

Annexure-X

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT
for the financial year 2022-23**

[Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S.No.	Particulars	Company Information
1.	Corporate Identity Number (CIN) of the Listed Entity	L15110AP1961PLC000874
2.	Name of the Listed Entity	CCL PRODUCTS (INDIA) LIMITED
3.	Year of incorporation	1961
4.	Registered office address	Duggirala, Guntur, Andhra Pradesh – 522330, India.
5.	Corporate address	7-1-24-2/D Greendale, Ameerpet Road, Hyderabad, Telangana- 500016
6.	E-mail	companysecretary@cclproducts.com
7.	Telephone	+91 40 23730855
8.	Website	https://www.cclproducts.com/
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	Paid-up Capital	Rs. 266055840
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name	Ms. Sridevi Dasari
	Contact email	companysecretary@cclproducts.com
	Contact No.	+91 40 23730855
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).	The disclosures are made on a standalone basis under this report.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Food & Beverages (Coffee and coffee related products)	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Coffee and coffee related products	10792	100

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	2	5
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	29 (The Company serves across various locations on a pan India basis covering all the states throughout the country)
International (No. of Countries)	100 + (The Company serves 100+ countries and has a wide customer base all over the world.)

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

The Company has exports of 86% of its total turnover.

c. A brief on types of customers:

The Company supplies to a diverse set of customers including brand owners, retailers, manufacturers, traders, repackers and other entities that have applications for coffee products in their processes.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	848	807	95%	41	5%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	848	807	95%	41	5%
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	1592	1033	65%	559	35%
6.	Total workers (F + G)	1592	1033	65%	559	35%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	1	1	100%	-	-
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	12	2	16.66
Key Management Personnel	3	1	33.33

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9%	2%	11%	8%	1%	9%	12%	1%	13%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. Holding, Subsidiary and Associate Companies (including joint ventures)
21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Continental Coffee Private Limited	Wholly Owned Subsidiary	100%	No
2	CCL Food and Beverages Private Limited	Wholly Owned Subsidiary	100%	No
3	Ngon Coffee Company Limited	Wholly Owned Subsidiary	100%	No
4	Continental Coffee SA	Wholly Owned Subsidiary	100%	No
5	Jayanti Pte Limited	Wholly Owned Subsidiary	100%	No

VI. CSR Details
22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Rs.) - ₹ 133,525.21 Lakhs

(iii) Net worth (in Rs.) - ₹ 109,628.94 Lakhs

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)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the community members can send any concerns or grievances to the Company's registered office or emails-hello@continental.coffee and customercare@continental.coffee for resolving the grievances in a just, fair and timely manner.	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	No	The Company does not have any investors other than its shareholders.					
Shareholders	Yes, the Company has designated email ids companysecretary@continental.coffee and investors@continental.coffee for shareholders to raise their grievances. The shareholder grievances are also resolved by the Company's RTA (Venture Capital and Corporate Investments Private Limited) https://www.cclproducts.com/investors/#contact	15 * The complaints are the investor queries raised during the year according to Venture Capital and Corporate Investments Private Limited (Registrar and Transfer Agents)	0		7 *The complaints are the investor queries raised during the year according to Venture Capital and Corporate Investments Private Limited (Registrar and Transfer Agents)	0	

Employees and workers	Yes, the web link for the same is: https://www.cclproducts.com/wp-content/uploads/2021/07/whistle-blower-policy.pdf	Nil	Nil	-	Nil	Nil	-
Customers	Yes, the customers are encouraged to reach out to our dedicated customer support channels such as helplines, email addresses, online contact forms on our D2C website, and Social Media Platforms. The weblink for the same is: https://www.cclproducts.com/investors/#contact	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Yes, Timely meetings are held with suppliers, contractors and vendors to address any issues or concerns faced by them. Channel partners can also raise their grievances by call/text/emails https://www.cclproducts.com/investors/#contact .	Nil	Nil	-	Nil	Nil	-

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

S. 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
1.	Carbon footprint and emissions	Opportunity	Opportunity to move towards energy efficiency, sustainable development and reduce dependency on non-renewable sources.	The Company has commissioned a 0.9 MW solar plant at Kuvvakolli, Tirupati District, Andhra Pradesh. This allows the Company to reduce its carbon footprint and emissions and tread towards a sustainable way of production.	Positive Implications
2.	Water	Risk and opportunity	Coffee production requires water at various stages and it is essential that water is drawn in sustainable quantities from the available sources.	The manufacturing units of the Company have implemented Zero Liquid Discharge (ZLD) and are reviewing the water consumption and discharge.	Negative Implications
3.	Responsible Sourcing	Risk and opportunity	To define minimum standards and the basic principles of co-operation that Company requires from all its suppliers and business partners to ensure sound and environment practices within its own operations and its supply chain in every market it operates into.	The Company has in place a responsible sourcing policy which is based on core international labour organization conventions, the ETI base code and the UN Guiding Principles on Business and Human Rights.	Negative Implications
4.	Health, safety and employee well being	Risk	The Company places a lot of importance on its employee well-being and the safety of its human resource.	The Company continuously monitors the work-place safety measures and aims to provide its workers the best possible environment to maintain their well-being and necessary balance.	Negative Implications
5	Data privacy and cyber security	Risk	Proper handling of sensitive and confidential data so as to ensure safety from potential security threats and leakages.	The Company classifies data based on sensitivity and implements appropriate security measures to identify gaps and weakness. The Company also educates its employees about data privacy and the best cyber security measures.	Negative Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Principles:

- Principle 1** : Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.
- Principle 2** : Businesses should provide goods and services in a manner that is sustainable and safe.
- Principle 3** : Businesses should respect and promote the well-being of all employees, including those in their value chains.
- Principle 4** : Businesses should respect the interests of and be responsive to all its stakeholders.
- Principle 5** : Businesses should respect and promote human rights.
- Principle 6** : Businesses should respect and make efforts to protect and restore the environment.
- Principle 7** : Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- Principle 8** : Businesses should promote inclusive growth and equitable development.
- Principle 9** : Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions ⁹	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	<p>Code of Conduct for the directors and senior management - https://www.cclproducts.com/wp-content/uploads/2021/07/code-of-conduct.pdf</p> <p>Whistle Blower policy - https://www.cclproducts.com/wp-content/uploads/2021/07/whistle-blower-policy.pdf</p> <p>Disclosure of materiality of events or information - https://www.cclproducts.com/wp-content/uploads/2021/07/Policy-on-determination-of-materiality-of-events-or-information.pdf</p> <p>Responsible Sourcing Policy - https://www.cclproducts.com/wp-content/uploads/2021/07/Responsible-Sourcing-Policy.pdf</p> <p>Sustainability Policy - https://www.cclproducts.com/wp-content/uploads/2021/07/Sustainability-Policy.pdf</p>								

	<p>Dividend Distribution Policy - https://www.cclproducts.com/wp-content/uploads/2021/07/Dividend-Distribution-Policy.pdf</p> <p>CSR Policy - https://www.cclproducts.com/wp-content/uploads/2021/07/csr-policy.pdf</p> <p>Related Party Transactions Policy - www.cclproducts.com/wp-content/uploads/2023/07/Policy-on-Related-Party-Transactions.pdf</p> <p>Policy on determination of materiality of events or information - https://www.cclproducts.com/wp-content/uploads/2021/07/Policy-on-determination-of-materiality-of-events-or-information.pdf</p> <p>Modern Slavery and Anti Human Trafficking Statement- https://www.cclproducts.com/wp-content/uploads/2021/12/Modern-Slavery-and-Human-Trafficking-Statement.pdf</p>									
<p>2. Whether the entity has translated the policy into procedures. (Yes / No)</p>	Y	Y	Y	Y	Y	Y	Y	Y	Y	
<p>3 Do the enlisted policies extend to your value chain partners? (Yes/No)</p>	<p>Yes, the Company seeks to ensure that the value chain partners comply with the norms and policies laid down in true letter and spirit.</p>									
<p>4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p>	<p>1. SGP (Supplier Guiding Principles and Human Rights Policy Assessment)</p> <p>2. ICS (Initiative for Compliance and Sustainability)</p> <p>3. SA 8000 (Social Accountability audit)</p>									
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>The Company is sincerely committed to diligently work towards building trust and creating a safe and inclusive workplace. The employees are encouraged to report violations of the code of conduct and other laws, if any.</p>									

<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Company considers human rights to be an important part of its philosophy and the organizational fabric to ensure everybody gets a fair shot and an equal opportunity to contribute.</p> <p>The Company has set various commitments and has appropriately aligned its efforts towards the achievement of the same.</p>
<p>Governance, leadership and oversight</p> <p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p> <p>The Company lays a strong emphasis on ethical corporate citizenship and establishment of good corporate culture. It has always believed in adhering to the best governance practices to ensure protection of interests of all stakeholders of the Company in tandem with healthy growth of the Company. The Company has always discouraged practices that are abusive, corrupt, or anticompetitive.</p> <p>Our philosophy is to conduct the business with high ethical standards in our dealings with all the stakeholders that include employees, customers, suppliers, government and the community.</p> <p>Challa Srishant, Chairman, Risk Management Committee.</p>	
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Praveen Jaipurkar, Chief Executive Officer</p>
<p>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.</p>	<p>Yes, the Company has a Risk Management Committee in place for taking decision on Sustainability issues. Challa Srishant is the chairman of the Committee and comprises of the following members:</p> <p>Challa Srishant- Chairman Vipin K. Singal Kata Chandrahas K. K. Sarma B. Mohan Krishna G.V. Krishna Rau Kulsoom Noor Saifullah Challa Shantha Prasad Dr. Krishnanand Lanka Kode Durga Prasad Praveen Jaipurkar Sridevi Dasari V. Lakshmi Narayana</p>

10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Business responsibility policies are reviewed periodically and the necessary actions for preserving the essence of the policies are taken acodigly									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance Schedule with respect to various statutory requirements is placed before the Board of Directors.									Periodically								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	
										An internal assessment by the various heads is done periodically.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section aims at demonstrating their performance in integrating the principles with key processes and decisions. Efforts to provide detailed information on leadership indicators are underway for the upcoming years.

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 programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	-Board and Management's role in Corporate Governance and Strategy.	100%
Key Managerial Personnel	2	-Transition from BRR to BRSR	
Employees other than BoD and KMPs	2	1. Health and safety measures 2. Skill Upgradation	100%
Workers	1	Health and safety measures	100%

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:** Nil, no material fines were paid by the Company during the Financial Year 2022-23. You may refer to Director's report for information pertaining to fine levied under SEBI Regulations.

	NGRBC Principle	Name of the regulatory/ agencies/judicial institutions enforcement	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	No penalties/fines/fee have been levied				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ agencies /judicial institutions enforcement	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment Punishment	N.A.				

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: NIL

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes, the Company has placed the Code of Conduct for the directors and a whistle blower policy on its website for employees to raise ethical issues. The Company ensures that appropriate mechanisms are omni present to ensure acts of corruption and bribery do not occur and on occurrence of any are appropriately reported and addressed with utmost attention and detail.

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

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N.A.	0	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	N.A.	0	N.A.

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. – No such action was taken during the year.

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	26.75%	Nil	The Company has got its fuel system redesigned to use solid waste as fuel for its boilers instead of fossil fuels. The Company continuously improves products in terms of fuel efficiency, material use and recyclability.
Capex	17.08%	4.03%	

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

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

The Company's global supply chain is complex in nature which involves sourcing raw materials and services from different parts of the world and the Company brought responsible sourcing practices at all the stages of supply chain in place over a period of time inspite of socio-economic and cultural constraints across the countries for long term sustainability. The Company had a responsible sourcing policy which was made applicable to all its suppliers and ensure that the hygiene working conditions, minimum wages and safety standards are followed by all the employees involved throughout its supply chain globally in strict adherence to the international labour policies. 95% of CCL's inputs are sourced sustainably. Further, the Company also has various certifications like Organic Coffee Certificate (Processing & Trading), Kosher Certification, . BRC- Version 8 with A Grade (British Retail Consortium) and IFS - Food Version 7 with Higher Level (International Featured Standards) - International Food Standard in place to ensure it responsibly positions itself towards the environment and sources its inputs responsibly.

- 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 does not manufacture any reusable products. However, the Company has mechanisms in place to sell the plastic leftovers, battery waste along with the MEE salts to CPCB authorized dealers to ensure proper disposal. The Company has been continuously saving considerable fuel cost for its boilers by using rice husk and recycled solid waste as fuel. Further, the Company places greater importance on cutting down its consumption of non eco-friendly items and working towards a sustainable value chain.

- 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?**

Yes, as per Plastic Waste Management Rules, 2016 and Amendment dated March, 2018, the Company has duly registered itself under the category of Brand Owner from June, 2021. It has met also the requisite year wise EPR targets through co processing the waste and the credits for the same are also reflected in the Company's EPR wallet on the portal.

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

Essential Indicators

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

Category	% of employees covered by Category										
	Total (A)	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											
Meal	807	432	51%	0	0	0	0	0	0	0	0
Female	41	28	68%	0	0	2	5%	0	0	0	0
Total	848	460	54%	0	0	2	5%	0	0	0	0
Other than Permanent employees											
Meal	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

*The Company does not have any of the above insurances for its contract workers. The contractor looks into the insurance of the contract workers.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number	% (B/A)	Number	% (C/A)	Number	% (D/A)	Number	% (E/A)	Number	% (E/A)
Permanent workers											
Meal	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	2	0	0	0	0	0
Total	0	0	0	0	0	2	0	0	0	0	0
Other than Permanent workers											
Meal	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Benefits	FY 2022-23 Current Financial year.			FY 2021-22 Previous Financial year.		
	No. of employees covered as a % of total 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%	-	Yes	100%	-	Yes
Gratuity	100%	-	Yes	100%	-	Yes
ESI	-	-	-	-	-	-
Others – Superannuation	49%	-	Yes	99%	-	Yes

*The Company is of the understanding that ESI as such does not form part of retirement benefits and hence the same is not being mentioned here

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?

The Company strives to provides equal opportunities to its specially abled employees and provides them the necessary infrastructure to work and access to the facilities for the same.

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

The Company ensures that all its employees are provided with equal opportunities and the Company is committed to provide an inclusive work environment which remains free from discrimination. The Company follows it in true letter and spirit but does not have any specific policy for the same.

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

Not Applicable since no employees were on parental/maternity leave

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable			
Female				
Total				

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

The Company has constituted an Internal Complaints Committee to hear complaints against sexual harassment of its employees.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers Permanent Employees	Yes
Other than Permanent Employees	Yes

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

Category	FY 2022-23 Current Financial year.			FY 2021-22 Previous Financial year.		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0
Total Permanent Workers						
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial year.					FY 2021-22 Previous Financial year.				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	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	807	807	100%	807	100%	735	735	100%	735	100%
Female	41	41	100%	41	100%	28	28	100%	28	100%
Total	848	848	100%	848	100%	763	763	100%	763	100%
Workers										
Male	1033	1033	100%	1033	100%	1025	1025	100%	1025	100%
Female	559	559	100%	559	100%	869	869	100%	869	100%
Total	1592	1592	100%	1592	100%	1894	1894	100%	1894	100%

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

Category	FY 2022-23 Current Financial year.			FY 2021-22 Previous Financial year.		
	Total (A)	No. (B)	% (B / A)	Total (A)	No. (D)	% (D / C)
Employees						
Male	807	807	100%	735	100%	735
Female	41	41	100%	28	100%	28
Total	848	848	100%	763	100%	763
Workers						
Male	1033	1033	100%	1025	100%	1025
Female	559	559	100%	869	100%	869
Total	1592	1592	100%	1894	100%	1894

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?

Yes, occupational health and safety management system as per the Indian Standards (as per Factories Act) is in place.

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

HIRA & Permit to Work System are available to identify and rectifying the Work related hazards.

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

Yes, adequate safety processes for workers to report the work-related hazards and remove the workers from the risks are already in place.

D . Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million- person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. 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 work place.

Eliminating the Potential Hazards at work location by identifying the Unsafe Act Unsafe Condition (UAUC), identification of Near miss cases and by conducting trainings. The Company also has essential mechanisms in place to ensure that all the workers are safe and conducive environment to the workers. Ergonomics and safety training and education is provided to the workers along with regular inspections and audit to ensure that the workplace is free from any unsafe events.

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

	FY 2022-23 Current Financial year.			FY 2021-22 Previous Financial year.		
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

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- Not Applicable

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

Essential Indicators

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

The Company has always acknowledged the vital contribution of all stakeholders such as employees, communities, suppliers, customers, regulatory bodies, industry associations, shareholders, academic institutes and media in building a sustainable business and has accorded importance to their voices and concerns

The Company has carried out comprehensive stakeholder identification program. This allowed the Company to understand the needs and expectations of our stakeholders better.

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

Stakeholder group	Whether identifies as Vulnerable & Marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Advertisement, Community Meetings, Notice Board, Websites etc)	Frequency of engagement (annually/ half yearly/ quarterly/others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	Yes	-Website -Email -Newspaper -Social media	As required	To acquire new customers and build long lasting relations with the existing customers.
Shareholders/ investors	Yes	-Conference calls - Press release -Emails -One to one interactions	Quarterly and Annually	To discuss company's financial performance, take necessary approvals and review the future outlook.
Regulators/ Government	Yes	-Seminars -Interactions -Official communication channels - Inspections -Statutory filings	As per statutory requirements and on need basis	To ensure compliance with laws and engage with the authorities to ensure conformity with law.
Employees	Yes	-Emails -Internal Discussions -Standup calls -Trainings	As and when required	To keep the employees updated with the ongoing developments, enquiring work progress and addressing their issues.
Communities	Yes	-Website -Social Media -Newspapers	As and when required	Support CSR projects and address grievances.
Value chain partners	No	-Online meetings -One to one meets	As and when required	Betterment of the existing business relationships.

PRINCIPLE 5 Businesses should respect and promote human rights
Essential Indicators

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

Category	FY 2022-23 Current Financial year.			FY 2021-22 Previous Financial year.		
	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)	
Employees						
Permanent	848	848	100%	763	763	100%
Other than permanent	0	0	0	0	0	0
Total Employees	848	848	100%	763	763	100%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	1592	1592	100%	1894	1894	100%
Total Workers	1592	1592	100%	1894	1894	100%

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

Category	FY 2022-23 Current Financial year.					FY 2021-22 Previous Financial year.				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	807	109	13%	739	87%	763	113	15%	650	85%
Female	41	4	10%	37	90%	28	2	7%	26	93%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	1033	1033	100%	0	0	1025	1025	100%	0	0
Female	59	59	100%	0	0	869	869	100%	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category in ₹	Number	Number Median remuneration/ salary/ wages of respective category in ₹
Board of Directors (BoD)	10	1,72,20,000	2	15,00,000
Key Managerial Personnel	2	1,84,85,000	1	29,57,220
Employees other than BoD and KMP	802	22,787	41	27,376
Workers	0	0	0	0

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 is committed in making sure that the human rights issues and impact are addressed properly and sufficiently by it.

- Internal Complaints Committees (ICCs) have been constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to hear and redress complaints of sexual harassment.
- The Company also has a Whistle Blower Policy in place where the employees are free to report any malpractices to the Company.
- The Company also has a Code of Conduct in place to ensure that issues can be addressed as and when they arise with utmost attention and detail.

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

	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	N.A.	0	0	N.A.
Discrimination at workplace	0	0	N.A.	0	0	N.A.
Child Labour	0	0	N.A.	0	0	N.A.
Forced Labour /Involuntary Labour	0	0	N.A. (No child has been employed by Company)	0	0	N.A.
Wages Other human rights related issues	0	0	N.A.	0	0	N.A.

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

The Whistle Blower Policy provides sufficient safeguards for his/her protection wherein the identity of the whistle blower is kept confidential and employee assisting the investigation is also protected to the same extent as whistle blower and sexual harassment.

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

Yes, the Company ensures that the Company complies with the applicable laws and the same are incorporated in the business agreements and contracts.

9. Assessments for the year:

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

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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total electricity consumption (A)	3889.6 X 10 ⁷ kCal	3613.3 X 10 ⁷ kCal
Total fuel consumption (B)	HSD – 256.4 X 10 ⁷ kCal	HSD – 136.88 X 10 ⁷ kCal
Energy consumption through other sources (C)	Husk – 21103.9 X 10 ⁷ kCal Coal – 7426.8 X 10 ⁷ kCal	Husk – 35123 X 10 ⁷ kCal Coal – 1550.5 X 10 ⁷ kCal
Total energy consumption (A+B+C)	32676.7 X 10 ⁷ kCal	40423.68 X 10 ⁷ kCal
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	24.47	43.79

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? **No.**

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	612362.73	563943.15
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others/ Recovery Water reused	402547	373551
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1014909.73	937494.15
Total volume of water consumption (in kilolitres)	1014909.73	937494.15
Water intensity per rupee of turnover (Water consumed / turnover)	0.000076	0.00010

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **No**

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

Yes, the Company's efforts were focused on developing energy-efficient processes for instant coffee production, which involved selecting advanced profile roasters and incorporating waste heat recovery systems to optimize roasting and drying processes.

ZLD (Zero Liquid Discharge) Technologies were chosen to minimize waste generation during instant coffee production and explore innovative methods for reusing or recycling wastewater and by-products. Technologies such as membrane filtration or reverse osmosis were employed to reduce water usage.

A state-of-the-art pilot plant has been commissioned to reduce the batch size, thereby decreasing the environmental impact. The Company has 490 KLD ZLD in operation.

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

Parameter	Please specify unit	FY 2022-2023 (Current Financial Year)	FY 2021- 2022 (Previous Financial Year)
NOx	µg/m ³	20	18
Sox	µg/m ³	13	11
Particulate matter (PM)	µg/m ³	52	47
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please specify	Nil	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **No.**

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

Parameter	Unit	Fy 2022-23 (Current Financial Year)	Fy 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	50739.17	13445.85
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.000003	0.000001

7. Does the entity have any project related to reducing Green House Gas emission?

Yes, the Company has already commissioned a solar plant at one of its factories located at Kuvvakolli, Tirupati District, Andhra Pradesh. The solar plant has a capacity of 0.9 MW and is aimed at reducing the green house gas emissions.

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	0.002	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	750	782
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G) Forced Evaporation Salt (MEE)	337.74	160.385
Other Non-hazardous waste generated (H). Please specify, if any. Coffee Spent Used Oil	1.0413	0.738
Total (A+B + C + D + E + F + G+ H)	1088.78	943.12
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations/ Waste Oil	1088.78	943.12
Total	1088.78	943.12

* All the waste generated is being handed over to Pollution Control Board authorised vendors.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

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 such hazardous chemicals are being used by the Company at any of its plants.

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:

Not Applicable since the company does not have any operations/offices in/around ecologically sensitive areas.

S. No.	Location of operations	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: No

Name and brief	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: Yes

S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

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.-7
- 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	Coffee Board of India	National
2	Export Promotion Council for EOUs and SEZs (EPCES)	National
3	Federation of Indian Export Organization (FIEO)	National
4	Federation of Telangana and Andhra Pradesh Chambers of Commerce and Industry (FTAPCCI)	National
5	Indo American Chamber of Commerce (IACC)	National
6	Indo German Chamber of Commerce (IGCC)	National
7	National Coffee Association, USA (NCA)	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. N.A.

Name of authority	Brief of the case	Corrective action taken
No adverse order has been received by the Company from any regulatory authorities.		

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.** Not Applicable

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (yes/No)	Results communicated in public domain (yes / No)	Relevant Web Link
Not Applicable					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:** Not Applicable

Name of project for which R&R is on going	State	District	No of Project Affected Families(PAFs)	%of PAFs Covered by R&R	Amounts paid to PAFs inthe FY(in INR)
Not Applicable					

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

The Company ensures that there are regular interactions with the community as a whole to be able to receive and redress the grievances on a regular basis. The Company sources its green coffee from small vendors of Karnataka, Andhra Pradesh, Tamil Nadu and Kerala and hence the local touch with the community also remains intact.

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	60%	60%
Sourced directly from within the district and neighbouring districts	65%	65%

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 organization has established effective mechanisms to receive and respond to consumer complaints and feedback. These mechanisms include dedicated customer support channels such as helplines, email addresses, online contact forms on our D2C website, and Social Media Platforms. The organization ensures that consumers can easily submit their complaints or provide feedback through these channels. Regular communication is maintained with consumers to keep consumers informed about the progress and resolution of their complaints.

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	5%
Safe and responsible usage	1%
Recycling and/or safe disposal	Nil

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

	FY 2022-23 Current Financial year.		Remarks	FY 2021-22 Previous Financial year.		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	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others	0	0		0	0	

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

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

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy?**

Yes, the Company has a policy on cyber security and risks related to data privacy. However, the link for the same is not available publicly.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.** Not Applicable