance with applicable regulatory requirements. Through responsible water management practices, the Company seeks to optimize consumption and promote sustainable resource use across its operations.	The Company follows the 4R framework—Reduce, Reuse, Recycle, and Recover—to enhance water management efficiency. Treated effluent is reused and recycled through advanced Effluent Treatment Plants (ETPs), helping reduce freshwater withdrawal. The Company is progressing towards Zero Liquid Discharge across its operations and leverages advanced technologies to optimize water consumption. Regular maintenance of ETPs ensures effective effluent treatment, while the absence of hazardous chemicals in post-treatment processes minimizes environmental impact.	Negative implications
2	Energy Efficiency	Opportunity	Energy is a key input in the Company's manufacturing and operational processes. To improve energy efficiency, the Company has implemented various initiatives, including the adoption of alternative energy sources and measures to optimize energy consumption across its facilities.	TBEL generates 100% of its steam using biomass fuel. A biogas plant is operational at the facility, where all food waste generated is utilized to produce electricity. Solar energy is also harnessed to generate electricity, thereby reducing dependence on power supplied by MSEDCL. Additionally, various initiatives have been implemented within the factory to optimize electricity consumption, such as the use of Variable Frequency Drives (VFDs) and more efficient energy saving motors installed with the machinery.	Positive implications

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Sl. 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)
3	Sustainable Packaging material	Risk	The Company utilizes plastic packaging materials that are appropriate for product requirements, ensuring product quality, safety, and shelf-life preservation.	1. The Company is actively developing sustainable packaging solutions tailored to its product requirements. 2. Plastic consumption has been reduced through the optimization of laminate thickness in packaging materials. 3. Paper usage has been minimized by improving carton specifications and reducing material intensity. 4. The Company has established an Extended Producer Responsibility (EPR) arrangement with an authorized recycler to support the responsible collection and recycling of post-consumer plastic waste.	Negative implications
4	Community support	Opportunity	The Company's manufacturing facility is located in close proximity to local communities and maintains strong engagement with them through continuous interaction and collaboration. By fostering goodwill and mutual trust, the Company strengthens its relationship with the community, creating long-term value through enhanced support, local employment opportunities, and a positive corporate reputation.	TBEL is deeply committed to the welfare and development of the communities in which it operates. A significant portion of the Company's workforce is recruited from the local region surrounding its manufacturing facilities, thereby contributing to local employment and economic growth. The Company's Corporate Social Responsibility (CSR) initiatives are focused on key areas such as farmer development, skill enhancement for women in local communities, natural resource management, and the development of schools in rural areas. TBEL maintains open and transparent engagement with community stakeholders to understand their needs and concerns and endeavors to address them through various developmental initiatives. Further details on the Company's CSR activities are provided in the CSR Annual Report, forming part of Annexure D to the Board's Report included in this Annual Report.	Positive implications

Business Responsibility and Sustainability Report (Contd..)

SECTION B:
MANAGEMENT AND PROCESS DISCLOSURES

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 the 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	1. Terms and conditions of Appointment of Independent Directors 2. Dividend distribution policy 3. Corporate Social Responsibility Policy 4. Policy on Determination of Materiality 5. Policy on Related Party Transactions 6. Remuneration Policy 7. Whistle-blower & Vigilance Policy 8. Familiarization Programme for Independent Directors 9. Archival Policy for disclosure on Stock exchange 10. Policy on Preservation of Documents 11. Code of Conduct for Board & Managerial Personnel These policies can be accessible at https://www.tastybite.co.in./corporate								
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 the Entity's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Entity and mapped to each principle.	1. Policies pertaining to health, safety and environment are audited externally by DNV (a leading global independent risk and assurance certification organisation). The Company is ISO 14001 certified and ISO 45001 certified. 2. The Company is also FSSC 22000 certified by Lloyd's Register Quality Assurance. 3. The Department of Science & Industrial Research (DSIR) of the Union Ministry of Science & Technology accreditation to the R&D department (TBRC) is valid till March 2028. 4. The Company has valid licenses w.r.t. food manufacturing by the Food Safety and Standards Authority of India (FSSAI)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to increasing the use of recycled water as part of its sustainability goals, thereby reducing the withdrawal of fresh water.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons, in case the same are not met.	The Company has successfully commenced water recycling efforts in FY 2025-26, achieving the milestone of recycling more than 108 million liters. This reflects steady progress toward its commitment to reduce dependency on drawn water, with no deviations from the set targets.								

Business Responsibility and Sustainability Report (Contd..)

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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) Kindly refer to the Management Message on Page 28 in the introductory section of this report.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name: Mr. Dilen Gandhi Designation: Managing Director DIN: 10298654 Tel: 020 3021 600 e-mail: secretarial@tastybite.com								
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.	Mr. Shashank Shekhar- Whole Time Director (WTD)								

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 Company's Senior Management regularly reviews performance against established policies. Additionally, the Company is subject to periodic audits by independent auditors, clients, and other stakeholders in accordance with these policies.									Regularly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all applicable regulations, and the Chief Financial Officer and Managing Director provide the Board with statutory compliance certifications on relevant laws on a quarterly basis.									Regularly								

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

01 02 03 04 05 06 07 08 09

Yes

Business Responsibility and Sustainability Report (Contd..)

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 Principle material to its business (Yes/No)									
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				
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:
PRINCPLE WISE PERFORMANCE DISCLOSURE

Principle : 01

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	New amendments under SEBI Listing Regulation and NFRA	100%
Key Managerial Personnel	7	CALM, QMS, BCM, Food Safety Systems, Regulatory Compliance, Whistleblower Mechanism, Employee Safety, POSH	100%
Employees other than Board of Directors and KMPs	30+	Employee Safety, Quality, BCM, Ethics & Compliance, POSH training, GMP, Operational Excellence,	100%
Workers	25+	SEBI Insider Trading Regulations, Whistleblower Mechanism, Dealing with Government Officials	100%

Business Responsibility and Sustainability Report (Contd..)

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:**

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	P1	Stock Exchange	10000/-	The Company delayed the prior intimation of the Board Meeting held on 06 August 2025 for approval of financial results, resulting in non-compliance with Regulation 29(1) of the SEBI (LODR) Regulations, 2015. Consequently, NSE and BSE levied a fine of INR 10,000 each. The delay was attributable to technical issues in XBRL filing validation.	NA
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
NA	

Business Responsibility and Sustainability Report (Contd..)

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 embedded anti-corruption and ethical business practices within its Code of Conduct and Associate Handbook, which are applicable to all employees, senior management, and directors. These guidelines establish clear expectations regarding integrity, transparency, and compliance in business dealings. The Code of Conduct is publicly accessible through the Company's website.

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 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

None

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	72	54

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchasing from the top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0	0

Business Responsibility and Sustainability Report (Contd..)

Parameter	Metrics	FY 2025-26	FY 2024-25
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	0	0
	b. Sales (Sales to related parties as % of Total Sales)	43.30%	51.10%
	c. Loans & advances given to related parties as % of Total loans & advances	0	0
	d. Investments in related parties as % 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
The Company is in the process of identifying critical suppliers in accordance with SEBI's guidance note. A mechanism is also being developed to provide them with the necessary training and to maintain proper records of the same.		

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

Yes, The Company has established a robust framework to identify, disclose, and manage conflicts of interest through its Code of Conduct applicable to Board Members and Managerial Personnel. Directors and senior leaders are required to act in the best interests of the Company and avoid situations that may impair their independent judgment. Any actual or potential conflicts, including related-party transactions or financial interests in competing entities, are required to be disclosed appropriately. The Company Secretary, acting as the Compliance Officer, supports the implementation of these governance standards, and all covered individuals provide annual affirmations of compliance with the Code.

Principle : 02

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

Essential Indicators:

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

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R & D	-	-	-
Capex	-	-	-

Business Responsibility and Sustainability Report (Contd..)

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

The Company sources fresh vegetables directly from local farmers and farmer collectives, thereby supporting rural livelihoods and fostering long-term relationships within its supply chain. To ensure responsible procurement practices, the Company has implemented a Supplier Code of Conduct that outlines expectations related to ethical business behaviour, human rights, workplace health and safety, and regulatory compliance, encouraging suppliers to uphold these standards throughout their operations.

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

100% of fresh vegetables are sourced from local farmers and farmer groups.

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.

(a) Plastics (including packaging)	The Company has established an Extended Producer Responsibility (EPR) arrangement with an authorized plastic waste management agency to ensure the responsible collection and recycling of plastic packaging materials used across its operations.
(b) E-waste	E-waste generated by the Company, including computers, batteries, and other electronic equipment, is disposed of through authorized recyclers to ensure environmentally sound handling and recycling.
(c) Hazardous waste	The Company generates limited quantities of hazardous waste, primarily comprising used lubricating and machine oils. Such waste is disposed of through authorized vendors in compliance with applicable regulatory requirements.
(d) other waste.	A significant portion of the food waste generated from operations is processed through the Company's in-house biogas plant, enabling resource recovery and supporting circular waste management practices.

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 the Pollution Control Boards? If not, provide steps taken to address the same.

Yes, The Company complies with the applicable Extended Producer Responsibility (EPR) requirements and holds a valid registration with the Central Pollution Control Board (CPCB). To ensure responsible management of plastic waste, the Company has partnered with an authorized agency that facilitates the collection and recycling of plastic waste generated from its products across India.

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.
The Company has not formally conducted a Life Cycle Assessment (LCA) for its products during the reporting period. However, Tasty Bite Eatables Limited recognises that its products have material environmental touchpoints across the value chain, from agricultural raw material sourcing to multi-layer packaging end-of-life. The Company, in alignment with its parent Mars Inc.'s Sustainable in a Generation Plan, is actively evaluating the scope and methodology for initiating a formal LCA exercise for its key product categories in a forthcoming reporting period. The findings will inform the Company's packaging sustainability strategy, supply chain interventions, and carbon reduction roadmap.					

Business Responsibility and Sustainability Report (Contd..)

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	

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	
	FY 2025-26	FY 2024-25
	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:**

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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
	Nil

Principle : 03

Business should respect and promote the wellbeing of 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	139	139	100%	139	100%	NA	NA	139	100%	139	100%
Female	27	27	100%	27	100%	27	100%	NA	NA	27	100%
Total	**166**	**166**	**100%**	**166**	**100%**	**27**	**100%**	**139**	**100%**	**166**	**100%**

Business Responsibility and Sustainability Report (Contd..)

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)
Other than Permanent employees											
Male	Not Applicable										
Female											
Total											

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 employees											
Male	104	104	100%	104	100%	NA	NA	104	100%	0	0.00%
Female	11	11	100%	11	100%	11	100%	NA	NA	0	0.00%
Total	**115**	**115**	**100%**	**115**	**100%**	**11**	**100%**	**104**	**100%**	**0**	**0.00%**
Other than Permanent employees											
Male	460	460	100%	460	100%	NA	NA	460	100%	0	0.00%
Female	613	613	100%	613	100%	613	100%	NA	NA	0	0.00%
Total	**1073**	**1073**	**100%**	**1073**	**100%**	**613**	**100%**	**460**	**100%**	**0**	**0.00%**

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.15%	0.17%

Business Responsibility and Sustainability Report (Contd..)

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

Benefits	FY 2025-26			FY 2024-25		
	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%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0.00%	0.00%	N.A	0.00%	4.00%	Yes
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 Company in this regard.

The Company is committed to follow an inclusive and accessible workplace and is continually enhancing accessibility features across its premises in line with the requirements of the Rights of Persons with Disabilities Act, 2016. While the current workforce does not include any differently abled associates, the Company remains dedicated to creating a barrier-free environment for employees, visitors, and other stakeholders, and will continue to strengthen its infrastructure to support accessibility and inclusivity.

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.**

The Company promotes equal opportunity and non-discriminatory employment practices through its Code of Conduct. The policy outlines the Company's commitment to fostering a fair, inclusive, and respectful workplace and is accessible to employees through the Company's intranet portal.

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	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

Business Responsibility and Sustainability Report (Contd..)

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.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers **Other than permanent workers** **Permanent employees** **Other than permanent employees**	Yes. • The Company has established a Grievance Redressal Policy and a dedicated Grievance Committee to address concerns raised by workers in a fair, timely, and transparent manner. • A Works Committee is in place to facilitate dialogue between management and workers and to support the effective resolution of workplace concerns and grievances. • The Company follows an Open Door Policy, enabling associates to directly approach senior leadership, including the highest levels of management, to share grievances, suggestions, or feedback without fear of retaliation. • Quarterly Town Hall meetings provide a structured platform for associates to engage with leadership, exchange ideas, raise concerns, and contribute to organizational improvement initiatives. • The Company also provides access to an independent Ombudsman mechanism appointed by Mars, allowing associates to report concerns and seek resolution on a confidential or anonymous basis, where applicable. • A Whistle Blower and Vigil Mechanism Policy is in place to encourage the reporting of unethical conduct, misconduct, or violations of Company policies while ensuring appropriate protection for whistleblowers. • The Company participates annually in the Great Place to Work survey, through which associates can anonymously share their feedback and workplace experiences. In addition, the Company has implemented a Prevention of Sexual Harassment (POSH) Policy and constituted an Internal Complaints Committee (ICC). Details of the policy and committee members, including contact information, are prominently displayed at the factory and corporate office, and regular awareness and training programmes are conducted to promote a safe, respectful, and inclusive workplace.

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	**166**	**0**	**0.00%**	**169**	**0**	**0.00%**
-Male	139	0	0.00%	147	0	0.00%
-Female	27	0	0.00%	22	0	0.00%
Total Permanent Workers	**115**	**109**	**94.76%**	**111**	**106**	**95.50%**
-Male	104	98	94.23%	99	96	96.97%
-Female	11	11	100.00%	12	10	83.33%

Business Responsibility and Sustainability Report (Contd..)

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	139	139	100%	139	100%	147	147	100%	147	100%
Female	27	27	100%	27	100%	22	22	100%	22	100%
Total	**166**	**166**	**100%**	**166**	**100%**	**169**	**169**	**100%**	**169**	**100%**
Workers										
Male	104	104	100%	139	100%	99	99	100%	99	100%
Female	11	11	100%	27	100%	12	12	100%	12	100%
Total	**115**	**115**	**100%**	**166**	**100%**	**111**	**111**	**100%**	**111**	**100%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	139	139	100%	147	136	92.52%
Female	27	27	100%	22	21	95.45%
Total	**166**	**166**	**100%**	**169**	**157**	**92.90%**
Workers						
Male	104	104	100%	99	99	100%
Female	11	11	100%	12	12	100%
Total	**115**	**115**	**100%**	**111**	**111**	**100%**

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?

1. A comprehensive occupational health and safety policy supported by management commitment and accountability.
2. Coverage across all departments, functions, and operational units within the organization.
3. Applicability to employees, contractors, visitors, and other stakeholders present at Company premises.
4. Identification and management of activities that may pose occupational health and safety risks.
5. Compliance with applicable health, safety, and regulatory requirements.
6. Regular training, awareness programmes, and competency-building initiatives to strengthen the safety culture.
7. Periodic safety inspections, audits, and performance reviews to monitor compliance and effectiveness.
8. Hazard Identification and Risk Assessment (HIRA) processes, along with appropriate risk mitigation and control measures.
9. Emergency preparedness and response procedures to effectively manage potential incidents and emergencies.
10. Structured mechanisms for incident reporting, investigation, root cause analysis, and implementation of corrective and preventive actions.
11. A continuous improvement framework aimed at enhancing occupational health and safety performance and fostering a proactive safety culture across the organization.

Business Responsibility and Sustainability Report (Contd..)

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 follows a structured Hazard Identification and Risk Assessment (HIRA) process to proactively identify, assess and mitigate workplace risks, thereby ensuring a safe and healthy working environment. The process includes:

1. Regular workplace inspections to identify potential hazards and unsafe conditions.
2. Associate safety observation reporting to encourage employee participation in identifying and reporting safety concerns.
3. Pre-task risk assessments to evaluate hazards and implement appropriate control measures before commencing activities.
4. Periodic review of HIRA findings to ensure the continued effectiveness of risk mitigation measures.
5. Change management processes to assess and manage health and safety risks arising from operational or process changes.
6. Incident investigations to identify root causes and implement corrective and preventive actions.
7. Internal and external audits to evaluate compliance with safety requirements and identify opportunities for improvement.
8. Job Safety Analysis (JSA) to systematically assess task-specific hazards and establish safe work practices.

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

The Company has established a structured reporting mechanism that enables workers to identify and report work-related hazards through Unsafe Act, Unsafe Condition, and Near Miss reporting systems. This proactive approach encourages employee participation in workplace safety, facilitates the timely identification of potential risks, and supports the implementation of corrective and preventive actions to prevent incidents and strengthen the overall safety culture.

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

Yes.

1. The Company provides on-site medical facilities and has established tie-ups with nearby hospitals to ensure timely access to medical care and emergency support for employees and workers.
2. Periodic health assessments, including annual health check-ups, are conducted to monitor employee well-being and promote preventive healthcare.
3. Health insurance coverage is provided to eligible employees and workers, supporting their access to quality healthcare services and financial protection against medical expenses.

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

Safety Incident /Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.34
Total recordable work-related injuries	Employees	0	0
	Workers	0	3
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

Business Responsibility and Sustainability Report (Contd..)

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

The Company has implemented a comprehensive occupational health and safety framework to ensure a safe, healthy, and compliant workplace. A robust safety policy, supported by standard operating procedures, governs all operational activities. Regular hazard identification and risk assessments are conducted to proactively mitigate workplace risks, while continuous safety training and awareness programmes help strengthen a culture of safety across the organization. The Company maintains an emergency preparedness and response framework, supported by periodic mock drills and regular safety inspections and audits. A dedicated safety committee facilitates employee participation in safety initiatives and discussions. Incident reporting and investigation mechanisms are in place to identify root causes and implement corrective actions, while compliance with applicable health and safety regulations is regularly monitored. Employee well-being is further supported through periodic health check-ups and health awareness programmes. In addition, appropriate personal protective equipment (PPE) and safety devices are provided based on job-specific requirements to ensure a safe working environment for all associates.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions		Nil			Nil	
Health & Safety						

14. Assessments for the year:

	% of 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.

During the year, the Company conducted periodic health and safety assessments across its operations and did not identify any material occupational health and safety concerns. As part of its commitment to maintaining high safety standards, the Company continues to implement improvement initiatives, including the review of safety practices, employee awareness and training programmes, workplace enhancements, and other preventive measures aimed at fostering a safe and healthy work environment.

Business Responsibility and Sustainability Report (Contd..)

Leadership Indicators

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

(A) Employees:	(B) Workers:
Yes	No

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

   To promote responsible business practices and ensure compliance with applicable statutory requirements across its value chain, the Company has implemented a structured compliance monitoring framework. Key measures include:

   1. **Vendor Due Diligence:** All suppliers and service providers undergo a comprehensive onboarding process that includes verification of statutory registrations and regulatory credentials.
   2. **Contractual Compliance Requirements:** Agreements with value chain partners incorporate provisions requiring adherence to applicable laws, regulations, and statutory obligations.
   3. **Periodic Compliance Monitoring:** The Company obtains periodic declarations and supporting documentation from relevant partners to monitor compliance with statutory requirements.
   4. **Audits and Compliance Reviews:** Risk-based reviews and periodic assessments are conducted to evaluate compliance performance and identify areas requiring corrective action.
   5. **Corrective Action and Escalation Mechanisms:** Appropriate actions, including withholding of payments where necessary, may be undertaken in cases of non-compliance until required documentation or corrective measures are provided.

   Through these measures, the Company seeks to strengthen governance across its value chain, encourage responsible business conduct, and mitigate potential compliance-related risks.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	3	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, the Company provides transition assistance and support programmes in situations involving redundancies. These initiatives are designed to help affected employees navigate career transitions by offering appropriate guidance, support, and resources, while ensuring that the process is managed in a fair, respectful, and responsible manner.

Business Responsibility and Sustainability Report (Contd..)

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	100
Working Conditions	100

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.**

The Company expects its value chain partners to comply with applicable health and safety requirements and promotes adherence through defined standards, contractual obligations, and periodic assessments. Based on the Company's review processes, value chain partners are considered to be aligned with the relevant health and safety requirements applicable to their operations.

Principle : 04

Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators:

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

The Company follows a structured and systematic approach to identify and prioritize its key stakeholder groups, encompassing both internal and external stakeholders. The process is undertaken with the involvement of senior management and is based on factors such as the nature of stakeholder relationships, level of influence, business impact, regulatory obligations, and community interactions. Through this assessment, the Company has identified key stakeholder groups including employees, shareholders, customers, suppliers, financial institutions, regulatory authorities, and local communities. The stakeholder mapping exercise is reviewed periodically to ensure that evolving stakeholder expectations and emerging priorities are effectively incorporated into the Company's engagement and decision-making processes.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, 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
Employees	No	E-mail, Notice board , Internal newsletter townhalls	Quarterly	Continuous learning, work-life balance, Job satisfaction
Shareholders	No	Website, Newspaper, company website, Advertisements, Annual reports	Others-please specify	Corporate governance, financial performance, Long-term value creation

Business Responsibility and Sustainability Report (Contd..)

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, 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
Suppliers	Yes	E – mail , Website , Engagement forums	Others-please specify	Long terms partnership, Ease of doing business, social practices
Bankers	No	E – mail , Official Letters , website	Others-please specify	Financial health , Ensure regulatory compliance

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 maintains structured engagement channels with its key stakeholders, including employees, customers, suppliers, local communities, investors, and regulatory authorities. Stakeholder feedback and insights on material economic, environmental, social, and governance matters are regularly gathered through various engagement mechanisms and reviewed by senior management. Relevant concerns, expectations, and emerging issues are communicated to the Board through periodic updates, strategic reviews, and governance discussions. The Board and its committees receive regular inputs on stakeholder-related matters, enabling informed decision-making and ensuring that stakeholder perspectives are appropriately considered in the Company's business strategy, risk management, and sustainability initiatives.

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 , Stakeholder consultation plays an important role in the identification and management of material environmental and social topics. The Company actively engages with key stakeholder groups to understand their expectations, concerns, and emerging priorities, and incorporates these insights into its policies, programmes, and operational practices. For instance, feedback from customers and business partners has contributed to the strengthening of food safety and quality management practices. Engagement with farmers and local communities has helped shape initiatives focused on sustainable agriculture, natural resource conservation, and community development. Similarly, inputs received from employees have supported enhancements in workplace safety, employee well-being, learning and development, and inclusion initiatives. Through these engagements, the Company integrates stakeholder perspectives into its sustainability strategy and decision-making processes.

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

   The Company actively engages with vulnerable and underserved communities through its CSR initiatives, with a focus on promoting inclusive and sustainable development. Key interventions include programmes related to water and soil conservation to support agricultural livelihoods, initiatives aimed at improving educational infrastructure and digital literacy in rural communities, and collaborations with expert institutions to strengthen sustainable farming practices and enhance agricultural resilience. The Company also promotes inclusivity and gender equity through workplace policies and programmes that support employee well-being, safety, and equal opportunity. Through these efforts, the Company seeks to create meaningful social impact and address the needs of economically and socially disadvantaged communities.

Business Responsibility and Sustainability Report (Contd..)

Principle : 05

Business 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 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	166	166	100%	169	169	100%
Other than Permanent	0	0	0.00%	0	0	0.00%
Total Employees	**166**	**166**	**100%**	**169**	**169**	**100%**
Workers						
Permanent	115	115	100%	111	111	100%
Other than Permanent	1,073	1,073	100%	791	791	100%
Total Workers	1,188	1,188	100%	902	902	100%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	139	0	0.00%	139	100%	147	0	0.00%	147	100%
Female	27	0	0.00%	27	100%	22	0	0.00%	22	100%
Other than Permanent	Not Applicable									
Male										
Female										
Workers										
Permanent										
Male	104	0	0.00%	104	100.00%	99	0	0.00%	99	100.00%
Female	11	0	0.00%	11	100.00%	12	0	0.00%	12	100.00%
Other than Permanent										
Male	460	111	24.13%	349	75.87%	285	270	94.74%	15	5.26%
Female	613	23	3.75%	590	96.25%	506	416	82.21%	90	17.79%

Business Responsibility and Sustainability Report (Contd..)

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (in Mn.)	Number	Median remuneration/ salary/ wages of respective category (in Mn.)
Board of Directors (BoD)	6	0.14	1	2.17*
Key Managerial Personnel	2	3.78	0	-
Employees other than BoD and KMP	135	1.2	27	1.2
Workers	104	0.8	11	0.8

*The total remuneration considered includes sitting fees.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	9.07%	9.35%

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

Yes, The Company has established mechanisms to address human rights-related concerns and grievances arising from its operations. These include an Open Door Policy and a Grievance Redressal Policy, which provide employees with accessible channels to raise concerns and seek resolution. In addition, employees may approach the Ombudsman mechanism to report grievances confidentially and ensure that concerns are addressed in a fair, transparent, and timely manner.

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

The Company has established a comprehensive framework to address and redress grievances related to human rights issues. Key mechanisms include a Grievance Redressal Policy, a Whistle Blower and Vigil Mechanism Policy, a Code of Conduct, a Prevention of Sexual Harassment (POSH) Policy, and an Equal Opportunity Policy. These policies provide structured channels for reporting concerns, ensure fair and confidential investigation of grievances, and support the protection of employees' rights, dignity, and well-being. The Company is committed to addressing concerns in a timely, transparent, and impartial manner while fostering a respectful and inclusive workplace culture.

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

The details are provided below:

	FY'2025-26			FY'2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil			Nil		
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human rights related issues						

Business Responsibility and Sustainability Report (Contd..)

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

	FY 2025-26	FY 2024-25
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
ii) Complaints on POSH as a % of female employees / workers		
iii) Complaints on POSH upheld		

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

The Company has established a robust framework to prevent adverse consequences for individuals reporting discrimination, harassment, or other workplace concerns. Through its Grievance Redressal Policy, Prevention of Sexual Harassment (POSH) Policy, Code of Conduct, and Whistle Blower and Vigil Mechanism Policy, the Company provides secure and accessible channels for reporting concerns. These mechanisms ensure confidentiality, fair investigation, and protection against retaliation or victimization. The policies clearly prohibit any form of retaliatory action against complainants and support a safe environment where concerns can be raised without fear of reprisal.

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

Yes, The Company incorporates relevant human rights principles and expectations into its business agreements and contractual arrangements, as applicable. These provisions reinforce the Company's commitment to ethical business conduct, fair labour practices, non-discrimination, workplace safety, and compliance with applicable laws and regulations across its operations and value chain.

10. Assessment for the year:

	% of the entity's plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- 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.

Periodic review checkpoints have been established to ensure continued adherence and timely resolution of identified risks.

Leadership Indicators

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

To further strengthen its human rights governance framework, the Company has enhanced several business processes and controls. Key measures include:

1. **Enhanced Vendor Due Diligence:** Strengthened assessment criteria have been incorporated into the vendor onboarding process to evaluate compliance with labour laws, occupational health and safety requirements, and fair employment practices.
2. **Human Rights Provisions in Contracts:** Human rights, ethical conduct, and labour practice requirements have been incorporated into vendor and service provider agreements, reinforcing expectations across the value chain.
3. **Expanded Grievance Mechanisms:** The Company's grievance redressal framework has been broadened to provide accessible channels for employees and third-party personnel to raise concerns confidentially and seek timely resolution.

Business Responsibility and Sustainability Report (Contd..)

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

   The Company undertakes human rights due diligence through its governance policies, employee engagement mechanisms, supplier assessments, and grievance redressal processes. The scope covers key human rights aspects such as fair labour practices, non-discrimination, workplace health and safety, prevention of harassment, employee welfare, and ethical business conduct. The Company also maintains multiple reporting channels and structured investigation processes to ensure concerns are addressed in a fair, confidential, and timely manner. Periodic awareness programmes are conducted to strengthen understanding of human rights principles and encourage the reporting of concerns.

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?**

   The Company is committed to fostering an inclusive and accessible environment and is continually enhancing accessibility features across its premises in line with the requirements of the Rights of Persons with Disabilities Act, 2016. While the current workforce does not include any differently abled associates, the Company remains dedicated to creating a barrier-free environment for visitors, employees, and other stakeholders and will continue to strengthen its infrastructure to support accessibility and inclusivity.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	100%

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

   The assessments and reviews conducted during the year did not identify any significant human rights risks or concerns requiring corrective action. The Company remains committed to compliance with applicable laws, regulations, and internal policies and periodically undergoes customer and third-party audits to validate adherence to relevant standards. Where opportunities for improvement are identified, appropriate measures are implemented to further strengthen existing processes and controls.

Principle : 06

Business should respect and make efforts to protect and restore the environment.

Essential Indicators:

1. **Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:**

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	8,734	2,981.26
Total fuel consumption (B)	99,301	98,279.26
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1,08,035	1,01,260.52

Business Responsibility and Sustainability Report (Contd..)

Parameter	FY 2025-26	FY 2024-25
From non-renewable sources		
Total electricity consumption (D)	33,055	34,443.8
Total fuel consumption (E)	3,356	6,609
Energy consumption through other sources (F)	0	0
Total energy consumed from non renewable sources (D+E+F)	36,411	41,052.8
Total energy consumed (A+B+C+D+E+F)	1,44,446	1,42,313.32
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	26.33	24.84
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	535.55	513.19
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

No

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

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	2,19,150	1,78,684
(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)	2,19,150	1,78,684
Total volume of water consumption (in kilolitres)	1,63,563	91,428
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	29.81	15.96
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	606.37	329.73
Water intensity in terms of physical output	-	-
Water intensity (optional)–the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

Business Responsibility and Sustainability Report (Contd..)

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
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	47,285
- No treatment	0	0
- With treatment – please specify level of treatment	0	47,285
(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	55,587	39,971
- No treatment	0	0
- With treatment – please specify level of treatment	55,587	39,971
Total water discharged (in kiloliters)	55 ,587	87,256
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

Yes, The Company has implemented a Zero Liquid Discharge (ZLD) approach as part of its water management strategy. Wastewater generated from operations is treated through the Effluent Treatment Plant (ETP) and subsequently reused for agricultural purposes, thereby reducing freshwater demand and minimizing environmental impact. This initiative supports responsible water stewardship and promotes the efficient utilization of water resources across the Company's operations.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	µg/M³	14.4	17.9
SOx	µg/M³	22.9	21.6
Particulate matter (PM)	µg/M³	32.6	21.8
Persistent organic pollutants (POP)	NA		
Volatile organic compounds (VOC)	NA		
Hazardous air pollutants (HAP)	NA		
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.	No		

Business Responsibility and Sustainability Report (Contd..)

7. **Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY'2025-26	FY'2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT of CO_2 Equivalent	10,300.00	10,419.21
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT of CO_2 Equivalent	6,430.00	6,774.46
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT of CO_2 Equivalent/ Rs. in Million	3.05	3.00
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 operations adjusted for PPP)	MT of CO_2 Equivalent/ US dollar in Million	62.02	61.99
Total Scope 1 and Scope 2 emission intensity in terms of physical output			-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			-
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No		

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

Yes, Tasty Bite Eatables Limited has implemented several initiatives aimed at reducing greenhouse gas (GHG) emissions and improving the environmental sustainability of its operations. Key projects and initiatives include:

1. **Renewable Energy Adoption:** The Company has expanded its renewable energy portfolio through the installation of solar power infrastructure, including a ground-mounted solar plant and rooftop solar systems, thereby increasing the share of clean energy in its overall energy mix.

2. **Biomass and Biogas Utilization:** The Company generates 100% of its steam requirements using biomass fuel, replacing conventional fossil fuels. In addition, an in-house biogas plant processes food waste to generate clean energy, supporting both emissions reduction and circular resource management.

3. **Energy Efficiency Improvements:** Various energy conservation measures have been implemented across operations, including the installation of high-efficiency equipment, modernization of refrigeration systems, adoption of advanced boiler technologies, and deployment of automated process controls to optimize energy consumption.

4. **Waste-to-Energy Initiatives:** Food waste generated from operations is processed through the biogas plant, enabling energy recovery and minimizing waste disposal to landfills.

5. **Water Conservation and Resource Efficiency:** The Company operates under a Zero Liquid Discharge (ZLD) framework, recycling treated water for operational and agricultural purposes. Rainwater harvesting and groundwater recharge initiatives further support resource conservation and climate resilience.

6. **Sustainable Operations:** Through increased reliance on renewable energy, complete utilization of biomass for boiler operations, efficient resource management practices, and waste minimization initiatives, the Company continues to reduce its carbon footprint and enhance environmental performance.

These initiatives demonstrate the Company's commitment to climate action, energy transition, and sustainable manufacturing practices.

Business Responsibility and Sustainability Report (Contd..)

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	587	474.80
E-waste **(B)**	0.145	0.785
Bio-medical waste **(C)**	0.000751	0.000546
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	0.28	0
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)** (Used and Spent Oil)	1.285	2.552
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Paper waste – 3.65 MT, Metal waste – 29 MT)	32.65	0
Total (A+B + C + D + E + F + G + H)	**621.35**	**474.83**
Parameter		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/Rs. in Million)	0.113	0.086
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/US dollar in Million)	2.30	1.77
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	587	474.80
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**587**	**474.80**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1.70	0.83
Total	**1.70**	**0.83**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company follows responsible waste management practices aligned with applicable environmental regulations and the principles of resource efficiency. As a food manufacturing organization, it does not undertake hazardous manufacturing processes and does not use hazardous raw materials in its operations. Food waste generated during production is utilized in the Company's biogas plant, supporting waste-to-energy recovery and reducing waste disposal. Plastic waste is managed through authorized recycling channels under the Extended Producer Responsibility (EPR) framework, while e-waste is disposed of through approved recyclers. The only hazardous waste generated is used lubricating and machine oil, which is collected and disposed of through authorized recyclers in accordance with regulatory requirements. Through these practices, the Company seeks to minimize waste generation, maximize resource recovery, and reduce its environmental footprint.

Business Responsibility and Sustainability Report (Contd..)

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.
NA			

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
NA					

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
Yes , the company is complaint with all the relevant and industry specific laws and regulations.				

Leadership Indicators

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

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

(i) Name of the area –

(ii) Nature of operations –

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Business Responsibility and Sustainability Report (Contd..)

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	-	-

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	The Company is currently focused on managing Scope 1 and Scope 2 emissions. In parallel, efforts are underway to establish a structured mechanism for Scope 3 emission management. Progress on Scope 3 will be reflected in the upcoming reporting disclosures, ensuring transparency and alignment with evolving sustainability requirements.		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			

3. **With respect to the ecologically sensitive areas reported in 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.**

NA

4. **If the entity provided below taken 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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Retort cooling tower fan temperature-based control	Implemented temperature-based control for retort cooling tower fans to optimize energy consumption during cooling operations.	Reduced electricity consumption through optimized fan operation and improved energy efficiency.
2	Energy-efficient air blower for ETP	Replaced the existing air blower with an energy-efficient air blower in the Effluent Treatment Plant (ETP).	Lower power consumption and improved energy efficiency in wastewater treatment operations.
3	Biomass briquettes as boiler fuel	Continued use of sugarcane briquettes (biomass fuel) as a renewable fuel source for steam generation.	100% of steam generated using biomass fuel, reducing dependence on fossil fuels and lowering carbon emissions.

Business Responsibility and Sustainability Report (Contd..)

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Biogas plant	Installed and operated a biogas plant to generate renewable energy for manufacturing operations. The plant generated 79,863 kWh during FY 2025–26.	Renewable energy contributed approximately 1% of the Company's total energy consumption, reducing conventional energy use.
5	Air Handling Unit replacement	Replaced high power-consuming Air Handling Units with energy-efficient air coolers.	Reduced electricity consumption and improved overall energy efficiency.
6	Boiler efficiency improvement	Undertook process improvements to enhance boiler performance.	Boiler efficiency improved by 7%, resulting in better fuel utilization and lower emissions.
7	Solar power generation	Installed 1.5 MW solar power system generating 1,533,124 kWh of electricity during the year.	Solar energy accounted for approximately 18% of the Company's total energy consumption, significantly reducing dependence on grid electricity and GHG emissions.
8	Alternate energy utilization	Utilized renewable energy from both biogas and solar power in manufacturing operations.	Increased share of renewable energy in operations, improving overall resource efficiency and reducing environmental impact.
9	Technology absorption – Digital transformation & automation	Strengthened technology capabilities through SAP enhancements, manufacturing automation, advanced R&D infrastructure, predictive shelf-life models, pilot-scale processing, and analytical equipment.	Improved operational efficiency, faster product development, enhanced quality, reduced development costs, and improved speed-to-market.
10	Sustainable product & ingredient innovation (TBRC)	Tasty Bite Research Centre (TBRC) developed new ready-to-eat products, reformulated products to meet evolving food safety and labelling requirements, collaborated with local farmers for sustainable sourcing, and explored innovative cuisines and ingredients.	Enhanced sustainable sourcing, strengthened innovation capabilities, diversified product portfolio, and improved long-term sustainability and product quality.

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

Yes, The Company has established a comprehensive Business Continuity and Disaster Management framework to enhance operational resilience and ensure the continuity of critical business functions. The framework incorporates risk assessment and mitigation measures, diversified sourcing strategies, robust food safety and quality management systems, preventive maintenance programmes, and emergency preparedness procedures. The Company also focuses on strengthening operational reliability through appropriate infrastructure, secure storage facilities, and regular employee training. These measures help minimize disruptions and support the continued delivery of safe, high-quality products during unforeseen events or emergencies.

For more, visit: https://www.tastybite.co.in

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?**

NA

7. **% of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?**

0

8. **How Many green credits have been generated or produced**

a	By the listed entity	Nil
b	By the top ten (in terms of value of purchase and sales respectively) value chain partners	NA

Business Responsibility and Sustainability Report (Contd..)

Principle : 07

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.**

   4

   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	Mahratta Chamber of Commerce, Industries and Agriculture(MCCIA)	National
2	Confederation of Indian Industry(CII)	National
3	Association of Indian Organic Industry (AIOI)	National
4	Institute of Directors(IOD)	National

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

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

Business Responsibility and Sustainability Report (Contd..)

Principle : 08

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
Not Applicable					

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

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

The Company does not currently operate a formal, structured grievance redressal mechanism specifically for community stakeholders. However, it maintains an open and responsive approach to community engagement, addressing concerns on a need-based basis depending on the nature of the issue. An Open Door Policy is in place, enabling community members to directly reach out to senior leadership for sharing grievances, suggestions, or feedback. In addition, contact details are publicly available on the Company's official website, allowing external stakeholders to communicate their concerns easily. These channels ensure that community feedback is acknowledged and addressed in a timely and appropriate manner.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	65%	24%
Directly from within India	89%	81%

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

Location	FY 2025-26	FY 2024-25
Rural		
% of Job creation in Rural areas	69.21%	71.77%
Semi-urban		
% of Job creation in Semi-urban areas	0.00%	0
Urban		
% of Job creation in Urban areas	30.79%	28.58%
Metropolitan		
% of Job creation in Metropolitan areas	0.00%	0.00%

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

Business Responsibility and Sustainability Report (Contd..)

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	

2. **Provide the following information on CSR projects undertaken by the entity in the designated aspirational districts as identified by government bodies:**

S. No	State	Aspirational District	Amount spent (In INR)
NA			

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

   No

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

   NA

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

   NA

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by the 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
No intellectual properties owned or acquired by the Company during the current year				

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

Name of authority	Brief of the Case	Corrective action taken
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 groups
1	Water Conservation – Desilting (KVK – Temjai Talav & Pimpalachiwadi)	800+ farmers & villagers	70.00%
2	Victoria Lake Rejuvenation (BDSS)	300+ Families	60.00%
3	Smart Board Installation (Khutbav, Rahu, Delwadi Schools)	3000+ Students	85.00%
4	Anganwadi Renovation (Patethan – 2 Centres)	120 children + 20 staff	90.00%
5	Solar Panel Installation (School & Anganwadi)	225 students + staff	85.00%
6	Pond Rejuvenation (Dapodi)	700+ Families	90.00%

Business Responsibility and Sustainability Report (Contd..)

Principle : 09

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 established a structured mechanism to receive, evaluate, and respond to consumer complaints and feedback. Consumers are encouraged to submit complaints in writing, supported by relevant details such as product images, batch information, and other observations to enable effective investigation. Upon receipt, complaints are systematically routed to the relevant internal functions, including Quality Assurance, Operations, Research and Development, and Finance, for detailed review and root cause analysis (RCA). Based on the findings, appropriate corrective and preventive actions (CAPA) are implemented to address the issue and prevent recurrence. A formal response is then communicated to the customer, outlining the investigation findings and the actions taken to resolve the concern.

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	NA
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	200	0	-	111	0	

Business Responsibility and Sustainability Report (Contd..)

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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, The Company has an Information Technology (IT) Security Policy in place to govern cyber security and data privacy-related risks. The policy establishes guidelines for safeguarding information systems, ensuring secure handling of data, and mitigating cyber risks. It is circulated internally and applicable to relevant employees and stakeholders as part of the Company's internal governance framework.

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.**

NA

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

	Provide the following information relating to data breaches:
a. Number of instances of data breaches	No instance identified till the date
b. Percentage of data breaches involving personally identifiable information of customers	No instance identified till the date
c. Impact, if any, of the data breaches	No instance identified till the date

Leadership Indicators

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

The Company provides comprehensive information on its products through its official website, where consumers can access product categories, descriptions, and related details. The product portfolio can be viewed at: https://www.tastybite.co.in/our-products

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

The Company ensures consumer awareness on safe and responsible product usage through clear labelling, detailed preparation and storage instructions, and high-quality packaging designed to maintain product integrity. In addition, adherence to internationally recognized food safety standards and certifications such as FSSC 22000, FSSAI, USDA Organic, and USFDA further reinforces the Company's commitment to product safety, quality, and consumer well-being.

Business Responsibility and Sustainability Report (Contd..)

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

   The Company follows defined communication protocols to inform consumers and business partners in the event of any potential disruption or discontinuation of essential services. Timely updates are provided through official communication channels, including the Company website, direct communication with key customers and distributors, and email notifications to relevant stakeholders to ensure transparency and continuity.

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 whole? (Yes/No)**

   Yes, In addition to statutory labelling requirements, the Company provides enhanced product information, including detailed product descriptions, certifications (such as organic, vegan, and gluten-free where applicable), preparation instructions, allergen information, and QR codes for traceability and additional consumer information.

   The Company conducts periodic consumer feedback initiatives and internal surveys to assess satisfaction across key product categories and markets. The insights derived are used to drive continuous improvement, product innovation, and alignment with evolving consumer expectations.