

## ANNEXURE D

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Foreword

Dear Partners and Stakeholders,

Amrutanjan stands proudly as a beacon of traditional wisdom and modern innovation, expressing the essence of Ayurveda while embracing modern pharmaceutical developments. It is my unique honour, as Chairman and Managing Director of Amrutanjan, to welcome you to our first-ever Business Responsibility and Sustainability Reporting (BRSR), a monument to our unrelenting dedication to holistic advancement.

Our journey has been marked by a genuine commitment to improving the well-being of individuals and communities while also protecting the environment. In this effort, we are governed by ideas that reconcile Ayurvedic tenets with the demands of a continually changing world. Our business decisions have an impact that extends far beyond our balance sheets and into the area of social and environmental impact.

Today, I am delighted to support the Securities and Exchange Board of India's (SEBI) comprehensive reporting system, known as BRSR. This framework illustrates our unwavering commitment to transparency, responsibility, and long-term governance. It is more than just a formality; it reflects our conviction in the profound interdependence of corporate entity and the well-being of the world and its inhabitants.

Amrutanjan recognises the critical necessity of aligning our practises with the principles of responsible corporate behaviour in an era characterised by increasing environmental concerns and heightened social expectations. We heartily support the BRSR framework as a catalyst for transformation, propelling us forward on our path to a more sustainable and equitable future.

As we dig into the world of Environmental, Social, and Governance (ESG) disclosures, we recognise the need to protect our natural resources, nurture our communities, and uphold the best governance standards. Our commitment to the Net Zero objective by 2030 demonstrates our determination to reduce our carbon footprint and positively contribute to the worldwide fight against climate change.

We consider our stakeholders to be essential partners in this transforming journey. We hope to confront the problems that lie ahead by establishing a culture of collaboration and empowerment. Our commitment to sustainable development is not only a responsibility we gladly accept but also a means of increasing value creation for our shareholders and stakeholders alike.

This report illustrates our complete approach to sustainability, which is inextricably linked to our overall company strategy. It embodies Amrutanjan's heart and soul, magnifying our mission of encouraging wellness and prosperity for everybody.

Finally, I want to express my profound appreciation to each of you—our shareholders, customers, workers, partners, and the larger society—for your unflinching support during this journey. Let us continue to walk hand in hand towards a future in which Ayurvedic and holistic wellness principles meet the demands of a modern, linked society, and Amrutanjan's legacy is not only protected but also enhanced for future generations.

With best wishes,

S. Sambhu Prasad  
Chairman & Managing Director

## Section A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24231TN1936PLC000017
2	Name of the Listed Entity	AMRUTANJAN HEALTH CARE LIMITED
3	Year of incorporation	1936
4	Registered office address	No. 103, (Old No. 42-45) LUZ CHURCH ROAD, MYLAPORE CHENNAI TN 600004
5	Corporate office address	No. 103, (Old No. 42-45) LUZ CHURCH ROAD, MYLAPORE CHENNAI TN 600004
6	E-mail	<a href="mailto:shares@amrutanjan.com">shares@amrutanjan.com</a>
7	Telephone	044-24994465
8	Website	<a href="http://www.amrutanjan.com">www.amrutanjan.com</a>
9	Financial year for which reporting is being done	APRIL 2022- MARCH 23
10	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. BSE Limited
11	Paid-up Capital	₹2,92,30,630
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. Jeyakanth Chief Operating Officer (Supply Chain & Product Delivery) 9841829493 <a href="mailto:Jeyakanths@amrutanjan.com">Jeyakanths@amrutanjan.com</a>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

### II. Products/ Services

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

S No	Description of Main Activity	Description of Business Activity	% of the Turnover of the entity
1	Ayurvedic pharmaceutical preparations and fruit-based beverages	Manufacturing, Sales, Distribution and marketing of pain balms and fruit-based beverages	79%
2	Women Hygiene Products	Sales, Distribution and Marketing	18%

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

S No	Product/Service	NIC Code	% of the total Turnover contributed
1	Ayurvedic Pain Balm and Women Hygiene products	21003	90%

**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	3	6	9
International	0	1	1

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

## a) Number of Locations

Locations	Number
National (Number of States)	28
International (Number of Countries)	19

b). What is the contribution of exports as a percentage of the total turnover of the entity?  
2%

## c). A brief on types of customers

- (i) Retailers through stockist and distributors.
- (ii) Customers through modern trade channel.

**IV. Employees****18. Details as at the end of financial year:**

## a). Employees and workers (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>					
Permanent	449	426	94.88	23	5.12
Other than Permanent	349	325	93.12	24	6.88
<b>Total Employees</b>	<b>798</b>	<b>751</b>	<b>94.11</b>	<b>47</b>	<b>5.89</b>
<b>Workers</b>					
Permanent	88	87	98.86	1	1.14
Other than Permanent	264	142	53.79	122	46.21
<b>Total Workers</b>	<b>352</b>	<b>229</b>	<b>65.06</b>	<b>123</b>	<b>34.94</b>

## b). Differently abled Employees and workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently abled Employees</b>					
Permanent	449	2	0.44	0	0
Other than Permanent	349	0	0	0	0
<b>Total differently abled employees</b>	<b>798</b>	<b>2</b>	<b>0.25</b>	<b>0</b>	<b>0</b>
<b>Differently abled Workers</b>					
Permanent	88	0	0	0	0
Other than Permanent	264	1	0.37	0	0
<b>Total differently abled workers</b>	<b>352</b>	<b>1</b>	<b>0.28</b>	<b>0</b>	<b>0</b>

**19. Participation/Inclusion/Representation of women**

Particulars	Total (A)	Number & % of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67
Key Management Personnel	3	0	0

**20. Turnover rate for permanent employees and workers**

	FY 2022 - 23			FY 2021 - 22			FY 2020 - 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	44.37	24	43.33	38.3	31.03	37.92	18.43	11.11	17.98
Permanent Workers	2.3	0	2.27	0	0	0	1.22	0	1.2

**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	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entities indicated in the above table participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
			NIL	

**VI. CSR Details****22.**

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

(ii) Turnover (in Rs/INR): 37,963.60 (lakh)

(iii) Net worth (in Rs/INR): 29,077.19 (lakh)

**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	Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022 - 23		FY 2021 - 22		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes <a href="https://www.amrutanjan.com/contact.html">https://www.amrutanjan.com/contact.html</a>					NIL
Investors (Other than shareholders)	Yes <a href="https://www.amrutanjan.com/contact-address.html">https://www.amrutanjan.com/contact-address.html</a>					NIL
Shareholders		5	0	5	0	
Employees & Workers						NIL
Customers	Yes <a href="mailto:whistleblower@amrutanjan.com">whistleblower@amrutanjan.com</a>	27	0	50	0	
Value chain partners						NIL
Others						NIL

**24. Overview of the entity’s material responsible business conduct issues**

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

S No	Material issue identified	Indicate whether risk or opportunity	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	Employee health and safety	Risk	Non adoption of adequate safety practices and procedures leading to accidents and injuries	Site based Safety Committee and Risk Management in place such as Safety Trainings, Permit to Work, Incident Reporting and Investigation, Work Place Inspection	Negative
		Opportunity	Adoption of good safety system and practices leading to high employee morale and motivation		Positive
2	Customer Welfare	Risk	1. Product Liability: Compromised customer welfare will lead to lawsuits and product recalls leading to Reputation Damage 2. Adhering to high quality ingredients and manufacturing standards leads to market Competition and Cost pressures	Stakeholder Engagement and Collaborations	Negative
		Opportunity:	1. Brand Loyalty and Customer Retention 2. Expanding Market Reach		Positive
3	Improving social capital value & Environmental impact	Opportunity	1. Enhancing community health care; 2. Improving education in rural villages; 3. Improving health & safety of employees; 4. Skill development for social capital 5. CSR projects based on shared values and need assessments; 6. Promote diversity, equality and inclusion within the organization 7. Talent management and employee retention; 8. Net zero commitment 9. Solar power installations, 10. Reduction of plastic in products, 11. Water usage reduction in Plants 12. Animal welfare projects through CSR		Positive
4	Information Security/Cyber Security	Risk	1. Non-availability of service or failure of multiple systems leading to disruptions in business operations due to lack of adequate processes. 2. Cyber Security 3. Disaster Recovery Systems	Information systems, back up and disaster recovery policies are in place and are periodically reviewed. Promoting User awareness on cyber security/risks through periodic training and information exchange	Negative

S No	Material issue identified	Indicate whether risk or opportunity	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)
5	Increased ESG awareness among stakeholders	Opportunity	1. Inclusion of sustainability, circularity and other ESG aspects in our operations through governance & policies; 2. Mandatory & voluntary ESG disclosures to improve ESG rating; 3. Effective resource management through monitoring of ESG targets resulting in better economic performance; 4. Embedding ESG practices in value chain	ESG targets for reduction of environmental footprint and GHG emissions, adding value to social aspects and improving governance. Collaboration with value chain partners Sustainable sourcing	Negative
6	Business Ethics	Risk	1. Ethical lapses can lead to violations of industry regulations and laws, resulting in severe penalties, fines, and potential product recalls 2. Engaging in unethical practices such as unfair negotiations, bribery, or exploitation of suppliers can strain supplier and stakeholder relationships	1. Frequent training programmes on business ethics and code of conduct 2. Creation of committee for stakeholder engagement and improve redressal mechanism	Negative

**Section B: MANAGEMENT AND PROCESS DISCLOSURES**

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

S. No.	Description of the Principle
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	N	N	Y	Y	Y	N	Y	N
c. Web Link of the Policies, if available	<a href="https://www.amrutanjan.com/policy.html">https://www.amrutanjan.com/policy.html</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	No. However, Amrutanjan has SOPs for most of the key processes.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001, ISO 22000, NABH Accreditation								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NIL								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								

**Governance, leadership and oversight****7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements**

Amrutanjan is fully committed to the continuing improvement of our ESG-related initiatives. We are reaffirming our unshakable commitment to numerous critical areas, such as climate preservation, responsible resource management, promoting equal opportunities, establishing trust, prioritising the needs of all generations, and actively interacting with and supporting our local communities. This year, we successfully launched our ESG committee, which plays critical role in driving our company-wide ESG goals. As we begin our first entity-level review, we are advantageously positioned to create specific environmental, social, and governance (ESG) goals in the coming fiscal year. The implementation of the SEBI-mandated Business Responsibility and Sustainability Reporting (BRSR) has been essential in advancing our organisation's commitment to sustainability. Through this reporting approach, we have been able to demonstrate our tremendous success in decreasing emissions, conserving water, promoting sustainable packaging, cultivating diversity, and ensuring transparent governance. These activities, including installation of 120 kW solar power plant at Head Office last year, not only illustrate our commitment to sustainability but also strengthen our alignment with the United Nations Sustainable Development Goals (SDGs). By adhering to the BRSR, we are able to effectively communicate our sustainability goals and accomplishments to our stakeholders.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

S. Sambhu Prasad  
Chairman & Managing Director

**9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

Yes  
Chairman & Managing Director of the company is responsible for decision making on sustainability issues.

**10. Details of Review of NGRBCs by the Company:**

Subject for review	Indicates whether review was undertaken by Director/ Committee of the board/ Any other committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y

Subject for review	Frequency (Annually/ Half yearly/ Quarterly/ Any other)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	YLY	YLY	YLY	YLY	YLY	YLY	YLY	YLY	YLY
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	YLY	YLY	YLY	YLY	YLY	YLY	YLY	YLY	YLY

**11. Details of Review of NGRBCs by the Company:**

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	N	N	N	N	N	N	N	N

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason									

**Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.****Essential Indicator****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	% of persons in respective category covered by the awareness programmes
Board of Directors		During the year, the Board engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said principles.	
Key Management Personnel	7	Code of Conduct, Brand Management, PoSH, Goal Alignment, Master Class on world class organization, Phishing Awareness, Data Protection	100%
Employees other than BoD and KMPs	14	Fire safety, Code of Conduct, CSE Sales training, QMS Internal Auditor, Labour law, Sales force management - ABM, Handling of Accidental Cases & 5s, TN Draft rules on wages, IR, OSH & NC, OnLine Advanced Excel Training, CSE Refresher programme, QMS Internal Auditor Training based on ISO 9001: 2015 standards for the Associates of Amrutanjan Health Care Limited (AHCL)	100%
Workers	4	Female Hygiene, Code of Conduct, Fire Safety, 5S Training	100%

**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings with regulators/ law enforcement agencies/ judicial institutions in FY23**

	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	NA	NA	NA	NA
Settlement	NIL	NA	NA	NA	NA
Compounding fee	NIL	NA	NA	NA	NA

	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	NA	NA	NA
Punishment	NIL	NA	NA	NA

**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	NA

**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.**

The company does not have a separate anti-corruption or anti-bribery policy. However, the Code of Conduct for employees and the Procurement Policy contain adequate provisions that deal with anti-corruption and anti-bribery.

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

	FY 2022 - 23	FY 2021 - 22
Board of Directors	NIL	NIL
Key Management Personnel	NIL	NIL
Employees other than BoD and KMPs	NIL	NIL
Workers	NIL	NIL

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

	FY 2022 - 23		FY 2021 - 22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL		NIL	

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

NA

**Leadership Indicator****1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	% of the value chain partners covered under the awareness programmes
	NIL	

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

Yes. The company has laid down a Code of Conduct for all Board Members and Senior Management of the Company. The Code of Conduct has necessary provisions to avoid/manage conflict of interest.

Further, the Directors and the Senior Management are required to disclose to the Board, on an annual basis, that they have not entered into any financial/commercial transactions with the Company where they may be deemed to have a personal interest that may have a potential conflict with the interest of the Company at large.

**PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.****Essential Indicator****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2022 - 23	FY 2021 - 22	Details of improvements in environmental and social impacts
R&D		NIL	
Capex	₹60 lakh	NIL	Installed 120 kW Solar Plant at HO which is expected to offset 2,48,784 kg CO2 emissions annually

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

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

No

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

The expired stocks lying with the Depots/Distributors are taken back and disposed off safely through an authorized agency.

**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.

Vendor is identified and the registration of our entity with the Central Pollution Control Board is under process.

**Leadership Indicator****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? No**

NIC Code	Name of the Product/ Service	% of the total turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Result communicated in public domain (Yes/ No)
NA	NA	NA	NA	NA	NA

**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 the Product/ Service	Description of the risk/ concern	Action taken
NA	NA	NA

**3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

	Recycled or Re-used input material to total material	
	FY 2022 - 23	FY 2021 - 22
NA	NA	NA

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

	FY 2022 - 23			FY 2021 - 22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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

Name of the Product/ Service	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

**PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.****Essential Indicator****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	426	426	100	426	100	NA	NA	0	0	0	0
Female	23	23	100	23	100	23	100	NA	NA	0	0
Total	449	449	100	426	100	23	100	0	0	0	0
<b>Other than Permanent Employees</b>											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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	87	87	100	87	100	NA	NA	NA	NA	NA	NA
Female	1	1	100	1	100	1	100	0	0	NA	0
<b>Total</b>	<b>88</b>	<b>88</b>	<b>100</b>	<b>88</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Workers</b>											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### 2. Details of retirement benefits for current and previous financial year.

Benefits	FY 2022 - 23			FY 2021 - 22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Yes/ No/ 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 (Yes/ No/ N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	3.33	12.50	Yes	6.72	10.20	Yes
Other	NA	NA	NA	NA	NA	NA

#### 3. Accessibility of workplaces

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

All facilities have ground and first floors with accessibility through staircase. Differently abled employees and workers have no issues in accessing their workstation. Access through elevators will be provided when the company goes for expansion of facilities.

#### 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 do not have any specific policy for equal opportunity.

#### 5. Return to work and Retention rates of permanent employees and workers that took parental leave. No employee took parental leave in 2022-23

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

#### 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 Employees	Yes.
Other than Permanent Employees	HR executives visit the workplaces and the factories periodically and on need basis to review and redress grievances of the employees/workers through one-on-one discussions. Suggestion boxes are also kept at all locations to enable sharing of grievances and suggestions for improving the work environment and processes. Company is planning to create Committees to address workers/employee grievances. Permanent Workers also have their Union to represent their grievances.
Permanent Workers	
Other than Permanent Workers	

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

Category	FY 2022 - 23			FY 2021 - 22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or union (B)	% (B/A)	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or union (B)	% (B/A)
<b>Total Permanent Employees</b>	449	0	0	460	0	0
- Male	426	0	0	431	0	0
- Female	23	0	0	29	0	0
<b>Total Permanent Workers</b>	88	88	100	88	88	100
- Male	87	87	100	87	87	100
- Female	1	1	100	1	1	100

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

All the employees have access to relevant learning and development opportunities. The learning needs are identified by a combination of self, manager and department head and classified under functional, behavioural and organizational needs.

Category	FY 2022 - 23					FY 2021 - 22				
	Total (A)	On Health and Safety measures		On Skill Upgradation		Total (D)	On Health and Safety measures		On Skill Upgradation	
		No. (B)	& (B/A)	No. (C)	% (C/A)		No. (E)	& (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	549	62	11	527	96	617	43	7	588	95
Female	26	22	85	15	58	30	24	80	12	40
<b>Total</b>	<b>575</b>	<b>84</b>	<b>96</b>	<b>542</b>	<b>154</b>	<b>647</b>	<b>67</b>	<b>87</b>	<b>600</b>	<b>135</b>
<b>Workers</b>										
Male	97	65	67	0	0	97	46	47.42	0	0
Female	70	44	63	0	0	70	0	0	0	0
<b>Total</b>	<b>167</b>	<b>109</b>	<b>65.27</b>	<b>0</b>	<b>0</b>	<b>167</b>	<b>46</b>	<b>27.54</b>	<b>0</b>	<b>0</b>

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

All the employees undergo Performance and Career Development Reviews through Annual Appraisals. Discussions are also carried out periodically and feedback for development is provided. Workers career development is benchmarked with the number of years of service and the productivity in line with the mutually agreed wage settlement signed between the Management and the affiliated Union.

Category	FY 2022 - 23			FY 2021 - 22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	426	426	100	529	529	100
Female	23	23	100	1	1	100
<b>Total</b>	<b>449</b>	<b>449</b>	<b>100</b>	<b>530</b>	<b>530</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, the coverage such system?

Yes.

All our Plants have Safety Committees consisting of Executives and Workers. The Committee does periodical review of safety measures and recommend improvement as may be required

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

Safety Committee meets at least once in a quarter and on need basis to identify and assess work-related hazards and provide suggestions to management for addressing the safety issues.

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

Yes

Safety Committee reviews the suggestions or complaints of the workers with regard to work related hazards and take appropriate action.

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

Company owned Ambulance/Vehicles are available at the Plants for transferring the workers to nearby medical centres for medical emergencies.

#### 11. Details of safety related incidents.

Safety incident/ Number	Category	FY 2022 - 23	FY 2021 - 22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
Number of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

We recognize that Safety and Good health of our employees, workers, visitors, contract workers are of paramount importance for our business. We ensure that manufacturing and allied process and activities are regularly assessed for risk that can be mitigated to prevent injuries and occupational hazards. As a condition of employment, all employees are required to comply with all safety and environmental rules and regulations. Each employee understands that they are individually responsible for their own safety and the safety of those around them. Through safe work behaviour of all employees, visitors, and contractors, we aim towards zero incidences and accidents. Awareness of a safer workplaces is created and employee participation is encouraged to our safety goals and targets.

Safety trainings were provided to all workers and employees. We have conducted Safety Day in our plants as part of creating awareness on safety procedures. Our workers were encouraged to report to the respective Plant HRs of any unsafe practices. We have also organised general check up, dental camps and eye camps for Workers and Employees at Plants and at Corporate office.

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

	FY 2022 - 23		Remarks	FY 2021 - 22		Remarks
	Filled during the year	Pending resolution at the end of year		Filled during the year	Pending resolution at the end of year	
Working Conditions		NIL		NIL		
Health & Safety		NIL		NIL		

#### 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%. By the Inspector of Factories
Working conditions	100%. By the Inspector of Factories

#### 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.

- Dilapidated compound wall was renovated and reconditioned at one of our Plants
- Concrete manhole was replaced inside the premises around the drainage area.

#### Leadership Indicator

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

(a) Employees Yes

(b) Workers Yes

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

We obtain proof of payment of statutory dues paid by the value chain partners in respect of services provided to the Company. Necessary clauses are incorporated in the agreement with the value chain partners for ensuring compliance.

##### 3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total number of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022 - 23	FY 2021 - 22	FY 2022 - 23	FY 2021 - 22
Employees	NIL		NIL	
Workers	NIL		NIL	

##### 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)

No

##### 5. Details on assessment of value chain partners:

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

##### 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.

NA

#### PRINCIPLE 4 Businesses should respect the interests of and be responsive to all its stakeholders.

##### Essential Indicator

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

At Amrutanjan, a stakeholder is any person, organisation, community, or institution that either impact its operations/ brand perception or getting impacted by its business. To understand stakeholders' needs and expectations and establish sustainable short-, medium-, and long-term strategies, Amrutanjan collaborates with a wide range of stakeholders. Amrutanjan believes that business risks and opportunities can be managed only through continuous involvement with all its stakeholders. The company's management, business, and functional heads identify the key stakeholders with respect to their level and area of operations, which include investors, shareholders, customers, business partners (including suppliers, service providers, and distributors), employees and workers, regulatory bodies, trade bodies, and other organisations, as well as the local community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half- yearly/ Quarterly/ Other)	Purpose and scope of engagement including key topics and concern raised during such engagement
Investor	No	Newspapers/ Email/ Advertisement / Website / video calls	Quarterly, Half yearly and Annually	To explain business highlights & performance
Shareholders	No	Newspaper, Advertisement, Website, Pamphlets	Throughout the year	To create customer awareness of brand and product ranges
Customers	No	Newspaper, Advertisement, Website, Pamphlets	Throughout the year	To address their concerns, grievances and to get feedback
Business partners (including suppliers, service providers, and distributors)	No	Email, SMS, Pamphlet	Throughout the year	To address their concerns, grievances and to get feedback
Employees and workers	No	Email, Meetings, Notice Board	Throughout the year	To achieve employee engagement, train and motivate to attain organisational goals
Regulatory bodies	No	Email, Disclosures through Filings, Returns	As required from time to time	To provide information & disclosures as required under the Regulations and to respond to their queries
Trade bodies and other organisation	No	Email, Notice Board, Meetings	As required from time to time	To maintain cordial relationships and to discuss on labour welfare
Local community	Yes	Community Meetings, Notice Board	As required from time to time	To engage them in our operations or support them on their basic needs

**Leadership Indicator**

**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 management has formed a core group of top executives of the Company (ESG Committee) which meets as frequently as necessary to discuss the environment, health and safety matters impacting our business operations and provide recommendations to the management. Basis the recommendations, the management takes decisions to make investment or improvement in the process which would support maintaining the environmental and safety standards within the organisation.

**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.**

Based on the recommendations of ESG Committee, more processes have been automated that has resulted in less paper work. Installation of solar panels have been completed at the Corporate Office in Chennai.

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

No major concerns have been received during the year.

**PRINCIPLE 5 Businesses should respect and promote human rights.**

**Essential Indicator**

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

Category	FY 2022 - 23			FY 2021 - 22		
	Total (A)	No. of employees / workers (B)	% (B/A)	Total (C)	No. of employees / workers (D)	% (D/C)
<b>Employees</b>						
Permanent	575	0	0	647	0	0
Other than Permanent	NA	NA	NA	351	NA	NA
<b>Total Employees</b>	<b>575</b>	<b>0</b>	<b>0</b>	<b>998</b>	<b>0</b>	<b>0</b>
<b>Workers</b>						
Permanent	0	0	0	87	0	0
Other than Permanent	NA	NA	NA	273	NA	NA
<b>Total Workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>360</b>	<b>0</b>	<b>0</b>

**2. Details of minimum wages paid to employees and workers.**

Category	FY 2022 - 23					FY 2021 - 22				
	Total (A)	Equal to minimum wage No. (B) & (B/A)	More than minimum wage No. (C) % (C/A)	Total (D)	Equal to minimum wage No. (E) & (E/D)	More than minimum wage No. (F) % (F/D)				
<b>Employees</b>										
Male	426	0	0%	426	100	43	0	0	43	100
Female	23	0	0%	23	100	29	0	0	29	100
<b>Total</b>	<b>449</b>	<b>0</b>	<b>0%</b>	<b>449</b>	<b>100</b>	<b>460</b>	<b>0</b>	<b>0</b>	<b>460</b>	<b>100</b>
<b>Workers</b>										
Male	87	0	0	87	100%	87	0	0	87	100
Female	1	0	0	1	100%	1	0	0	1	100
<b>Total</b>	<b>88</b>	<b>0</b>	<b>0</b>	<b>88</b>	<b>100%</b>	<b>88</b>	<b>0</b>	<b>0</b>	<b>88</b>	<b>100</b>

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	6	11,45,000	2	4,68,500
Key Management Personnel	3	51,19,000	0	NA
Employees other than BoD and KMPs	457	4,25,240	25	4,50,200
Workers	87	8,36,596	1	5,75,299

**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)**

No

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

No internal mechanism exists.



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

	FY 2022 - 23			FY 2021 - 22		
	Filled during the year	Pending resolution at the end of year	Remarks	Filled during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	No complaints	0	0	No complaints
Discrimination at workplace	0	0	No complaints	0	0	No complaints
Child Labour	0	0	No complaints	0	0	No complaints
Forced Labour/ Involuntary Labour	0	0	No complaints	0	0	No complaints
Wages	0	0	No complaints	0	0	No complaints
Other human rights related issues	0	0	No complaints	0	0	No complaints

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

The Company's committed to workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. The Company has in place a Policy on Prevention of Sexual Harassment in line with the requirements of the Sexual Harassment of Women at the Place (Prevention, Prohibition and Redressal) Act, 2013 (POSH Policy). An internal Complaint Committee is in place to redress and the complaints received regarding sexual harassment. All employees are covered under this Policy. Necessary disclosures in relation to the sexual harassment complaints received and redressal thereof are provided in Board's Report 2013. The Company has also a Whistle Blower Policy to report genuine concerns and grievances.

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

No.

We are in the process of including human rights requirements as part of all business agreements and contracts.

**9. Assessment of the year.**

	% of your plant and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	100
Forced Labour/ Involuntary Labour	100
Wages	100
Other human rights related issues	0

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

NA

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

Not applicable. No such situation had arisen.

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

No human rights due diligence was required to be conducted.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Currently we have only staircase for accessibility for 1+1 floors. Elevators shall be provided when we go for expansion of facilities. Arrangement is in place to receive differently-abled visitors according to their comforts.

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

	% of value chain partners that were assessed (by value of business done with such partners)
Sexual Harassment	
Discrimination at workplace	
Child Labour	NIL
Forced Labour/ Involuntary Labour	
Wages	
Other - Please specify	

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

For prevention of sexual harassment, we have an internal committee and we have been giving the mandatory trainings related to POSH to create awareness among all employees. We have our code of conduct which gives insights on discrimination at workplace. We do not engage any employee/trainees who are less than 18 years of age.

**PRINCIPLE 6 Businesses should respect and make effort to protect and restore the environment.****Essential Indicator****1. Details of total energy consumption and energy intensity.**

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
Total electricity consumption (Grid + DG Set) (A)	MJ	57,98,361.60	56,08,274.40
Total fuel consumption (B)	MJ	47,79,564.24	43,23,532.62
Energy consumption through other sources (C)	MJ	86,07,335.73	73,21,666.53
<b>Total energy consumption (A + B + C)</b>	MJ	<b>1,91,85,261.57</b>	<b>1,72,53,473.55</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/ Turnover in rupees)		0.0051	0.0043
<b>Energy intensity (Optional)</b> - the relevant metric may be selected by the entity			

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No), 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.**

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>Water Withdrawal by source</b>			
(i) Surface Water	KL	NA	NA
(ii) GroundWater	KL	24,075.00	20,650.00
(iii) Third party Water	KL	7,742.00	7,424.00
(iv) Sea Water/ Desalinated Water	KL	NA	NA
(v) Others	KL	NA	NA
<b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>	KL	<b>31,817.00</b>	<b>28,074.00</b>
<b>Total volume of water consumption</b>	KL	<b>31,817.00</b>	<b>28,074.00</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption/ Turnover in rupees)		0.000008	0.00007
<b>Water intensity (Optional)</b> - the relevant metric may be selected by the entity			

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

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

No

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

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
NOx	ppm	13	14
SOx	ppm	9	8
Particulate matter (PM)	mg/Nm <sup>3</sup>	61	57
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others	NA	NA	NA

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

**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity.**

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>Total Scope 1 emissions -</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	kg CO <sub>2</sub> e	10,83,598	9,38,930
<b>Total Scope 1 emissions -</b> Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	kg CO <sub>2</sub> e	11,16,312	10,91,645
<b>Total Scope 1 and Scope 2 emissions per rupee turnover</b> (Total Scope 1 and Scope 2 emissions / Turnover in rupees)		0.00058	0.00050
<b>Total Scope 1 and Scope 2 emissions intensity (Optional)</b> - the relevant metric may be selected by the entity			

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

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

Retrofit emission control device to be fixed in our DG Genset (Work in Progress).

**8. Provide details related to waste management by the entity:**

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>Total waste generated</b>			
Plastic waste (A)	Mt	269	50
E-waste (B)	NA	NA	NA
Bio-medical waste (C)	NA	NA	NA
Construction and demolition waste (D)	NA	NA	NA
Battery waste (E)	NA	NA	NA
Radioactive waste (F)	NA	NA	NA
Other Hazardous waste (G)	NA	NA	NA
Other Non-Hazardous waste (H)	NA	NA	NA
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>Mt</b>	<b>269</b>	<b>50</b>

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations</b>			

Category of waste			
(i) Recycled		NIL	NIL
(ii) Re-used		NIL	NIL
(iii) Other recovery operations		NIL	NIL
<b>Total (i + ii + iii)</b>		<b>0</b>	<b>0</b>

**For each category of waste generated, total waste disposed by nature of disposal method**

Category of waste			
(i) Incineration		NIL	NIL
(ii) Landfilling		NIL	NIL
(iii) Other disposal operations		NIL	NIL
<b>Total (i + ii + iii)</b>		<b>0</b>	<b>0</b>

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

**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.**

No hazardous and toxic chemicals used in our process. Plastic waste is given to authorized Pollution control board vendor for recycling. EPR registration is under process.

**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	Types 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

**11. Details of Environmental Impact Assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA notification number	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
No new project undertaken in the current year	NA	NA	NA	NA	NA

**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:**

Yes

Amrutanjan complies with all applicable 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
	NA	NA	NA	NA

**Leadership Indicator****1. Provide break-up of the total energy consumed from renewable and non-renewable sources.**

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>From renewable sources</b>			
Total electricity consumption (A)	MJ	0	0
Total fuel consumption (B)	MJ	0	0
Energy consumption through other sources (C)	MJ	0	0
<b>Total energy consumed from renewable sources (A + B + C)</b>	<b>MJ</b>	<b>0</b>	<b>0</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	MJ	50,96,768.4	47,50,642.8
Total fuel consumption (E)	MJ	47,79,564.24	47,79,564.24
Energy consumption through other sources (F)	MJ	86,07,335.73	73,21,666.53
<b>Total energy consumed from non-renewable sources (D + E + F)</b>	<b>MJ</b>	<b>1,84,83,668.37</b>	<b>1,68,518,73.57</b>

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. Provide the following details related to water discharge.**

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>Water discharge by destination and level of treatment</b>			
(i) To Surface Water			
- No treatment			
- With treatment (Specify level of treatment)			
(ii) To Groundwater			
- No treatment			
- With treatment (Specify level of treatment)			
(iii) To Sea Water			
- No treatment			
- With treatment (Specify level of treatment)			
(iv) Sent to third-parties			
- No treatment			
- With treatment (Specify level of treatment)			
(v) Other			
- No treatment			
- With treatment (Specify level of treatment)			

**Total water discharged**

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

**3. Water withdrawal, consumption and discharge in areas of water stress.**

For each facility/ plant located in areas of water stress:

(i) Name of the area:

(ii) Nature of operations:

(iii) Water withdrawal, consumption and discharge:

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>Water withdrawal by source</b>			
(i) Surface Water			
(ii) Ground Water			
(iii) Third party Water			
(iv) Sea Water/ Desalinated Water			
(v) Others			
<b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>			
<b>Total volume of water consumption</b>			
<b>Water intensity per rupee of turnover</b> (Total water consumption/ Turnover in rupees)			
<b>Water intensity (Optional)</b> - the relevant metric may be selected by the entity			

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>Water discharge by destination and level of treatment</b>			
(i) Into Surface Water			
- No treatment			
- With treatment (Specify level of treatment)			
(ii) Into Groundwater			
- No treatment			
- With treatment (Specify level of treatment)			
(iii) Into Sea Water			
- No treatment			
- With treatment (Specify level of treatment)			
(iv) Sent to third-parties			
- No treatment			
- With treatment (Specify level of treatment)			
(v) Other			
- No treatment			
- With treatment (Specify level of treatment)			

**Total water discharged**

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

**4. Provide details of total Scope 3 emissions & its intensity.**

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>Total Scope 3 emissions -</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
<b>Total Scope 3 emissions per rupee turnover</b> (Total Scope 3 emissions / Turnover in rupees)			
<b>Total Scope 3 emissions intensity (Optional)</b> - the relevant metric may be selected by the entity			

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

**5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along- with prevention and remediation activities.**

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives.

S No	Initiative undertaken	Details of initiative (Web link if any, may be provided along with summary)	Outcome of the initiative

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

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard

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

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

#### Essential Indicator

**1 (a). Number of affiliations with trade & industry chambers/associations. Amrutanjan has affiliations with six (6) trade & industry chambers/associations. They are:**

- Association of Manufacturers of Ayurvedic Medicines (AMAM)
- Madras Chamber of Commerce & Industry
- All India Manufacturers' Organisation (AIMO)
- Employers' Federation Of South India
- Madras Management Association
- Confederation of Indian Industry (CII)

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	Association of Manufacturers of Ayurvedic Medicines (AMAM)	National
2	Madras Chamber of Commerce & Industry	State
3	All India Manufacturer's Organisation (AIMO)	National
4	Employers' Federation Of South India	National
5	Madras Management Association	State
6	Confederation of Indian Industry (CII)	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.

NA

#### Leadership Indicator

1. Details of public policy positions advocated by the entity:

S No	Public policy advocated	Method re-stored for such advocacy	Whether in-formation available in public do-main? (Yes/ No)	Frequency of re-view by board (Annually/ Half- yearly/ Quarterly/ Other)	Web link, if available

NA

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

#### Essential Indicator

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 number	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
Not applicable				NA	

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

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)
	Not applicable				NA	

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

Amrutanjan encourages local communities to come forward and report grievances associated with our operations. In the absence of the factory manager, members of the local community can file complaints with the factory administrator. Following the company's policies and legal requirements, grievances are addressed according to the nature of the incident. If grievances cannot be resolved or addressed at the factory level, they are escalated to the Head Office, where the general manager of Human Resources handles the situation.

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

	FY 2022 - 23	FY 2021 - 22
Directly sourced from MSMEs/ Small producers	40.59	37.92
Sourced directly from within the district and neighbouring districts	19.94	17.72

#### Leadership Indicator

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
Not applicable	NA

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

S No	State	Aspirational Districts	Amount Spent (in INR)
1	Tamil Nadu	NIL	1,23,06,802
2	Uttar Pradesh	NIL	5,75,000
3	Telangana	NIL	7,00,000
4	Andhra Pradesh	NIL	2,62,500

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 your entity (in the current financial year), based on traditional knowledge:**

S No	Intellectual property based on traditional knowledge	Owned/ Ac-quired (Yes/ No)	Benefits shared (Yes/ No)	Basis of calculating benefits share
	NA	NA	NA	NA

**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
NA	NA	NA

**6. Details of beneficiaries of CSR projects:**

S No	CSR Project	Number of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	People for Animals	All animals in the shelter	
2	IIMPACT	120 girls	100%
3	Sevalaya	1300 young girls	Mixed population
4	Single teacher School	274	100%
5	Single teacher School	10	100%
6	Hand in Hand	1796 students	Mixed population
7	Children garden school	1000+	Mixed population
8	Digital class solution (Mylapore/Aranavoyal / Thirupporur) by Next Education	300 students	100%
9	Avvai Home & Orphanage for Girls	200	100%
10	Aranvoyal Panchayat Union	Village residents	Mixed population
11	Panchayat Union Primary School, Melsembedu	74 students	100%
12	Panchayat Union Middle School, Ayalacheri	91 students	100%
13	The Akshaya Patra Foundation	350 students	100%
14	Aishwarya Trust	8 children	100%
15	Indian Vision Institute	4030 children	Mixed population
16	GMR Varalakshmi Foundation	200 students	100%
17	Inspector of Police, Tiru-vanmiyur PS	General Public	Mixed population
18	Madras Christian Col-lege	23 students	100%
19	Aid India	218 students	100%
20	Government Boys High School, Tirupporur	100 students	100%
21	Social Service Trust, Chen-nai	General Public	Mixed population
22	Deena Bandu Ashram	275 students & staffs	100%
23	Sevalaya	360 students	100%

**PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.****Essential Indicator****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Customer complaints are received through Toll-free telephone, Customer care mail ID and through sales force. All product labels are printed with the above customer contact information. The complaints will be registered by marketing department and sent to QA for investigation. After investigation, the root cause will be identified and appropriate CAPA will be taken and communicated to the complainant for the genuine complaints with replacement of product. (SOP : QA/SOP/016)

**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.	20%
Safe and responsible usage	100%
Recycling and/or safe disposal	80%

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

	FY 2022 - 23		FY 2021 - 22		Remarks
	Received during the year	Pending resolution at the end of year	Received during the year	Pending resolution at the end of year	
Data Privacy	NIL	NIL	NIL	NIL	
Advertising	NIL	NIL	NIL	NIL	
Cyber- security	NIL	NIL	NIL	NIL	
Delivery of essential services	NIL	NIL	NIL	NIL	
Restrictive trade practices	NIL	NIL	NIL	NIL	
Unfair trade practices	NIL	NIL	NIL	NIL	
Other	2	0	18	0	

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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

Yes. Web-link: [https://www.worldofamrutanjan.com/privacy\\_policy](https://www.worldofamrutanjan.com/privacy_policy)

Information & Cyber Security Standard Operating Procedures(SOPs) are already available in the company's website. The IT Policy is currently getting updated with the Cyber Security SOPs and Cyber Security Assessment is also going to be undertaken during FY23-24.

**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.**

NIL

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

Web-link: <https://www.amrutanjan.com>

Amrutanjan website covers all our products & its uses and the services which we provide.

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

All our products primary packing (labels) and secondary packing (unit carton) are having the usage and safety information namely: Directions (for use), Indication, Caution and Storage.

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

We will inform all the stakeholders through proper medium / channel, in case of any disruption / discontinuation of services.

**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.

Yes.

Licence No. 368 as per Certificate of Licence to Manufacture for Sale of Ayurvedic Drugs (Form 25D)

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes.

Through external service providing agencies annual survey on customer satisfaction of our products has been conducted.

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

a	Number of instances of data breaches along-with impact	0
b	Percentage of data breaches involving personally identifiable information of customers	0

No breaches were reported in 2022-23