Business Responsibility & Sustainability Report FY 2021-22.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L15146GJ1999PLC035320
2	Name of the Listed Entity	Adani Wilmar Limited (AWL/Company)
3	Year of incorporation	1999
4	Registered office address	Fortune House, Near Navrangpura Railway Crossing, Ahmedabad 380009.
5	Corporate address	Fortune House, Near Navrangpura Railway Crossing, Ahmedabad 380009.
6	E-mail	investor.relations@adaniwilmar.in
7	Telephone	+91 79 2645 5650
8	Website	www.adaniwilmar.com
9	Financial year for which reporting is being done	01.04.2021 to 31.03.2022
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital	₹ 129.96 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Abhik Das Tel:+91-79-26455650 Email: abhik.das@adaniwilmar.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a standalone basis and pertain only to Adani Wilmar Limited.

II. Products/services

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

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Food and FMCG	95%

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

Sl. No	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of vegetable oils and fats excluding corn oil	10402	79%
2	Manufacture of oil cakes & meals incl. residual products E.g.: Palm stearin, Soya deoiled cake, castor deoiled cake, soap noodles, glycerine etc.	10406	8%
3	Manufacture of hydrogenated oil and vanaspati ghee	10401	5%
4	Flour milling	10611	2%
5	Rice milling	10612	2%
6	Dal (pulses) milling	10613	1%

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	23	7	30
International	–	–	–

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 states, 10 Union Territories
International (No. of Countries)	60

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

6.53%

c. A brief on type of customers

The export customers consist of top industrial manufacturers and FMCG companies. We export a variety of castor oil products and oleochemical products to industrial manufacturers whereas FMCG products such as edible oil, rice and other food products goes to various FMCG companies and modern retail chains across the globe.

IV. Employees

a. Employees and workers (including differently abled):

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	2,409	2,383	98.92%	26	1.08%
2.	Other than Permanent (E)	–	–	–	–	–
3.	**Total employees (D + E)**	**2,409**	**2,383**	**98.92%**	**26**	**1.08%**
	WORKERS					
4.	Permanent (F)	–	–	–	–	–
5.	Other than Permanent (G)	3,284	3,279	99.84%	5	0.16%
6.	**Total workers (F + G)**	**3,284***	**3,279**	**99.84%**	**5**	**0.16%**

*Note: All off-role employees are classified as workers other than permanent

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel*	3	–	–

* including one Executive Director

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

	FY 2021-22 (Turnover rate in current FY)			FY2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.27%	16.67%	14.29%	10.86%	9.30%	10.85%	11.15%	16.22%	11.19%
Permanent Workers	–	–	–	–	–	–	–	–	–

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

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

Sl. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Golden Valley Agrotech Private Limited	Subsidiary	100	No, these entities do not participate in the BRSR initiatives of Adani Wilmar Limited.
2	AWL Edible Oils and Foods Private Limited	Subsidiary	100	
3	Adani Wilmar Pte. Ltd.	Subsidiary	100	
4	Leverian Holdings Pte. Ltd.	Step Down Subsidiary	100	
5	Bangladesh Edible Oil Limited	Step Down Subsidiary	100	
6	Shun Shing Edible Oil Limited	Step Down Subsidiary	99.97	
7	Vishakha Polyfab Private Limited	Joint Venture	50	
8	K.T.V. Health Food Private Limited	Joint Venture	50	
9	AWN Agro Private Limited	Joint Venture	50	
10	Gujarat Agro Infrastructure Mega Food Park Private Limited	Associate	26	

VI. CSR Details

22.

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹)	₹ 52,529.95 Crore
(iii)	Net worth (in ₹)	₹ 7,377.88 Crore

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) (If Yes, then provide web-link for grievance redress policy)	Current Financial Year (FY 2021-22)			Previous Financial Year (FY 2020-21)		
		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	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	NA	Nil	Nil	NA			
Shareholders	Yes	556	0	All these complaints pertaining to unblocking of funds and non allotment of shares under the IPO. These have been satisfactorily resolved at the end of the financial year.	Nil	Nil	NA
Employees and workers	Yes (Company has an employee communication platform to encourage them to give feedback and put up grievances. The portal is called SETU.)	Nil	Nil	No complaints received during the year	NIL	NIL	No complaints received during the year
Customers	Yes	3,598	1	NIL	3,224	0	
Value Chain Partners	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	Nil	Nil	Nil	Nil	Nil	Nil	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 r . No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
1	ESG Governance	Opportunity	A robust ESG governance structure will enable AWL in assessing its policies and processes from the perspective of minimizing the impact on the environment while empowering the society and act as responsible corporate citizen.	N/A	N/A
2	Climate change adaptation and mitigation	Risk	Climate change is considered as a strategic business risk. Climate adaptation and mitigation are essential for an organisation to thrive in the future. We focus primarily on extreme weather events, urban water stress, air pollution, waste management, and their effect on employee wellbeing. Undertaking conscious measures, can reduce operational costs and drive greater efficiencies for the business.	AWL is guided by Adani group's Climate Change Policy which defines the framework guiding to mitigate climate change and adapt to its impact.	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.
3	Labour Practices	Risk	By upholding human rights and ensuring sound labour practices, the Company avoids disciplinary actions, avoids penalties, and empowers its employees.	The Company adheres to all applicable laws, pertaining to human rights and labour practices. AWL does not engage in child labour, forced or compulsory labour. The policy framework at AWL fosters a diverse, safe, empowered workforce.	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.
4	Innovation and Technology	Opportunity	The implementation of new technologies will enable the organisation to be at the forefront as market leaders with better quality products. It will also help business to counter any disruptive business models that may pose a threat to our business.	N/A	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
5	Data Privacy and Security	Risk	Safeguarding the security of the data and the entire value chain, particularly customers is important for our business operations. Any data breach may lead to leakage of Company's sensitive data resulting into frauds, business disruptions and continuity.	The Company has established a data security mechanism to prevent any possible cyber-attack, data breach or any sabotage attempt to disrupt business processes. The Company has also put in place a proper business continuity plan which includes building of redundancy for entire IT infrastructure & network.	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.
6	Circular Economy	Opportunity	For Responsible consumption and production, circular economy plays pivotal role in operating the business responsibly. Our business adopts multiple initiatives such as recyclable packaging material which promotes circular economy and thereby plays pivotal role in operating the business responsibly.	N/A	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.
7	Waste Management	Risk	Responsible disposal of waste, and reducing its generation, helps the Company to comply with environmental rules and regulations and ensure environmental sustainability. Any non-adherence to waste management / pollution control norms may lead to stringent action from the authorities such as NGT / Pollution control boards. Any severe violation can lead to closure of manufacturing facility.	Our Company follows high standards of waste management in consultation with Wilmar Group. Most of the plants are equipped with zero liquid discharge systems (ZLD), which ensures that effluent is not released in the environment which can be hazardous. Besides this, more than 97% of packing material is recyclable, thereby restricting non-biodegradable waste. Additionally, we are guided by Adani Group's Resource Conservation Policy which provides guidance to various business units to incorporate the principles of circularity in processes and production.	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.
8	Ecological Impact	Risk	Reduced ecological impact of the Company is essential to mitigate climate change and the physical and transition risks associated with it.	The environment related initiatives and policies have been put in place to reduce the impact on the environment.	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
9	Diversity and Inclusion	Opportunity	Developing a diverse and inclusive work culture enables an organization's position as an employer of choice. Inclusive environment also helps in establishing efficient management processes.	N/A	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.
10	Employee Health, Safety, and well-being	Risk	As the Company's most valuable resource, employee safety and wellbeing are of paramount importance. This is accomplished by assessing and controlling health and safety risks across the operations.	The Company emphasis on placing safety as a pre-requisite across all its operations. Further, company also takes various measures to ensure the health and wellbeing of employees by resorting to various interventions through health awareness programs.	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.
11	Responsible Supply chain	Opportunity	AWL is guided by Wilmar Group's ESG / NDPE policy which ensures responsible procurement practices, reduces its indirect environmental impact, and promotes good governance among partner organizations.	N/A	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.
12	Human Rights	Risk	Respecting human rights is essential to ensuring the safety of communities, employees, and other stakeholders.	We are guided by Adani Group and Wilmar Group's policy on Human Rights, based on international standards and frameworks, that ensures the wellbeing of its stakeholders.	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.
13	Water Management	Risk	Water is a shared resource, making its responsible consumption important to businesses. For the business to be socially and environmentally responsible, it must adhere to responsible consumption.	Zero liquid discharge systems or effluent treatment plants installed at all the plants ensures recycling of all the water waste, thereby ensuring reuse of water.	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.
14	Energy and emission Management	Risk	Mitigating climate change requires reduction in energy consumption and emissions footprint through implementation of carbon reduction initiatives.	Adani's Group level policy on Energy Management serves as a guidance to manage and optimize energy consumption and emissions and align with India's goal to become Net zero.	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.

S r . No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
15	Training and Development	Opportunity	The Company can raise the bar on quality of its offerings and become increasingly future-ready by ensuring requisite technical and behavioral skills are imparted to its workforce through regular trainings.	N/A	The process of identification and quantification of the financial implications of the identified risks and opportunities is currently underway.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.adaniwilmar.com/investors								
2	Whether the entity has translated the policy into procedures. (Yes / No)	N	N	N	N	N	N	N	N	N
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, Truste) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	• FSSC 22000 V 5.1 • BRCGS Issue 8.0 • ISO 9001:2015 • ISO 14001:2015 • ISO 45001:2018 • RSPO SCC (For Palm refineries) • US FDA (select plants) • GMP+ (select plants)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is cautious of undertaking business through sustainable practices. In line with this thought process, the Company endeavors to source edible oil and various other raw materials through sustainable means. The Company is also guided by Wilmar Group's NDPE (No Deforestation, Peat or Child labour) policy. Besides this, the Company also strives to minimize the impact of non-biodegradable waste on the environment by using recyclable packing material. Some of our ESG goals include: • By FY26, ~95% of palm oil (self) sourced will be traceable up to mills (TTM). • By FY26, 99% of packing material will be recyclable.								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	• ~90% of palm oil sourced is TTM • All palm refineries are RSPO certified. • ~97% of packing material is recyclable.								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:	Company's business clearly highlights its vision to deliver safe and nutritious packaged food to its consumers. As one of the largest Food FMCG companies in India, we do value the ESG principles and are committed to strong adherence of environmental sustainability. As a responsible corporate citizen, we ensure the sustainability across the value chain i.e. sourcing, manufacturing and across supply chain. We are also mindful of our responsibility towards society and in this direction, we do spend on various social cause one of which, is project SuPoshan in which our efforts are directed for eradication of malnutrition amongst 0-5 years' age group children and lactating mothers. As we go forward, we will be doing more on these sustainability and social causes									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Angshu Mallick, Managing Director and CEO DIN: 02481358								
9.	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company does not have specified Committee for decision making on sustainability related issues. However, the Directors and senior management monitor various aspects of social, environmental, governance and economic responsibilities of the Company on a continuous basis.								

Sr. No.	Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
10.	Details of Review of NGRBCs by the Company:									
	Performance against above policies and follow up action	The department heads and the leadership team examine the Company's Business Responsibility policies on a regular basis or as needed. Efficacy of policies is reviewed, and necessary modifications to policies and processes are adopted during this assessment.								
	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in due compliance with all the required regulations as applicable.								

Sr. No.		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No, but the Company does have an internal process of assessment in place. Going forward, the Company may engage with external agency to assess / evaluate the policies.								

Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
12.	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

SECTION C: Principle WISE PERFORMANCE

Principle 1:

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programs
Board of directors Key Managerial Personnel	The Board of Directors of the Company are periodically briefed on various developments with respect to ESG initiatives as well as various Government Regulations and its impact on the operations of the Company. The KMPs and Senior Management are also given periodic updates on AWL's Code of Conduct, the provisions of SEBI (Prohibition of Insider Trading) Regulations and Whistle Blower Policy.		
Employees other than BoD and KMPs	1400	▪ Safety awareness sessions related to Health, Food, Fire, Heights, First Aid, Operations, CRM, EHS	62.26%
Workers	1400	▪ Safety awareness sessions related to Health, Food, Fire, Heights, First Aid, Operations, EHS	68.51%

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 regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil

NON-MONETARY					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

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

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

The Company has an anti- corruption and anti-bribery policy. The policy has been developed in alignment with the the Company's Code of Conduct, various other policies including whistle blower policy and rules and regulations on anti-bribery and anti-corruption in India. The policy reiterates Company's stance of zero tolerance towards bribery and corruption. The policy is available on the website of the Company at www.adaniwilmar.com/investors.

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 2021-22 (Current Financial Year)	FY 2020-21 (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 2021-22 (Current Financial Year)		FY 2020-21 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	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

Essential Indicators

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

	Current financial Year	Previous financial Year	Details of improvements in environmental and social impacts
R&D	₹ 1.8 Crore	₹ 1.5 Crore	The Company has a product application center at Hyderabad and Kakinada for R&D of various new products. The Company also leverages the global R&D of its joint venture partner - Wilmar Group.
Capex	₹ 63.2 Crore	₹ 6.6 Crore	Company has installed ZLD across 6 locations and solar power across 2 locations as part of the ESG measures.

2. a. **Does the entity have procedures in place for sustainable sourcing?** Yes

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

   The Company has a proper mechanism in place to ensure that palm oil is sourced sustainably. The Company is guided by Wilmar Group's NDPE policy such that ~90% of palm oil sourced is traceable up to the mill (TTM). Besides this, the Company has also deployed green energy measures to draw power from renewable sources.

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

   The Company has a well-defined process in place for reuse and recycling of plastic / e-waste / hazardous waste (used oil, spender etc.).

   97% of packing material of the Company is in the form of recyclable material, all of the plants are equipped with ETP to treat hazardous waste. All e-waste are disposed off with authorized e-waste recyclers.

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. The waste collection plan is in line with the EPR plan submitted to CPCB / SPCBs.

   As a responsible corporate citizen, the Company follows the government's mandate of EPR in the case of packing material by collecting plastic waste from different regions. In FY22 itself, the Company has collected ~60% of the total plastic produced for recycling. Our endeavor and aim is to collect 100% of the plastic packaging produced.

PRINCIPLE 3

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

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2,383	2,383	100%	2,383	100%	NA	NA	2,383	100%	–	0%
Female	26	26	100%	26	100%	26	100%	NA	NA	–	0%
Total	**2,409**	**2,409**	**100%**	**2,409**	**100%**	**26**	**100%**	**2,383**	**100%**	**–**	**0%**
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**
Other than permanent worker											
Male	3,279	3,279	100%	3,279	100%	NA	NA	3,279	100%	–	0%
Female	5	5	100%	5	100%	5	100%	NA	NA	–	0%
Total	**3,284**	**3,284**	**100%**	**3,284**	**100%**	**5**	**100%**	**3,279**	**100%**	**–**	**0%**

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

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	100%	100%	Y	100%	100%	Y
Others – please specify	0	0	NA	0	0	NA

Note: All eligible employees are covered under ESI.

3. Accessibility of workplaces

Many of the office premises have provision for differently abled employees. However, in others, we are arranging for the same.

We strongly promote equal opportunities for everyone, and we acknowledge the importance of having diverse and equitable work environment. We have designed workplaces for providing assistance or making changes to a position or workplace to enable employees with disabilities for carrying out their jobs.

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

Yes. The Company is committed to delivering value through equality and to nurture and promote human diversity across its operations. (www.adaniwilmar.com/investors)

We promote an inclusive work culture of creating a supportive professional environment that promotes trust empathy, and mutual respect. Our policy on Diversity, Equality, and Inclusion has been developed in line with our commitment.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not applicable - Since we do not have permanent workers
Other than Permanent Workers	No
Permanent Employees	Yes. There is a grievance redressal mechanism for employees. An online platform named SETU has been created wherein employees can share their feedback, ideas and grievances directly with Corporate HR Team and the CHR team will revert with relevant solutions
Other than Permanent Employees	Not applicable - Since we do not have other than permanent employees

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	On Health & safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2,383	1,050	44.%	1,385	58%	2,342	975	44%	846	36%
Female	26	1	4%	24	92%	21	1	5%	19	90%
Total	**2,409**	**1,051**	**44%**	**1,409**	**58%**	**2,363**	**976**	**41%**	**865**	**37%**
Workers										
Male	3,279	1,745	53%	954	29%	3,309	1,620	49%	603	18%
Female	5	2	40%	3	60%	5	2	40%	3	60%
Total	3,284	1,747	53%	957	29%	3,314	1,622	49%	606	18%

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2,383	2,173	91.19%	2,342	2,057	87.83%
Female	26	21	80.77%	21	16	76.19%
Total *	2,409	2,194	91.08%	2,363	2,073	87.73%
Workers						
Male	3,279	2,993	91.28%	3,309	2,929	88.52%
Female	5	5	100.00%	5	5	100.00%
Total *	3,284	2,998	91.29%	3,314	2,934	88.53%

* Rest of the employees were not eligible for performance appraisal as per applicable service rules of the Company.

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?

Our facilities are ISO 45001 certified and Workplace health and safety policy is implemented across all our plants. Out of 23 sites, 15 sites have been certified for ISO 45001. To maintain Safety management system, regular internal audit and inspection is conducted and gap assessment modules are prepared to record corrective actions and improvement plans are prepared. Safety awareness campaigns are also conducted at regular intervals. Our Learning management system has implemented online courses pertaining to OHS through SAP Litmus online software.

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

Various assessment frameworks such as Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability study (HAZOP) are conducted on routine basis for all the activities of the plant. Permits and JSEA system is used for identification of hazards for all high-risk work activities for routine and non-routine activities. We are guided by EHS policy of Wilmar Group' that defines Zero Fatality and Permanent Disability in their plan. This is followed by the Company and monitored on monthly basis through EHS report.

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

Yes, the Company has well defined processes for reporting work related hazards. Workers, Staff can report the work-related hazards and risks through online EHS Portal Enablon. All the sites have appointed and registered the users on the Enablon platform from each department. The users are responsible for reporting the incidents on the said platform. Once the event or incident is reported in, the process / area owner does the root cause analysis and defines the corrective action for the same with target dates. On attaching the evidence of the action plan, action plan is reviewed and closed by the respective Plant Head.

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

Yes, the workers have access to the nearby hospitals and health facilities. The Company has a tie-up for such facilities, across all its plants.

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

Safety Incident/Number	Category	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.50	0
	Workers	0.29	0.71
Total recordable work-related injuries	Employees	1	0
	Workers	7	8
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

a) **Employee training:** Comprehensive training is essential for preventing workplace injury. The Company ensures that all employees and workers have access to safety training. Programs undertaken are: safety induction trainings for new joinees, tool box trainings at each department work area, EHS alerts for awareness about incident at the workplace and Online training through SAP Litmus software.

b) **Reward employees for safe behavior:** Rewards are an easy way to encourage workplace safety. The Company ensures to reward its employees who follow safety policies and adhere to all safety procedures at work-place. This not only motivates them but also their fellow colleagues to develop a safe work environment. It makes a significant difference in reducing workplace injuries.

c) **Safety Inspections / Audits:** The Company conducts safety audit or inspection at defined intervals at various sites to critically examine and identify any needs for corrective action. Checks are conducted in standardized format and records maintained at site.

d) **Regular review meetings:** Regular meetings to review safety rules and discuss preventive measures are conducted to ensure that the workplaces are safe for the workers. Plant safety meetings and departmental safety meetings are conducted, and records of the meeting are maintained.

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

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

- **Installation of Safety lifeline system:** To address the work at height, hazard lifelines are installed at all locations wherever personnel are required to work at height of > 2m. All locations such as loading areas, unloading areas, stacking of sacks in stores, cleaning activities on roof and any maintenance work that requires a personnel or worker to work at height of more than 2m, lifelines are installed.
- **Regular maintenance of all equipments:** A well-defined preventive maintenance programme is defined to carry out maintenance of all critical equipment's across all the plants. The Company has a checklist maintained for mandatory checks being done during the maintenance.
- **COVID-19 precautions:** Thermal scanning and health monitoring of employees and workers are conducted as a precautionary measure for COVID-19.
- **Machine guarding:** All rotating parts of the machine are guarded by 360-degree guard to avoid direct contact of working persons near running machines.

- **Permit to Work system:** Permits with JSEA is issued for all recognized high-risk work like hot work, confined space entry and work at height. These permit define the hazards associated with the work, controls required for work to be done safely and area authorization for the work to be carried out.

PRINCIPLE 4:

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

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

Any individual or group of individuals that adds value to the business of the Company is identified as a key stakeholder. This includes employees, shareholders and investors, customers, vendors, regulators, lenders, research analysts, various government organizations amongst others.

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), others	**Frequency of engagement** (Annually/Half yearly/ Quarterly/ others- please specify)	**Purpose and scope of engagement including key topics and concerns raised during such engagement**
Employees	No	Direct, through email / townhall, CEO interactions	Daily / on need basis	The Company follows an open-door policy.
Shareholders and investors	No	Email, website, newspaper advertisements, stock exchange intimations, annual/quarterly financial results and investor meetings and conferences	Frequent and need based	To give an update on the developments in the Company
Customers	No	Multiple channels	Frequent and need based	Stay in touch with the customers and to receive their feedback on various products that the Company manufactures and deals with.
Regulators	No	Emails, one on one meetings con-calls, video conference	Frequent and need based	Discussions with respect to various regulations, amendments, inspections, and approvals
Vendors and suppliers	No	Multiple channels	Frequent and need based	Stay in touch with vendors and suppliers who supply and deal in the products of the Company.
Communities and NGOs	No	Directly or through Adani Foundation	Frequent and need based	For supporting Fortune SuPoshan, a project to eradicate malnutrition and anemia and other socially high impact projects

PRINCIPLE 5

Businesses should respect and promote human rights

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 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. employees or workers covered (B)	% (B / A)	Total (C)	No. employees of workers covered (D)	% (D/C)

The Company ensures implementation of fair human rights practices and is intolerant towards any kind of involuntary or forced labor and child labor. Furthermore, to ensure that our employees are familiar with the reporting mechanisms, internal policies have been laid down to ensure strict adherence with the same.

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

Category	FY 2021-22 Current Financial Year				FY 2020-21 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	The wage rates in scheduled employments differ across states, sectors, skills, regions, and occupations owing to various factors. Hence, there is no single uniform minimum wage rate across the country and the revision cycle differs for each state. However minimum wages are paid and adhered to by the Company as per the minimum wage notification issued by the respective Central and State bodies for different establishments under the Minimum Wages Act and Rules.									
Male										
Female										
Other than Permanent										
Male										
Female										
Workers										
Permanent	The wage rates in scheduled employments differ across states, sectors, skills, regions, and occupations owing to various factors. Hence, there is no single uniform minimum wage rate across the country and the revision cycle differs for each state. However minimum wages are paid and adhered to by the Company as per the minimum wage notification issued by the respective Central and State bodies for different establishments under the Minimum Wages Act and Rules.									
Male										
Female										
Other than Permanent										
Male										
Female										

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	₹ 2.44 Crore	1	₹ 0.21 Crore
Key Managerial Personnel*	3	₹ 1.75 Crore	–	–
Employees other than BoD and KMP	2,380	₹ 0.06 Crore	26	₹ 0.07 Crore
Workers	3,279	₹ 0.03 Crore	05	₹ 0.03 Crore

* Including MD and CEO

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

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

The Company has an online platform called 'SETU' wherein employees can share their feedback, ideas and grievances directly with Corporate HR Team and CHR team will revert with relevant solutions

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

	FY 2021-22 Current Financial Year			FY 2020-21 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	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Discrimination at workplace	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Child Labour	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Forced Labour / Involuntary Labour	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Wages	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Other human rights related issues	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable

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

The Company has a policy on prevention, prohibition and redressal of sexual harassment of any employee at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of the ICC are responsible for conducting inquiries pertaining to such complaints. On a regular basis, the Company sensitises its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programs.

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

Our endeavor is to always deal with partners who adhere to human rights and do not resort to violation of the same.

9. Assessments for the year: Not applicable

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company is in compliance with applicable laws.
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.

Not Applicable.

PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total electricity consumption (A)	1,034,977	1,065,792
Total fuel consumption (B)	6,497,821	6,736,815
Energy consumption through other sources (C) kWh	687,819	589,780
Total energy consumption (A+B+C) kWh	8,220,618	8,392,289
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0000151	0.0000154
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

Yes, this data has been subject to independent assurance by Intertek India Pvt. Ltd. and its report shall form part of this Annual Report.

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

Not applicable

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	109,638	92,873
(ii) Groundwater	329,394	369,663
(iii) Third party water	2,049,718	2,284,144
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**2,488,750**	**2,746,680**
Total volume of water consumption (in kiloliters)	**2,488,750**	**2,746,680**
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000046	0.0000051
Water intensity (optional)–the relevant metric may be selected by the entity		

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

Yes, this data has been subject to independent assurance by Intertek India Pvt. Ltd. and its report shall form part of this Annual Report.

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

The Company has implemented ZLD facilities at following locations:

- Vidisha
- Mundra
- Kadi
- Hazira
- Kakinada
- Krishnapatnam Unit 1
- Krishnapatnam Unit 2
- Mangalore.

The Company has installed effluent treatment plants (ETP) at rest of the plant locations.

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

Parameter	Please specify unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
NOx	mg/nm^3	50	52
Sox	mg/nm3	36	45
Particulate matter (PM)	mg/nm^3	55	71
Persistent organic pollutants (POP)		NIL	NIL
Volatile organic compounds (VOC)	µg/m^3	NA	NA
Hazardous air pollutants (HAP)	µg/m^3	NA	NA
Others – please specify	NA		NA

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

Yes, this data has been subject to independent assurance by Intertek India Pvt. Ltd. and its report shall form part of this Annual Report.

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

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	481,214	576,784
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	221,796	231,271
Total Scope 1 and Scope 2 emissions per rupee of Turnover		Not Available	Not Available
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Available	Not Available

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

Yes, this data has been subject to independent assurance by Intertek India Pvt. Ltd. and its report shall form part of this Annual Report.

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

Presently no such project for reduction of Green House Gas emission has been undertaken.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	838.94	618.30
E-waste (B)	23.6	22.05
Bio-medical waste (C)	–	–
Construction and demolition waste (D)	–	–
Battery waste (E)	3.57	1.09
Radioactive waste (F)	–	–
Other Hazardous waste. Please specify, if any. (G)	25,678.05	24,401.65
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	14,381.64	12,936.96
Total (A+B + C + D + E + F + G + H)	41,015.80	37,980.05
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	24,753.16	591.96
(ii) Re-used	1,795.49	2,538.69
(iii) Other recovery operations	–	–
Total	26,548.65	27,047.62
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1,414.27	728.313
(ii) Landfilling	7,049.71	5,207.49
(iii) Other disposal operations	284.20	139.55
Total	8,748.18	6,075.35

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

Yes, this data has been subject to independent assurance by Intertek India Pvt. Ltd. and its report shall form part of this Annual Report.

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.

The Company has adopted various practices to ensure reduced wastage, reuse or recycling of discharged waste as well as responsible disposal of the same in line with regulatory guidelines.

Following is a brief summary of the some of the practices adopted by the Company:

1) **Wastewater management:** Manufacturing units release waste which is treated at our plants for reuse through effluent treatment plants. Over and above this, Company has also installed ZLD at major plants. The recycled water is used for multiple purposes at the plant locations.

2) **Reuse of Lubricant Oil:** All edible oil refineries produce wastage in the form of lubricant oil. This lubricant oil is resold to authorized recycler for further reuse.

3) **Usage of recyclable pallets:** The Company has warehouses and storage facilities across the country which require pallets for storage of finished goods. The warehouses were earlier built using wooden pallets and the same may have to be replaced due to wear and tear. In case of such replacement, it may be difficult to recycle the pallets. Accordingly, as part of the ESG initiative, the Company uses recyclable plastic pallets and these pallets are purchased from our joint venture, Vishakha Polyfab Private Limited, which is a major player of packaging material in India.

Besides the above measures of waste management, the Company has also replaced the packaging material used for its FMCG products. Today, approximately 97% of the packaging material used is recyclable.

Going forward, the Company will assess and closely monitor the usage of various chemicals. The endeavor of the Company shall be to find out ways for minimal usage of such chemicals and careful disposal of the same.

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:

Sr. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

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:

Sr. 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
The Company is compliant with the applicable environmental laws/regulations/ guidelines in India and no fines/penalties/actions were taken by regulatory agencies/ courts.				

PRINCIPLE 7:

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations. – 6**

   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.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	The Soyabean Processors Association of India (SOPA)	National
3	The Solvent Extractors Association of India (SEA)	National
4	Indian Vegetable Oil Producers' Association (IVPA)	National
5	Federation of Oils, Seeds and Fats Association (FOSFA)	International
6	Grain and Feed Trade Association (GAFTA)	International
7	International Castor Oil Association	International
8	Round Table on Sustainable Palm Oil (RSPO)	International
9	Sedex	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.**

   Not applicable

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No such requirement in current financial year					

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

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 ₹)
Not applicable					

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

We do not have a formal mechanism in place for such grievances. However, the Company does have informal connect with the community in and around its manufacturing locations to hear and address any grievances.

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

	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Directly sourced from MSMEs/small producers	7.54%	7.15%
Sourced directly from within the district and neighbouring districts	The Company shall start monitoring and reporting this data in future.	

PRINCIPLE 9:

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

Essential Indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback**

The Company has a system in place to address to consumer complaints. The consumers have an option to raise a complaint through three sources: (a.) Email (b.) Toll-free number (c.) Social Media platforms

We have an internal application and portal in place for recording all the complaints received through the above three mediums. Any complaint received is regularly updated on the said platform. The platform is used by cross-functional teams across departments. Once a complaint is recorded, the complaint is automatically allocated to a local team and concerned plant. The local team is required to contact the customer and also make a physical visit. To ensure that the complaint is resolved satisfactorily, the Company sends a code to the customer ("Happy Code") which has to be submitted to our local team. The complaints are considered closed only on receipt of such code by the team.

Additionally, on receipt of any complaints, depending on the nature of such complaint, plant officials are required to thoroughly reassess the samples of the product as on the manufacturing date suggested by the customer.

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	Our products carry appropriate disclosures/ declarations about safety, usage and disposal, as per applicable laws.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other -Consumer Complaints on Food Products, adulteration, short weight etc.	3,598	1	Nil	3,224	Nil	Nil

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

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

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

Yes. The policy is available on the Company website at www.adaniwilmar.com/investors.

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.

Two issues pertaining to advertisements in print media were reported, wherein the font sizes varied in case of net weight and MRP (newspaper advertisement). The Company has paid fine in this regard and both the issues are now closed.

Independent Limited Assurance Statement to Adani Wilmar Limited on their Business Responsibility & Sustainability Report FY2021-22

To the Management of Adani Wilmar Ltd., Ahmedabad, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by Adani Wilmar Limited ("AWL") to provide an independent limited assurance on its BRSR (Business Responsibility & Sustainability Report) for FY2021-22 ("the Report"). The scope of the Report comprises the reporting periods of FY2020-21 and FY2021-22. The Report is prepared by AWL based on SEBI's (Securities and Exchange Board of India) BRSR guidelines. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of the Annual Report of Adani Wilmar Limited.

Responsibilities

The management of AWL is solely responsible for the development the Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with the management of AWL, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The Assurance has been provided for selected sustainability performance disclosures presented by AWL in its Report. The assurance boundary included data and information for the operations in Alwar, Mundra, Kadi and AWL (Corporate Office) in accordance with SEBI's BRSR guidelines. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:

Section A: General Disclosures

- Total number of permanent employees.
- Total number of other than permanent employees.
- Turnover rate for permanent employees.
- Percentage of women in Board of Directors (%).

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

- Percentage of employees covered by Health insurance, accidental insurance, maternity, and paternity benefits.
- Percentage of employees covered under retirement benefits (PF and Gratuity).
- Return to work and Retention rates of permanent employees that took parental leave.
- Number of employees covered under Skill upgradation and H&S trainings.
- Safety related indicators

Principle 6 (Businesses should respect and make efforts to protect and restore the environment)

- Total electricity consumption
- Total fuel consumption
- Total volume of water withdrawn
- Total Scope 1 emissions
- Total Scope 2 emission.
- Total hazardous waste generated
- Total non-hazardous waste generated
- Total waste recovered through recycling, re-using or other recovery operations
- Total waste disposed

Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review with regard to the reporting and supporting records for the fiscal year 2021 and 2022 at AWL's corporate office in Ahmedabad. Our assurance task was planned and carried out during May-June 2022. The assessment included the following:

- Assessment of the Report that it was prepared in accordance with the SEBI's BRSR guidelines;
- Review of processes and systems used to gather and consolidate data;
- Examined and reviewed documents, data and other information made available at corporate office and digitally;
- Conducted physical interviews with key personnel responsible for data management;
- Assessment of appropriateness of various assumptions, estimations and thresholds used by AWL for data analysis;
- Review of BRSR disclosures on sample basis for the duration from 1st April to 31st March of the years 2021 and 2022 for AWL was carried out onsite at AWL's corporate office;
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed;

Conclusions

Intertek reviewed selected BRSR disclosures provided by AWL in its Report. Based on the data and information provided by AWL, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not materially correct. The report provides a fair representation of BRSR disclosures and is in accordance with the SEBI's BRSR guidelines to the best of our knowledge.

Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 44,000 people. The Intertek assurance team included Certified Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.

Sumit Chowdhury
Technical Manager-Sustainability
Intertek Assuris

Beth Mielbrecht
Project Director
Intertek Assuris

15th June 2022