

## **RNGalla Family Private Limited**

### **Business Responsibility and Sustainability Reporting (BRSR): FY2023-24**

#### **SECTION A: GENERAL DISCLOSURES**

##### **I. Details of the listed entity**

1. Corporate Identity Number (CIN) of the Entity	U15490AP2017PTC106255
2. Name of the Entity	RNGalla Family Private Limited (Amara Raja Group Company)
3. Year of incorporation	2017
4. Registered office address	Karakambadi Village & Post Renigunta Mandal, Tirupati - 517520 Chittoor Dist., Andhra Pradesh, India.
5. Corporate Operations Office	TERMINAL A, 1-18/1/AMR/NR, Nanakramguda, Gachibowli, Hyderabad - 500032 India.
6. E-mail	<a href="mailto:amararaja@amararaja.com">amararaja@amararaja.com</a>
7. Telephone	0877 - 2265000
8. Website	<a href="http://www.gallafoods.com">www.gallafoods.com</a>
9. Financial year for which reporting is being done	FY2023-2024
10. Name of the Stock Exchange(s) where shares are listed	NA
11. Paid-up Capital	215.4 Crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	S. Hari Babu GM – Gr Sustainability Email: <a href="mailto:hbs@amararaja.com">hbs@amararaja.com</a> Phone: 0877-2265000

<p>13. Reporting boundary</p> <p>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).</p>	<p>Standalone basis</p>
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**II. Products/services**

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY24)
1	Manufacturing	Manufacturing of Fruit Pulps & Concentrates, and Fruit based & Functional Beverages	100 %

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Fruit Pulps & Concentrates	46309	88 %
2	Fruit based & Functional Beverages	46309	12 %

**III. Operations**

**16. Number of locations where plants and/or operations/offices of the entity are situated:**

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

**Plant Location:**

- Thenepalli Village, Putalapattu Mandal, Chittoor District, Andhra Pradesh - 517124, India

**17. Markets served by the entity:**

**a. Number of locations**

Locations	Number
National (No. of States)	15
International (No. of Countries)	45

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

- Revenue - Outside India – Rs 128.18 Crores
- Exports percentage of the total turnover – 63 %

**c. A brief on types of customers**

RN Galla Family Private Limited (RFPL) is a significant market player in the Indian food processing industry. We serve International & National Customers like Coca Cola, Aptonia (Decathlon), FDC, Shunya, Wild vitamin drink, Rajah Group, Café Coffee Day, andMe, etc.,

**IV. Employees**

**18. 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)
<b><u>EMPLOYEES</u></b>						
1	Permanent (D)	69	52	75 %	17	25 %
2	Other than Permanent (E)	0	0	NA	0	NA
3	<b>Total employees (D + E)</b>	<b>69</b>	<b>52</b>	<b>75 %</b>	<b>17</b>	<b>25 %</b>
<b><u>WORKERS</u></b>						
4	Permanent (F)	109	94	86 %	15	14 %
5	Other than Permanent (G)	0	0	NA	0	NA
6	<b>Total workers (F + G)</b>	<b>109</b>	<b>94</b>	<b>86 %</b>	<b>15</b>	<b>14 %</b>

**b. Differently abled Employees and worker**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b><u>DIFFERENTLY ABLED EMPLOYEES</u></b>						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b><u>DIFFERENTLY ABLED WORKERS</u></b>						
4	Permanent (F)	1	1	100%	0	0
5	Other than permanent (G)	0	0	0	0	0
6	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0</b>

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5 %
Key Management Personnel	0	0	0

## 20. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employee	2%	8%	3%	17%	11%	16%	17%	8%	15%
Permanent Workers	0%	0%	0%	6%	0%	5%	10%	9%	10%

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

### 21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	--	--		--

## V. CSR Details

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

(ii) Turnover (in Rs.) - Rs 228.04 Crores

(iii) Net worth (in Rs.) – Rs 70.03 Crores

## VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Y	0	0	-	0	0	-
Investors (other than shareholders)	Y	0	0	-	0	0	-
Shareholders	NA	0	0	-	0	0	-
Employees and workers *	Y	4	0	-	8	0	-
Customers **	Y	7	0	-	8	0	-
Value Chain Partners	Y	0	0	-	0	0	-

\* The numbers are inclusive of the suggestions that we received for safety and workplace improvement during Safety Committee meetings, and complaints during Gr. Communication meetings.

\*\* Only major complaints lodged by key Customers

#### 24. Overview of the entity's material responsible business conduct issues

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

S.n o.	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	Risk related to Sourcing & Product quality	Risk/ Opportunity	<b>Risk</b> <ul style="list-style-type: none"> <li>Fluctuations in raw material availability and costs affect production stability.</li> <li>Variability in product quality</li> </ul>	<ul style="list-style-type: none"> <li>Identify multiple sources, develop strategic partnerships and implement inventory management techniques.</li> <li>Establish Sustainable Farming</li> </ul>	Negative/ Positive

			<p>can lead to recalls and loss of consumer trust.</p> <p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• Implementing eco-friendly technologies can enhance brand reputation and reduce regulatory risks.</li> <li>• Investing in automation and process improvements can cut costs and boost productivity.</li> </ul>	<ul style="list-style-type: none"> <li>• Robust QA &amp; QC and implementing HACCP, ISO Standards and Food Safety standards.</li> </ul>	
2	Water Conservation	Risk/ Opportunity	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>• impacts of climate change on future water availability</li> </ul> <p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• Cost savings from reduced freshwater usage.</li> <li>• Increase in resource use efficiency.</li> </ul>	<p>Improved water management practices such as efficient water utilization, rainwater harvesting and check dams, and the development of climate-resilient water infrastructure.</p> <ul style="list-style-type: none"> <li>• ETP optimization and Reverse Osmosis to reduce dependence on freshwater</li> </ul>	Negative/ Positive
3	Occupational Health and Safety	Risk	<ul style="list-style-type: none"> <li>• Affects the basic right to life and well-being of individuals.</li> <li>• Legal repercussions arising out of statutory laws such as the Factories Act and others.</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety Management System certified under ISO 45001</li> <li>• Competent Health &amp; Safety teams</li> <li>• Special provisions to deal with high-consequence injuries and related rehabilitation measures.</li> <li>• Medical insurance covers all employees.</li> <li>• Standard Operating</li> </ul>	Negative

				<p>Procedures (SOPs) implemented for all critical jobs undertaken by the workforce.</p> <ul style="list-style-type: none"> <li>World-class emergency and fire management infrastructure</li> </ul>	
4	Compliance	Risk	<ul style="list-style-type: none"> <li>Non-compliance with statutory regulations and notifications would result in fines, litigations, penalties, a decrease in the company's reputation and even the closure of operations</li> </ul>	<ul style="list-style-type: none"> <li>A full-fledged team to monitor and ensure that all our facilities are compliant with all applicable regulations.</li> <li>Regular review of compliance status and prompt action for addressing any potential non-compliances</li> </ul>	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes
<b>c. Web Link of the Policies, if available</b> <a href="https://www.amararaja.com/about/code-of-ethics">https://www.amararaja.com/about/code-of-ethics</a>									
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes

<p><b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b></p>	<p>Yes, we have a Supplier’s code of conduct.</p>
<p><b>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) mapped to each principle.</b></p>	<p>RFPL has certifications for ISO 9001, ISO 14001, ISO 45001, FSSC 22000, SAI, FSSAI, SGF, and SEDEX and undergoes periodical assessment to evaluate the effectiveness of management systems and policies.</p>
<p><b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b></p>	<p>The baseline and target years for the objectives below are <b>FY23-24</b> and <b>FY24-25</b> respectively.</p> <p><b>Energy and Carbon</b></p> <ul style="list-style-type: none"> <li>• Increase Renewable energy share to 5%</li> <li>• Reduce carbon intensity (scope 1 and 2 emissions) by 15%.</li> <li>• Reduce energy intensity by 10%.</li> </ul> <p><b>Water</b></p> <ul style="list-style-type: none"> <li>• Reduce water intensity by 10%</li> </ul> <p><b>Circular Economy</b></p> <ul style="list-style-type: none"> <li>• Reduce waste intensity by 10%</li> </ul> <p><b>Safety and Occupational Health</b></p> <ul style="list-style-type: none"> <li>• Continue to be a zero-fatality organization and zero LTIFR</li> <li>• 100% compliance with initial medical examination and periodic medical examinations.</li> </ul> <p><b>People</b></p> <ul style="list-style-type: none"> <li>• Achieve Gender diversity within the organization to 20%.</li> </ul>
<p><b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b></p>	<ul style="list-style-type: none"> <li>• Established roadmap to outsource renewable energy</li> <li>• Reduced Energy intensity per MT of production by 8%</li> <li>• Reduced absolute Fuel consumption by 39%</li> <li>• Reduced Emissions intensity by 5%</li> <li>• Established water metering &amp; baseline data</li> <li>• Reduced Water intensity in Pulp division by 14%</li> <li>• Reduced Waste intensity per MT of production by 39%</li> <li>• Near miss reporting improved by 25%</li> </ul>



	<ul style="list-style-type: none"> <li>• Zero fatality and LTIFR</li> <li>• 100% compliance with an initial medical examination and periodic medical examinations.</li> <li>• Beverage sales revenue increased by 23%</li> <li>• Increased Gender diversity to 18%</li> </ul>
<p><b>Governance, leadership, and oversight</b></p>	
<p>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)</p> <p>In fiscal year 2024, our energy conservation initiatives led to savings of 348,752 kWh and reduction in energy intensity by 8%. We also decreased absolute fuel consumption by 39% and also reduced total emissions intensity (S1 &amp; S2) by 5% through optimization measures and additionally, we are expanding our use of renewable energy and enhancing water efficiency through recycling and advanced metering and control systems. Productivity improvement &amp; Process optimization initiatives resulted in reduction in Waste intensity by 39%.</p> <p>Our other sustainability initiatives include waste-to-energy projects, ethical practices certified by Sedex Members Ethical Trade Audit, and the promotion of sustainable agriculture through FSA-SAI certification. We collaborate closely with a network of over 3,000 farmers to ensure their practices align with our sustainability goals, fostering growth and improvement within the agricultural community.</p> <p>Looking ahead, we are committed to supporting our customers' net-zero ambitions by refining our objectives and adopting innovative technologies. Our renewable energy plan focuses on increasing renewable sources, enhancing water efficiency, and minimizing waste through circular economy practices. We also aim to maintain a zero-fatality record and promote gender diversity in our workforce.</p> <p>Our dedication to sustainability not only strengthens our competitive edge but also ensures a positive and lasting impact on both the environment and society.</p> <p><b>Harshavardhana Gourineni – Director, RFPL</b></p>	
<p><b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies</b></p>	<p>RFPL monitors the implementation of business responsibility policies through a leadership team chaired by Mr. Sriram Y, SBU Head. Environment, Social and Governance aspects are regularly discussed at meetings.</p>
<p><b>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).</b></p>	<p>Yes, the Company has an executive sustainability committee which constitutes of the SBU Head &amp; Functional Heads of RFPL for sustainability which oversees the progress and implementation of</p>

<p><b>If yes, provide details.</b></p>	<p>sustainability linked initiatives on monthly basis. The committee is chaired by Y. Sriram, SBU Head and all direct reportees are members of the committee.</p> <p>The broad objective of sustainability committee is:</p> <ul style="list-style-type: none"> <li>• Define Sustainability metrics and monthly monitoring of progress.</li> <li>• Review Sustainability projects (planned/potential) and provide inputs/ support</li> <li>• Build Sustainability capability within the organisation.</li> <li>• Conduct periodic benchmarking and bring in external/customer perspective.</li> <li>• Develop &amp; roll out RFPL Sustainability framework and assurance protocol.</li> </ul>
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**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>Performance against above policies and follow up action</p>	<p>RFPL's policies are internally reviewed periodically or need basis by RFPL Executive Committee. During the assessment, the efficacy of the policies is reviewed, and necessary changes are implemented. We have also engaged an accredited certification body to assess our policies and procedures.</p>																		
<p>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</p>	<p>RFPL is compliant with all applicable regulations.</p>																		
<p><b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b></p>	<p>RFPL has certifications for ISO 9001, ISO 14001, ISO 45001, and undergoes periodical assessment internally to evaluate the effectiveness of management systems and policies. Additionally, an evaluation is being carried out by internal assurance team from Gr Sustainability</p>																		

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

Questions	P7
The entity does not consider the Principles material to its business (Yes/No)	RFPL does not currently have a specific policy on "Policy Advocacy." However, we actively engage in advocacy efforts concerning policies that impact the Engineering Industry and our organization. We are represented in trade and industry chambers/associations, including the state. Additionally, we collaborate with statutory authorities to address regulatory policies.
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
It is planned to be done in the next financial year (Yes/No)	
Any other reason (please specify)	

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators
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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 (BoD) and Key Management Personnel (KMP)	1	<ul style="list-style-type: none"> <li>We delivered training and update on the Environment, Sustainability, and Governance roadmap, which outlines RFPL’s short and medium-term sustainability targets. The training was updated during the establishment and</li> </ul>	100%

		<p>progress phases and included new sustainability reporting requirements such as the BRSR Lite. Thus, all nine principles of BRSR Lite were covered in the training.</p> <ul style="list-style-type: none"> <li>• <b>Training Impact:</b> Among designated Senior Management Personnel, the training increased awareness of important provisions, compliance and details which are aligned with SEBI guidelines. It also enhanced the BoD's understanding of the significance of sustainability and provided a clear roadmap for integrating sustainability into RFPL's strategy</li> </ul>	
Employees other than BoD and KMPs	65	<ul style="list-style-type: none"> <li>• Training is imparted to employees on various subjects around ESG, Sustainability, ethical/ cultural, behavioral, well-being, safety, skill up-gradation, policy, compliance and technical.</li> <li>• <b>Training Impact:</b> Improved motivation and competence among employees</li> </ul>	96%
Workers *	96	<ul style="list-style-type: none"> <li>• Workers undergo training on topics such as technical, soft skills, QHSE, human rights, wellbeing for workers</li> <li>• <b>Training Impact</b> Enhancement in skills year on year</li> </ul>	84%

\*Includes induction training, On the job training, toolbox talks, classroom instructions and webinars. We conduct skill-gap assessments regularly and define our annual training calendars.

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

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	Not Applicable

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.

RFPL has implemented an anti-corruption and anti-bribery policy to prevent, deter, and identify fraudulent and corrupt business practices. We are dedicated to conducting business with the utmost honesty, integrity, and ethical standards and are committed to enforcing these standards across all our global operations. This policy applies to all employees, including directors and other stakeholders associated with RFPL, and is included in the onboarding process for all new hires.

Web link to the policy: <https://www.amararaja.com/about/code-of-ethics>

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 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2023-24 Current Financial Year		FY 2022-23 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil			

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

Not Applicable

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

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

	<b>FY 2023-24 Current Financial Year</b>	<b>FY 2022-23 Previous Financial Year</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	-	-	--
Capex	0.81 %	0.36 %	Conservation of natural resources, resource use efficiency, and fostering a safe and healthy working environment etc.

**2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?**

Yes. We are practicing sustainable procurement in line with our group Sustainable Procurement policy covering all suppliers. The policy covers the aspects related to ethics, business integrity, human rights, social responsibility, health and safety, environment, local community, green products & practices, quality, good manufacturing practices, and legal compliance.

**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.**

At RFPL, we are bound by the Extended Producer Responsibility (EPR) regulations, and we have successfully developed and submitted our EPR plan to the Pollution Control Board. Consequently, we have obtained registration as a Producer, enabling us to manage the disposal of plastic waste generated by our products in accordance with the EPR Action Plan

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

Yes

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

<b>Essential Indicators</b>
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**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	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
<b>Permanent employees</b>											
Male	52	52	100%	52	100%	NA	NA	52	100%	0	0
Female	17	17	100%	17	100%	17	100%	NA	NA	0	0
<b>Total</b>	<b>69</b>	<b>69</b>	<b>100%</b>	<b>69</b>	<b>100%</b>	<b>17</b>	<b>25%</b>	<b>52</b>	<b>75%</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	0	0	-	0	-	NA	NA	NA	NA	NA	NA
Female	0	0	-	0	-	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

**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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	94	94	100%	94	100%	NA	NA	94	100%	0	0
Female	15	15	100%	15	100%	15	100%	NA	NA	0	0
<b>Total</b>	<b>109</b>	<b>109</b>	<b>100%</b>	<b>109</b>	<b>100%</b>	<b>15</b>	<b>14%</b>	<b>94</b>	<b>86%</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent workers</b>											
Male	0	0	-	0	-	NA	NA	NA	NA	NA	NA
Female	0	0	-	0	-	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

## 2. Details of retirement benefits.

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total Employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total Employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others - SAS	100%	100%	Y	100%	100%	Y

## 3. Accessibility of workplaces

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

Yes, RFPL ensures that premises and offices are accessible to employees and workers with disabilities. Further, we are deploying more amenities for differently abled employees at the plant and other work locations to improve accessibility.

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

We adhere to our equal opportunity policy outlined as per Rights of Persons with Disabilities Act, 2016. We are committed to providing equal employment opportunities to all individuals who meet the qualifications specified in our Human Resources recruitment policies and selection processes, regardless of their physical or mental abilities, caste, gender, race, colour, religion, or creed. As an equal opportunity employer and in accordance with the laws of the country, RFPL does not discriminate or show preference based on any of these factors.  
<https://www.amararaja.com/about/code-of-ethics>

## 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%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



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

	<i>(If Yes, then give details of the mechanism in brief)</i>
Permanent Workers	<p>RFPL has established a mechanism for addressing complaints, referred as the Grievance Redressal Mechanism which is handled by the HR department. We also conduct open house sessions such as Company Communication Meet, Plant Communication Meet, and Open Forums to provide employees and workers with a platform to voice their grievances.</p> <p>Any grievance from the workforce can be communicated to the respective HR personnel. All such grievances are then discussed internally, and a resolution plan is formulated.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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 employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)
<b>Total Permanent Employees</b>	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

## 8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	52	52	100%	52	100%	39	39	100%	39	100%
Female	17	17	100%	17	100%	12	12	100%	12	100%
<b>Total</b>	<b>69</b>	<b>69</b>	<b>100%</b>	<b>69</b>	<b>100%</b>	<b>51</b>	<b>51</b>	<b>100%</b>	<b>51</b>	<b>100%</b>
<b>Workers</b>										
Male	94	94	100%	94	100%	92	92	100%	92	100%
Female	15	15	100%	15	100%	12	12	100%	12	100%
<b>Total</b>	<b>109</b>	<b>109</b>	<b>100%</b>	<b>109</b>	<b>100%</b>	<b>104</b>	<b>104</b>	<b>100%</b>	<b>104</b>	<b>100%</b>

We conduct skill - gap analyses for both employees and workers to identify areas for improvement. Based on these analyses, we update our training calendars and provide periodic training sessions.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	52	52	100%	39	39	100%
Female	17	17	100%	12	12	100%
<b>Total</b>	<b>69</b>	<b>69</b>	<b>100%</b>	<b>51</b>	<b>51</b>	<b>100%</b>
<b>Workers</b>						
Male	94	94	100%	92	92	100%
Female	15	15	100%	12	12	100%
<b>Total</b>	<b>109</b>	<b>109</b>	<b>100%</b>	<b>104</b>	<b>104</b>	<b>100%</b>

## 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, what is the coverage of such a system?

Yes, we have implemented a formal Occupational Health & Safety Management System (OHSMS) based on ISO 45001 that covers all our manufacturing facilities.

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

To identify work-related hazards across all units, we use the Hazard Identification and Risk Assessment (HIRA) process which involves a team comprising operations, maintenance, and safety personnel. We have well-defined SOPs, operational controls, and a work permit system to ensure safe operations. We have documented emergency plans to prepare us for emergencies. We have performed critical risk identification based on incident statistics to identify top risks and have rolled out safety standards to mitigate the risks. Our Health, Safety, and Environment (HSE) Council meets every month to assess top risks and discuss health and safety parameters. Regular safety training and mandatory induction cover hazard identification and reporting for all employees and workers. We conduct periodic safety inspections and audits to ensure compliance and take immediate corrective actions.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.**

Yes, through our implemented ESG software for sustainability performance, we provide a mobile app that allows employees and workers to report any work-related hazards, including unsafe acts or near-miss conditions, and remove themselves from such risks. This process ensures that we meet all statutory and legal compliance requirements and provides a positive assurance in that regard.

**d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?**

Yes, we provide all employees access to medical and healthcare services for non-occupational purposes

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees and Workers	0	0
Total recordable work-related injuries	Employees and Workers	0	0
No. of fatalities	Employees and Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees and Workers	0	0

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

At RFPL, we consider EXCELLENCE as one of our fundamental values. We strongly believe that maintaining a safe and healthy workplace not only protects our employees from injuries and illnesses but also enhances their morale and well-being.

Safety is always our utmost priority, and we are fully committed to fostering a culture of excellence in safety. We have been implementing the occupational health and safety management system (ISO 45001:2018) to continually improve our safety performance across all facilities. Our approach includes various measures such as hazard identification and risk assessment, conducting emergency response drills, ensuring tools and tackles inspection by competent personnel, following work permits and LOTO systems, inspecting engineering controls, and providing comprehensive safety training for both new and existing employees. Through these systems, we adhere to all applicable national and international safety standards. Additionally, we proactively embrace state-of-the-art technologies and management practices that are relevant to our business, aiming to enhance our working environment.

To ensure a safe working environment, the following measures have been implemented:

1. Work Permit System.
2. Workplace safety audit by internal teams.
3. Periodical inspection of lifting Tools and Tackles and pressure vessels by a competent authority.
4. Safety Committee meetings.
5. Trainings to enhance a culture of safety.
6. Behavior-based safety (BBS) practices at all locations.
7. Drills for emergency preparedness and response.
8. Inspection of engineering controls, lifting tools and material handling equipment controls.
9. Lock Out and Tag Out for energy isolation.
10. Monitoring of workplace noise and illumination levels.
11. Risk assessment for all activities and new initiations.

We continue to implement good practices in the maintenance and monitoring of ventilation systems and ensure that a safe and healthy work environment is maintained.

### 13. Number of complaints on the following made by employees and workers

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	2	0	-	4	0	-
Health and Safety	2	0	-	4	0	-

Note: The numbers are inclusive of the suggestions that we received for safety and workplace improvement. Our reporting mechanism is robust and transparent, offering multiple avenues for reporting such as a mobile platform and regular meetings. In addition, we hold frequent HSE council meetings to discuss health and safety matters.

### 14. Assessments for the year

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

**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 and safety practices and working conditions.**

At RFPL, we follow a robust Incident investigation process and implement corrective and preventive actions across our organization. Our safety management system includes revising the- Hazard Identification and Risk Assessment (HIRA) document to prevent the recurrence of incidents and mitigate risks. We have a well-established process for identifying near misses, unsafe acts, and unsafe conditions, enabling us to take necessary corrective actions. To identify health and safety risks, we conduct monthly internal audits, safety inspections, and periodic external safety audits. All these procedures are aligned with the ISO 45001 management system standards.

**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.**

**Essential Indicators**

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

At RFPL, the process of stakeholder identification is meticulously structured and executed in the following sequence:

- i. Determining the purpose of the stakeholder analysis.
- ii. Recognizing potential stakeholders who could influence or be influenced by the business.
- iii. Categorizing stakeholders as internal or external.
- iv. Prioritizing stakeholders based on their impact on the business.
- v. Gathering information on stakeholder expectations.
- vi. Formulating a stakeholder engagement plan.

This process is a continuous effort that necessitates regular monitoring and engagement. It is designed to ensure that RFPL is responsive to its stakeholders’ needs and is successful in achieving its objectives.

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

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Intranet, Company Communication, Open Houses, Notice Boards, Internal Mobile app, Internal Chat bot etc.,	Intranet – Daily Newsletters- Quarterly, mails & company communication – As and when required	Employee engagement activities, training, awareness, and welfare programs

Customers	No	Regular business meetings, Customer satisfaction surveys, Advertisements, publications, website, app and social media	Frequent and need-based	New product developments, customer satisfaction, grievance redressal,
Suppliers	No	Regular business meetings & Farmer engaging meets	Frequent and need-based.	Business-related discussions, awareness and training programs, and workshops on sustainable farming.
Local community	Yes	Rajanna Foundation, Krishnadevaraya Educational and Cultural Association (KECA), community meetings, newspapers	Frequent and need based	CSR projects delivery, managing community expectations & demands

#### Principle 5: Businesses should respect and promote human rights

##### Essential Indicators

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

Category	FY 2023-2024 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	69	69	100%	51	51	100%
Other than Permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>69</b>	<b>69</b>	<b>100%</b>	<b>51</b>	<b>51</b>	<b>100%</b>
<b>Workers</b>						
Permanent	109	109	100%	104	104	100%
Other than Permanent	0	0	0	0	0	0
<b>Total Workers</b>	<b>109</b>	<b>109</b>	<b>100%</b>	<b>104</b>	<b>104</b>	<b>100%</b>

Note: Large scale Integration programs on organizational values, on-line sessions on organisation policies, training programs on Humans Rights and workplace health, safety & POSH

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

Category	FY 2023-2024 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	52	0	-	52	100%	39	0	-	39	100%
Female	17	0	-	17	100%	12	0	-	12	100%
<b>Other than Permanent</b>										
Male	0	-	-	-	-	0	-	-	-	-
Female	0	-	-	-	-	0	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	94	0	-	94	100%	92	0	-	92	100%
Female	15	0	-	15	100%	12	0	-	12	100%
<b>Other than Permanent</b>										
Male	0	-	-	-	-	0	-	-	-	-
Female	0	-	-	-	-	0	-	-	-	-

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

**Employees other than BoD and KMP:**

	Male		Female	
	Num ber	Median remuneration/ salary/ wages of respective category (INR)	Num ber	Median remuneration/ salary/ wages of respective category (INR)
Board of Directors (BoD)	7	Nil	1	Nil
Key Managerial Personnel	1	60,00,001	0	0
Employees other than BoD & KMP	51	4,05,132	17	4,70,292
Workers	94	2,60,718	15	2,42,904

**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, RFPL prioritizes upholding and safeguarding of human rights, and we have a zero-tolerance policy towards any violations related to human rights. Guidelines incorporated in the Code of Conduct & Ethics, as well as HR policies and processes specifically address this subject.

To ensure that human rights are respected across the organization, we have put in place a process through which red flags related to Human Rights can be reported. Such incidents are thoroughly investigated by an Internal Complaints Committee or Ombudsperson. The internal committee also ensures that the impacts of human rights violations are managed and addressed appropriately.

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

At RFPL, we deeply value and prioritize human rights. We are committed to promoting fair and ethical business and employment practices by actively supporting, safeguarding, and advocating for human rights. Our strict policy reflects zero tolerance for any form of slavery, forced labour, child labour, human trafficking, or any type of physical, sexual, psychological, or verbal abuse.

To ensure our commitment, we have implemented a comprehensive set of human rights policies. These policies include No Harassment at Workplace, Equal Opportunity for Employment and Diversity, Prevention of Child Labor, Discrimination and Equal Opportunities, and Prevention of Sexual Harassment. These policies serve as a clear demonstration of our dedication to upholding and protecting human rights in every aspect of our operations.

The mechanisms for redressing grievances concerning human rights are implemented through the following policies:

**Grievance Redressal Policy:** RFPL has established a policy to address concerns and to foster a healthy and cohesive work culture among Amara Raja Group employees. Through mutual trust and timely grievance resolution, this policy strives to improve employee and organizational performance. The policy provides a systematic procedure for addressing grievances, and amicable and speedy remedies for all employees.

**Prevention of Sexual Harassment Policy (POSH):** The Management has formed an Internal Complaints Committee (ICC) to investigate and resolve complaints of sexual harassment.

The proper channels have been provided for workers and employees to discuss any workplace-related complaints with their individual HR. There is also a provision of an escalation matrix if their concerns are not satisfactorily resolved.

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

	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-



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

At RFPL, we maintain a zero-tolerance policy when it comes to workplace harassment. We strongly encourage employees to promptly report any incidents of harassment to the appropriate authority. Upon receiving a report, we shall conduct a thorough investigation and take appropriate action. To address complaints of sexual harassment, we have established an independent Internal Complaints Committee. This committee operates autonomously and ensures the protection of employees from victimization. Its members are dedicated to resolving grievances in a peaceful and conciliatory manner. Additionally, we have appointed an Ombudsperson to handle the received complaints. All complaints are treated with utmost confidentiality, and the complainant's identity remains anonymous throughout the process. Furthermore, we strictly prohibit any form of retaliation against individuals who make a complaint, report of harassment in good faith, and those who participate in the investigation process.

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

Yes, our Supplier Code of Conduct aligns to the globally recognized standards such as the Core Conventions of ILO, UN's Universal Declaration of Human Rights, and UN Global Compact Principles, as well as other relevant industry standards and statutory requirements.

**9. Assessments of the year**

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

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

No significant risks were reported in the assessment.

**Principle 6: Businesses 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)	25975*	19079
Total fuel consumption (B)	1431	2360
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>27406</b>	<b>21439</b>
<b>Energy intensity per Crore of turnover</b>	<b>134.65</b>	<b>94.02</b>
<b>Energy intensity per metric ton of production</b>	<b>0.97</b>	<b>1.06</b>

\*Excluded 3,83,003 kWh as consumed for 300 BPM trials

**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 however internal assurance was carried out by Amara Raja Group Sustainability team.

**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, the organization is not classified as a designated consumer for the Performance, Achieve, and Trade (PAT) program administered by the Bureau of Energy Efficiency (BEE).

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water (harvested rainwater)	0	0
(ii) Groundwater	205543*	139593
(iii) Third party water (Municipal water supplies)	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (Packaged Drinking water)		
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	205543	139593
<b>Total volume of water consumption (in kiloliters) *</b>	205543	139593
<b>Water intensity per crore of turnover</b>	1009.89	612.17
<b>Water intensity per ton of production</b>	7.31	6.91

\* Excluded 16,388 KL of water as consumed for 300 BPM trials.

**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, however internal assurance was carried out by Amara Raja Group Sustainability team.

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

Yes, we have Effluent Treatment and Sewage Treatment plants and 100% treated water is being used for gardening and toilet flushing.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	µg/m <sup>3</sup>	22.35	21.65
SOx	µg/m <sup>3</sup>	9.85	9.85

Particulate matter (PM10)	µg/m3	66.40	65.75
Particulate matter (PM2.5)	µg/m3	29.65	29.00
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

**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, however, internal assurance was carried out by Amara Raja Group Sustainability team.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tons of CO2 equivalent</i>	102	167
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tons of CO2 equivalent</i>	5166	3795
<b>Total Scope 1 and Scope 2 emissions per Crore of turnover</b>	<i>Metric tons of CO2 equivalent</i>	25.88	17.37
<b>Total Scope 1 and Scope 2 emissions per ton of production</b>	<i>Metric tons of CO2 equivalent</i>	0.19	0.20

**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, however internal assurance was carried out by Amara Raja Group Sustainability team.

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

The company has initiated outsourcing of renewable energy, and remains dedicated to energy efficiency improvement. This commitment is demonstrated through the upgrading of process technology, efficient production scheduling, and the implementation of various energy-saving initiatives. A few initiatives are mentioned below.

### Renewable energy initiatives:

- Established roadmap to increase Renewable energy from 0 to 5% in FY25

RFPL has achieved energy savings of 3,48,752 kWh by implementing the below Energy Conservation programs.

- ✓ Power factor improvement in Pulp unit
- ✓ Optimization of water circulation in Cooling Tower through VFD in Beverage
- ✓ Optimization of Power consumption in Cooling tower fans in Beverage
- ✓ Resource optimization and productivity improvement
- ✓ Optimization of Air Pressures and ensuring zero leakages

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tons)</b>		
Plastic waste <b>(A)</b>	104	69
E-waste <b>(B)</b>	0	0
Bio-medical waste <b>(C)</b>	0.01	0.01
Construction and demolition waste <b>(D)</b>	0	0
Battery waste <b>(E)</b>	2	0
Radioactive waste <b>(F)</b>	0	0
Other Hazardous waste. Haz. Waste from process + Haz. Waste from pollution control equipment's, + Filter bed sand+ Filter bags etc. <b>(G)</b>	1	0
Other Non-hazardous waste generated <b>(H)</b> . MS Scrap + Pulp scrap, carton boxes)	2046	2470
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>2153</b>	<b>2539</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
<b>Category of waste</b>		
(i) Recycled	2153	2539
(ii) Re-used*	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>2153</b>	<b>2539</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**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, however internal assurance was carried out by Amara Raja Group Sustainability team.

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

RFPL has implemented a waste classification system to manage the disposal and recycling of waste materials. We prioritize recycling and timely disposal of waste, using third-party contractors for controlled disposal. Solid waste is categorized into hazardous and non-hazardous, and the team follows established procedures to collect and store waste in designated areas.

Non-hazardous waste including plastic scrap, metal scrap, cotton boxes, and pulp scrap are forwarded to authorized recyclers.

**10. 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.
RFPL does not conduct any activities or operations in areas that are considered ecologically sensitive			

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

RFPL does not have any green-field projects in the current reporting period which requires EIA according to the EIA notification, 2006.

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

Yes, RFPL is in adherence to all relevant environmental laws, regulations, and guidelines.

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
Nil				

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

<b>Essential Indicators</b>
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**1. a. Number of affiliations with and industry chambers/ associations.**

The Company is a member of 09 trade and industry chambers/ associations.

**b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	Confederation of Indian Industry (CII)	State
2	Trade Promotion Council of India (TPCI)	National
3	All India Food Processors Association (AIFPA)	National
4.	Andhra chamber of Commerce	National
5	Export Inspection Council (EIC)	National
6	Quality Circle Forum of India (QCFI)	National
7	Arab Chamber of Commerce	National
8	European Fruit Juice Association (A.I.J.N)	International
9	International Fruit and Vegetable Juice Association (IFU)	International

**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.**

There have been no instances where regulatory authorities have issued adverse orders regarding anti-competitive conduct.

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

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

We are not required to carry out our Social Impact Assessments as per law.

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 (RandR) is being undertaken by your entity, in the following format:**

S. No.	Name of Project for which RandR is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by RandR	Amounts paid to PAFs in the FY (In INR)
No Rehabilitation and Resettlement projects are on-going at RFPL						

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

We have established a formal community grievance management process that outlines the steps to be followed when we receive written or verbal complaints or grievances regarding our own operations and/or contractors. This process is designed to ensure that complaints and grievances are handled in a culturally sensitive, respectful, timely, and consistent manner. Additionally, our CSR personnel actively gather on-site feedback and suggestions from the communities to address any concerns raised. Through this mechanism, we receive, acknowledge, assess, assign, investigate, and respond to all community grievances.

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

RFPL actively engages with local farmers for sourcing of Pulp input materials.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	57%	59%
Sourced directly from within the district and neighboring districts	43%	41%

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

<b>Essential Indicators</b>
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**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**  
 At RFPL, we prioritize customer complaints and recognize the importance of being responsive, transparent, and solution-oriented in resolving them effectively and to the satisfaction of our customers. We have implemented a customer SPOC for handling the complaints that systematically records and addresses grievances related to our products, quality, service, and other relevant matters.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

We supply Fruit Pulps & Concentrates, and Fruit based & Functional Beverages to our customers and provide relevant safe handling & storage information on need basis.

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

RFPL has not received any consumer complaints with respect to data privacy, advertising, cyber security, restrictive trade practices, and unfair trade practices during the financial year 2022-23 and 2023-24.

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil  RFPL supplies to Domestic & Abroad customers and there is no direct sale to consumers.					
Advertising						
Cyber-security						
Delivery of essential services						



Restrictive Trade Practices	
Unfair Trade Practices	
Other	

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

No such instances of product recall were reported on account of safety issues.

	Number	Reasons for recall
Voluntary recalls	0	Nil
Forced recalls	0	Nil

**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's Information Security Policy and Data Protection Policy comply with the ISO 27001 framework. This policy is hosted on the company's internal servers & is accessible to all internal stakeholders.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not Applicable