



एण्ड्रू यूल् एण्ड
कम्पनी लिमिटेड
(भारत सरकार का उद्यम)



ANDREW YULE & COMPANY LIMITED

(A GOVERNMENT OF INDIA ENTERPRISE)

'YULE HOUSE', 8, DR. RAJENDRA PRASAD SARANI, KOLKATA-700 001
POST BOX : 150, TELEPHONE : 2242-8210, 2242-8550, FAX : 91-033-2242-9770
Website : www.andrewyule.com E-mail : com.sec@andrewyule.com
CIN No. L63090WB1919GOI003229



आज़ादी का
अमृत महोत्सव
आण्ड्रू ইউল অ্যাণ্ড
কোম্পানী লিমিটেড
(ভারত সরকারের একটি সংস্থা)

Ref.: AYCL/Sect1/AGM 22-23

9th August, 2023

The General Manager
Corporate Relationship Department,
BSE Limited,
1st Floor, P. J. Towers,
Dalal Street,
Mumbai – 400 001

Dear Sir/Madam,

Sub.: Business Responsibility & Sustainability Report for FY 2022-23

Pursuant to Regulation 34 (2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, please find enclosed copy of the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23.

This is for your information and records.

Thanking you,

Yours faithfully,
For Andrew Yule & Co. Ltd.

SUCHARITA
DAS

Digitally signed by
SUCHARITA DAS
Date: 2023.08.09 17:32:35
+05'30'

(Sucharita Das)
Company Secretary

Encl.: As above



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

For the financial year 2022-23

SECTION A: GENERAL DISCLOSURES

I	Details of the listed entity			
1	Corporate Identity Number (CIN) of the Listed Entity	L63090WB1919GOI003229		
2	Name of the Listed Entity	Andrew Yule & Company Limited		
3	Year of incorporation	1919		
4	Registered office address	Yule House, 8, Dr. Rajendra Prasad Sarani, Kolkata - 700001		
5	Corporate address	Yule House, 8, Dr. Rajendra Prasad Sarani, Kolkata - 700001		
6	E-mail	com.sec@andrewyule.com		
7	Telephone	033 2242-8210/8550		
8	Website	www.andrewyule.com		
9	The financial year for which reporting is being done	2022-23		
10	Name of the Stock Exchange(s) where shares are listed	BSE Ltd., NSE (in permitted category)		
11	Paid-up Capital	Rs.97,79,01,956/- consisting of 48,89,50,978 shares of Rs.2/- each		
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Sanjoy Bhattacharya, Chairman & Managing Director; Telephone: 033 22428210/8550; Email: cmd@andrewyule.com		
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a Standalone basis.		
II Products/services				
14	Details of business activities (accounting for 90% of the turnover):			
	S. No.	Description of Main Activity	% of Turnover of the entity	% of Turnover of the entity
	1.	Manufacturing and Selling	100%	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	Engineering Division manufactures and supplies industrial Fans, Air Pollution, and Water Pollution Control Equipment, Tea Machinery Spares, Turn-key projects involving the above products.	29199	17%
	2	Electrical- Chennai Operation manufactures Power Transformers from 5 MVA 11kV to 63 MVA 220 kV Class., Auto Transformers up to 100 MVA 220 kV Class, and Generator Transformer up to 40 MVA 132kV Class	27102	26%



	3.	Tea growing and manufacturing	01271	57%
III Operations				
16	Number of locations where plants and/or operations/offices of the entity are situated:			
		Location	Number of plants	Number of offices
		National	14	2
		International	0	0
		Total	14	2
Notes				
<p>Manufacturing activities are undertaken in the following plants:</p> <ol style="list-style-type: none"> 1) Electrical -Chennai Operations (Perungudi, Chennai, Tamilnadu) 2) Engineering Division (Kalyani, West Bengal) 3) Tea Division (West Bengal and Assam) -12(Twelve) Tea Estate. <p>Offices include the Registered Office at Kolkata and Northern Regional Office at New Delhi.</p>				
17	Markets served by the entity:			
a	Number of locations			
		Locations	Number	
		National (No. of States)	37 (In all states and UTs)	
		International (No. of Countries)	The Company directly exports to 3 (three) Countries i.e. UK, Poland and UAE	
b	What is the contribution of exports as a percentage of the total turnover of the entity?		There were no significant exports by the Company during the year under review. The contribution of exports as a percentage of the total turnover of the entity during the financial year 2022-23 was 7.7%. As this report pertains to AYCL only, particulars in this regard have been furnished for the concerned entity only.	
c	A brief on types of customers		Customers of the Engineering division of the Company are Steel, Cement, fertilizers, Petrochemical, and Sugar Industries. The customers of the Electrical Chennai operation are mostly Tamil Nadu and Karnataka State Electricity Board, EPC projects etc. The Tea customers are wholesale buyers, export markets, retail consumers, tea auctions, private label brands, tea processors, and blenders.	



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	Yule Engineering Ltd.	Subsidiary	100.00	No other entity/entities participate in the Business Responsibility initiatives of the Company.
	2	Yule Electrical Ltd.	Subsidiary	100.00	
	3	Tide Water Oil Co. (I) Ltd.	Associate	26.23	

VI.	CSR Details
22 (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)
	No, CSR is not applicable as per section 135 of the companies Act, 2013. CSR is applicable for the companies with net worth more than 500 crore, Turnover more than 1000 crore and Net profit more than 5 crore.
VII	Transparency and Disclosures Compliances
	As a PSU, the entity prioritizes transparency and disclosure compliance. The entity adheres to strict corporate governance guidelines and provides timely and accurate financial reporting. The entity's whistleblower policy ensures confidential reporting of unethical practices. The entity complies with all regulatory requirements. Social responsibility initiatives are also disclosed, reflecting the entity's commitment to responsible business practices and sustainable development.
23.	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for the grievance redress policy)	FY 22-23				FY 21-22	
		Current Financial Year				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 the close of the year	Remarks
Communities	Yes	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes	Nil	Nil	NA	Nil	Nil	NA
Employees and workers	Yes	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes	Nil	Nil	NA	Nil	Nil	NA
Other (please specify)	Not Applicable	NA	NA	NA	NA	NA	NA



	Note: The policies governing Company’s responsible business conduct are available on the Company’s website. These policies cover all the stakeholders and the policies also cover the grievance redressal mechanism.
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, and approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S N	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Sustainable Supply chain	Opportunity	For us sustainability in supply chain provides opportunity	-	Positive: Enhanced sustainability in supply chain increases profitability of the business through timely deliveries and quality
2	Employee & workforce wellbeing	Opportunity	Employee and workforce wellbeing remains crucial for achieving sustainability and success of the organization	-	Positive: Wellbeing of employees results in increased productivity
3	Data Security	Risk	Data security remains high priority for us. Data breach, cyber- attacks and external factors may impact organization’s image, projects and sustainability	AI based signatureless Antivirus system, network Identity Protection and intrusion protection system, SOCRader Web threat hunting to detect any unauthorized data in internet/darknet, Firewalls with IDS and IPS at all locations. Data loss prevention system, and other technologies to protect our systems.	Negative: Breach in data security may impact business through leakage of confidential information such as proposals, proprietary technology etc.
4	Corporate Governance	Risk	Organization with weak governance fail to comply with governmental and societal norms impacting its governmental & social license to operate	Strong policy-oriented governance structure & Implementation structure in place	Negative: Weak governance may damage to Company’s reputation
5	Health & Safety	Risk	Priority to Health & safety of employees & workers to avoid accidents, mishaps & loss of life. It can also result in serious legal issues	Engineering Division has implemented the “New Occupation Health and Safety Management System” (OHSMS) as per ISO45001. Time to time awareness sessions for employees& workers	Negative: Health & Safety issues can impact health of employees & workers at various levels. It can cause damage to Company’s reputation and attract fines.
6	Human rights & labour issues	Risk	Challenges integrity of the organization. Has legal implications	Human rights and Labour welfare are covered by governing policies. Periodic self- assessments, and awareness being conducted.	Negative: Labour & human rights issues if not addressed, might result in loss of man- hours, quality of product& delivery timelines. It can cause damage to Company’s reputation and attract fines.



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.

Policy and management processes	P1	P2	P3	P4	P5	P6	P7	P8	P9
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
Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
Web Link of the Policies, if available	The Policies covering the NGRBC Principles are available on the Company's Corporate Website www.andrewyule.com under Policies section http://www.andrewyule.com/policy.php								
Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
Do the enlisted policies extend to your value chain partners? (Yes/No)	The Policies referred above imbibes the prescribed NGRBC Principles and the Company expects its stakeholders to adhere to the same in all their dealings.								
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.	<ol style="list-style-type: none"> All tea gardens have necessary certifications like ISO 22000 (Food Safety Management), Trustea, Rain Forest Alliance etc with continued thrust on Sustainability and Environmental protection. The Engineering division is having ISO 9001, ISO 14001 and OHSAS ISO 45001 certifications. The Electrical- Chennai Operation unit is having ISO 9001 and CPRI Certification for 10MVA, 12.5MVA, 20MVA & 31.5MVA. 								
Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has initiated efforts to achieve various targets in the areas of energy and environment sustainability, regular steps are being taken at the plant levels to reduce energy consumptions. Further the Company tries to identify, assess and address potential environmental risk and take pre-emptive actions to minimum such risks in structured manner.								
Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-

Governance, leadership and oversight

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)

AYCL, being a responsible corporate citizen, is fully conscious of its duties towards society. The Company strongly believes that embedding Environmental, Social & Governance (ESG) principles in its business operations and its adherence is essential to building resilience in the business, transforming culture and for long-term value creation of all our stakeholders. Sustainability is at the heart of our business philosophy. Our sustainability strategy considers key sustainability trends and all possible impacts of our business operations on our stakeholders. Furthermore, we consider key opportunities and risks while developing our short-term and long term strategies. This year marks the beginning of our structured approach towards ESG, through the development of our long-term ESG framework, aligned with international ESG protocols and guidelines. We have identified our key material topics, covering factors pertaining to health and safety, Water Management, Waste Management, corporate governance, ethics, and integrity among others, which will form the basis of management's approach towards business going ahead. We will measure and evaluate our performance against these ESG parameters to create long-term sustainable value for all our stakeholders.



Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Sanjoy Bhattacharya, Chairman & Managing Director
Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Committees consists of members from all functions at each location with their HOD as Lead sustainability. They work under the overall guidance of CEO and CFO.

Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee										Frequency								
											(Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	CEO and Members of the Board undertake broad planning for improvement of these significant aspects and release documented targets. Heads of all units carry out detailed planning and initiate improvement as per the directions. Quarterly reports are received from all its units. These are reviewed quarterly by the Head of the Divisions. CEO / Board undertake annual review and give feedback and encouragement. CEO/Board take care of any budgetary or policy needs that are necessary for the improvements planned.										Annually								

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

Essential Indicators				
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
1.	Board of Directors	The BODs and the KMPs are familiarised inter alia the i. Risk management, ii. Business strategy, iii. update on laws applicable to the business, iv. New business initiatives.		100%
	Key Managerial Personnel	Further details of the familiarisation programmes imparted during FY 2022-23 and other preceding years are available on the Corporate Website of the Company under weblink http://www.andrewyule.com/shareholders-information.php		



Employees other than BoD and KMPs	The Company has conducted various training programmes during the year 2022-23 for its employees covering various topics which inter alia include Ultrasonic Testing Level II, Magnetic practical Testing Level II, Australia & India - UAE free Trade Agreement Economic Cooperation and Trade Agreement with Australia (Ind-Aus ECTA) & Comprehensive Economic partnership Agreement, Remapping Organisational Boundaries: Role of HR, Understanding Labour Codes and rules, Effective Goal Settings, 'Procurement by CPSEs from MSEs and through Gem', Fundamental of Industrial safety and Best Practices in Safety, What to do with end-of-life plastics and tyres - Fuel, Monomer, or Hydrogen?	100%
Workers	The Company has conducted various training programmes during the year 2022-23 for its workers covering various topics which inter alia include Gender Equality, Grievance Redressal, Fire & Safety, Plucking Technique, Pruning Technique, Sexual harassment, Occupational Health, Safety-Chemical Handlers, Health & Sanitation, Assess & Address Monitoring, Anti Sexual Harassment, Work Hazards, Health & Safety at Work Place, Personal Hygiene, Health, First Aid, Environment - Ecology & Biodiversity, IPM, Waste Management, Occupational Health & Safety, Water Conservation & safe use of Water, Health & Sanitation, Occupation Health & Safety, Gender Committee, Fire & Hazard Training, Prevention of Sexual Harassment Act, Sanitation & Hygiene under WaSH Programme, Awareness programme on POSH ACT, Programme on Child protection, Community development awareness by (UNICEF), Awareness Programme on Swach Bharat, Campaign for "Waste Segregation with Proper Disposal", Awareness Programme on Hygiene, Programme on Anaemia-Dietary care, Awareness Programme on Water Born Diseases, Pulmonary T.B, Mushroom Poisoning, Proper breast feeding techniques.	100%

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):

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Amount (In INR)	Brief of the Case		Has an appeal been preferred? (Yes/No)
2.	Penalty/ Fine	Nil	Refer Note Below				Nil
	Settlement	Nil	Nil	Nil	Nil	Nil	Nil
	Compounding fee	Nil	Nil	Nil	Nil	Nil	Nil
	Non-Monetary	Nil	Nil	Nil	Nil	Nil	Nil
	Imprisonment	Nil	Nil	Nil	Nil	Nil	Nil
	Punishment	Nil	Nil	Nil	Nil	Nil	Nil

Note: There was delay in submission of Auditors' Report, Statement of Assets and Liabilities, Cash Flow Statement and Statement of Impact of Audit Qualifications for the quarter and year ended 31st March, 2022. BSE vide its mail dated 29th June, 2022, had imposed a fine of Rs. 5,900 for the aforesaid delay citing non-compliance with Reg. 33 of the Listing Regulations.

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.				
	YES, the entity has Conduct Discipline and Appeal (CDA) Rules which commands strict actions against anyone caught engaging in such un ethical behaviour. The same is available at http://www.andrewyule.com/policy.php				
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 22-23		FY 21-22	
	Directors	Nil		Nil	
	KMPs	Nil		Nil	
	Employees	Nil		Nil	
	Workers	Nil		Nil	
6.	Details of complaints with regard to conflict of interest:				
		FY 22-23		FY 21-22	
		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 company, respectively.			
		2022-23	2021-22	Details of improvements in environmental and social impacts
	R&D	0.24	0.26	The engineering division has completed design activities for SR-200 Bearing Housing suitable for 200 mm dia. shaft. Now it is under the physical development stage. It will reduce cycle time by at least 1 (one) month and yearly cost saving will be Rs. 2.00 lakh per programme set.
	Capex	1.27	0.36	Thick Seal Ring fabrication by cutting, bending and radiography welding incurs lengthy process and man-hour involvement is more. Procurement of single piece forged thick seal ring from vendor eliminates above mentioned lengthy process and reduced cost.



2	a. Does the company have procedures in place for sustainable sourcing?
	Yes, the company has procedures in place for sustainable sourcing. The inputs are mainly from reputed national sources/entities, which are expected to be well versed with BR obligations. Although the major raw material used by the Company in manufacturing are of such nature, which are generally not produced by small producers, but packaging materials are sourced locally, including various MSME suppliers, provided they meet the Company's quality, delivery, cost, etc. expectations.
	b. If yes, what percentage of your inputs was sourced sustainably? 100%
3	Describe the processes in place to safely collect, reuse, recycle and dispose after sale and at the end of life of your products, separately for (a) Plastics (including packaging) (b) E-waste and (c) other waste.
	There is a process of safe disposal of hazardous waste to the Pollution Control Board authorized vendor. There is no system of reuse/recycling as there is no scope for such initiatives.
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.
	Plastics (including packaging) are disposed through certified hazardous waste collectors such as M/S Baruah & Gogoi Enterprise.

Leadership Indicators

1	Has the company conducted Life Cycle Assessments (LCA) for any or all of its top 3 brands/ products manufactured? NIC Code* Product /Service, % of total Turnover contributed, Life Cycle						
	The company has not conducted Life Cycle Assessments (LCA).						
	NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
Not Applicable							
2	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.						
		Name of Product / Service	Description of the risk / concern		Action Taken		
	Give details of each product	Black Tea	Pollution, Safe disposal of chemical container (Insecticide/ Pesticide), Fire		NOC from Pollution Control Board, Disposal taken care by PCB approved vendor, FIRE NOC		
3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).						
	Indicate input material			Recycled or re-used input material to total material			
				FY 22-23		FY 21-22	
	IRON REUSED			20%		12%	



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	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											
	Male	183	183	100%	79	43%	-	-	-	-	-	-
	Female	4	4	100%	-	-	-	-	-	-	-	-
	Total	187	187	100%	79	42%	-	-	-	-	-	-
	Other than Permanent employees											
	Male	29	29	100%	-	-	-	-	-	-	-	-
	Female	1	0	0%	-	-	-	-	-	-	-	-
	Total	30	29	97%	-	-	-	-	-	-	-	-
	b. Details of measures for the well-being of workers:											
	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 workers											
Male	7138	7138	100%	-	-	-	-	-	-	-	-	
Female	6900	6900	100%	-	-	-	-	-	-	-	-	
Total	14038	14038	100%	-	-	-	-	-	-	-	-	
Other than Permanent workers												
Male	101	101	100%	101	100%	-	-	-	-	-	-	
Female	4	4	100%	4	100%	-	-	-	-	-	-	
Total	105	105	100%	105	100%	-	-	-	-	-	-	
Details of retirement benefits, for Current FY and Previous Financial Year.												
2	Benefits	FY 22-23			FY 22-23							
		Current Financial Year			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 (*)	NA	NA	NA	NA	NA	NA					
Others - please specify	NA	NA	NA	NA	NA	NA						
(*) Note: Only contractual employees and workers have ESIC benefits. Amount determined as per actuarial valuation carried out for gratuity (for eligible employees) are funded with Yule Group Gratuity Fund which is contributed by the Company and for this purpose no separate deduction is made from the employees or the workers.												
3	Accessibility of workplaces											
	Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.											



	YES, 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.										
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 is committed to being an equal opportunity employer and ensures an inclusive workplace for all. An equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 is in place which has been provided at the official website of the Company at the web- link.										
5	Return to work and Retention rates of permanent employees and workers that took parental leave.										
	Gender	Permanent employees				Permanent workers					
		Return to work rate	Retention rate		Return to work rate	Retention rate					
	Male	NA	NA		NA	NA					
	Female	NA	NA		NA	NA					
	Total	NA	NA		NA	NA					
	Note: No permanent employee and worker has taken parental leave during 2022-23.										
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.										
	Permanent Workers	Yes, there is a mechanism available to receive and redress grievances for both employees and workers. The grievance redressal process is designed to address concerns and complaints promptly. Employees and workers can submit their grievances through a designated channel, such as a grievance portal, email, or in-person to the human resources department or designated personnel. The mechanism ensures confidentiality and impartiality in handling grievances. Upon receipt of a complaint, a thorough investigation is conducted, and appropriate actions are taken to resolve the issue. Regular follow-ups are conducted to ensure a satisfactory resolution and to address any further concerns. The Estates has Grievance Committees consisting of an executive from the garden and Five workers (Male & Female) including representatives from worker's unions. If the complaint is found to be Genuine then the complaint is forwarded to the Manager of the estate for Solicitation within 90 days of receipt of Complaint.									
	Other than Permanent Workers										
	Permanent Employees										
	Other than Permanent Employees										
7	Membership of employees and worker in association(s) or Unions recognised by the listed entity:										
	Category	FY 22-23			FY 21-22						
		Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (B / A)	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (D / C)				
		(A)	(B)		(C)	(D)					
	Total Permanent Employees	187	--	0%	205	--	0%				
	Male	183	--	0%	200	--	0%				
	Female	4	--	0%	5	--	0%				
	Total Permanent Workers	14038	14038	100%	14152	14152	100%				
	Male	7138	7138	100%	7232	7232	100%				
	Female	6900	6900	100%	6920	6920	100%				
8	Details of training given to employees and workers:										
	Category	FY 22-23				FY 21-22					
		Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees										
	Male	183	97	53%	8	4%	200	70	35%	6	3%
	Female	4	4	100%	2	50%	5	5	100%	3	60%
	Total	187	101	54%	10	5%	205	75	37%	9	4%



Workers										
Male	7138	754	11%	36	0.5%	7232	656	9%	40	0.3%
Female	6900	361	5%	20	0.3%	6920	353	5%	21	0.3%
Total	14038	1115	8%	56	0.4%	14152	1009	7%	61	0.4%
Details of performance and career development reviews of employees and worker:										
Benefits	FY 22-23				FY 21-22					
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)				
Employees										
Male	183	78	43%	200	86	43%				
Female	4	4	100%	5	5	100%				
Total	187	82	44%	205	91	44%				
Workers										
Male	7138	88	1.2%	7232	95	1.31%				
Female	6900	15	0.21%	6920	13	0.18%				
Total	14038	103	0.73%	14152	108	0.76%				
Health and safety management system:										
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?										
YES, Occupational Health and Safety Policies and Manuals are in place. Engineering division of the Company has implemented ISO 45001 system at Kalyani plant. The Company conducts internal and external assessment and audits by certification bodies, to assess the effectiveness of the systems. Updates related to the health and safety measures are also regularly shared with the senior management.										
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?										
YES, there are processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity.										
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)										
YES, there are processes for workers to report the work related hazards and to remove themselves from such risks. Necessary trainings are given to all workers in recognizing hazards and issues. Safety meetings and mock drills are carried out at the Plants at regular intervals and respective corrective and preventive measures are undertaken to mitigate the identified risks.										
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)										
YES, Permanent employees and their family members have the option to enrol under Company's Group Insurance Policy. The contractual workforce have statutory benefits under ESIC.										
Details of safety related incidents, in the following format:										
Safety Incident/Number	Category		FY 22-23 Current Financial Year		FY 21-22 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					
Describe the measures taken by the entity to ensure a safe and healthy work place.										
The entity ensures a safe and healthy workplace through safety policies, comprehensive training, hazard identification, safety equipment provision, regular inspections, incident reporting, health programs, emergency response readiness, employee involvement, and compliance with regulations. Examples are - i) Medical Fitness Certificate, ii) Regular medical check-ups of workers engaged in the hazardous job, iii) Use of safety gears/PPE, iv) First Aid Training, v) Safeguards for moveable machinery, vi) Fire Safety Training.										



13	Number of Complaints on the following made by employees and workers:						
		FY 22-23			FY 21-22		
		Filed during the year	Pending resolution at the end of year	Re-remarks	Filed during the year	Pending resolution at the end of year	Re-remarks
	Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
	Health & Safety	Nil	Nil	Nil	Nil	Nil	
14	Assessments for the year:						
	Particulars			% of your plants and offices that were assessed (by entity or statutory authorities or third parties)			
	Health and safety practices			100% - Trustea Audit			
	Working Conditions			100% - Trustea Audit			
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						
	Corrective actions are taken to address safety-related incidents and proactively address significant risks and concerns identified through health and safety assessments. Continuous improvement and a strong safety culture are prioritized. Comprehensive training on machinery operation and safety protocols for all factory employees is undertaken timely. Clear guidelines for machinery usage are included in standard operating procedures. A strict maintenance schedule is implemented to prevent malfunctions.						
	Regular audits are conducted to identify and address potential risks.						
	Examples of corrective actions are:						
	1. Protective Clothing (Dangri, Gumboot, Nitril Gloves, Rubber nose mask) are being issued during spraying.						
	2. Regular health checkups (Cholinesterase test/ & other vital parameters of blood) of spraying workers/ handlers are done on a half-yearly basis.						
	3. Protective Clothing is provided to chemical handlers at the chemical store.						
	4. Protective Clothing along with helmets, Long rubber boots & safety attachments being provided to workers related to the electrical & machinery department.						
	5. Protective Clothing is provided to factory workers.						
	6. Safety guides/nets are provided for moving parts as per factory acts.						
7. Regular fitness certification of vehicles/ trailers/ water tanks are done as per norms.							
8. Fire extinguishers are checked and refilled by certified vendors on an annual basis.							
9. Drinking water testing is done as per norms.							

Leadership Indicators

1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).				
	YES, the entity extend any life insurance or any compensatory package in the event of death of employees and workers.				
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.				
	The entity ensures statutory dues are deducted and deposited by value chain partners through contractual agreements, regular audits, proper documentation, collaboration with authorities, and due diligence. These measures promote compliance, transparency, and adherence to legal requirements.				
3	Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:				
		Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
	Employees	0	0	0	0
	Workers	15	23	15	23
4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)				
	No, the entity does not offer any such assistance. However, the entity provides super-annuation benefits in form of annuity accruals for the employees who qualify for the same.				



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 entity identifies key stakeholder groups through stakeholder mapping and prioritization based on influence and importance. Engagement analysis assesses interaction and communication channels. Understanding stakeholder needs and concerns is crucial, as is evaluating the impact of the entity’s actions on stakeholders and vice versa. The regular review ensures adaptability to changing circumstances. This proactive approach fosters positive relationships, builds trust, and contributes to the entity’s sustainable success.				
2	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
	Shareholders	No	E mail, SMS, Letters, Notices, Quarterly Financial Results, Annual Report, Physical/ Virtual Meetings, Newspaper, Company Website, Stock Exchanges and other statutory authority	Regularly at such intervals as per requirements specified under the Companies Act and SEBI(LODR) Regulations	Disseminating and sharing of information with the shareholder such as Financial and Non-financial report sharing/ Dividend/ IEPF related matters and others with a view to update.
	Employees	No	E mail, Meetings in online and off-line modes, Training programme etc.	As per requirement	Sharing Policies, Code of Conduct, Cyber Security, POSH Awareness, Appraisals etc.
	Customers	No	Meetings, Plant visits, Conferences, Email, Notices Facebook, Twitter etc.	Periodically	Keep customer updated on latest developments.

Leadership Indicators

1	Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
	The processes for stakeholder consultation with the Board on economic, environmental, and social topics can be either in the form of direct engagement with the stakeholders or in the form of delegated consultation through specific committees or executives. Feedback received from stakeholders is reviewed by the Board to inform decision-making and to align strategies with stakeholder expectations. Effective communication channels ensure timely dissemination of feedback to the Board, promoting sustainable and responsible business practices.
2	Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.
	Stakeholders expect the entity to be in compliance with laws and regulations and with Trustea or Rainforest Alliance certification. Trustea and Rainforest Alliance certifications are voluntary programmes promoting sustainable and ethical tea production. Obtaining these certifications in self demonstrates commitment to sustainability and enhances reputation while addressing environmental and social concerns. They align with stakeholder expectations, ensuring transparency and contributing to the overall well-being of the tea industry in India. The suggestions received from Forest official has created an elephant corridor policy so that wild elephant do not have any problem passing through the garden.



PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Benefits	FY 22-23			FY 21-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	187	187	100%	205	-	-
Other than permanent	30	30	100%	30	-	-
Total Employees	217	217	100%	235	-	-
Workers						
Permanent	14038	14038	100%	14198	-	-
Other than permanent	105	105	100%	46	-	-
Total Workers	14143	14143	100%	14244	-	-

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

Category	FY 22-23					FY 21-22				
	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	187	0	0%	187	100%	205	0	0%	205	100%
Male	183	0	0%	183	100%	200	0	0%	200	100%
Female	4	0	0%	4	100%	5	0	0%	5	100%
Other than Permanent	30	0		30	100%	30	0	0%	30	100%
Male	29	0	0%	29	100%	29	0	0%	29	100%
Female	1	0	0%	1	0%	1	0	0%	1	100%
Workers										
Permanent	14038	50	0.35%	13988	99.65%	14198	46	0.32%	14152	99.68%
Male	7138	0	0%	7138	100%	7232	0	0%	7232	100%
Female	6900	0	0%	6900	100%	6920	0	0%	6920	100%
Other than Permanent	105	105	100%	0	0%	46	46	100%	0	0%
Male	101	101	100%	0	0%	46	46	100%	0	0%
Female	4	4	100%	0	0%	0	0	0%	0	0%



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)	3	Rs.39.59 lakh	0	NA
Key Management Personnel	3	Rs.39.59 lakh	1	Rs.17.14 lakh
Employees other than BoD and KMP	183	Rs.9.80 lakh	4	Rs.8.82 lakh
Workers	7138	Rs.1.71 lakh	6900	Rs.1.78 lakh

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

Yes, there are committees comprising members from management, garden unions, and departmental heads to safeguard and protect human rights. The Company follows the philosophy of respecting the dignity of all individuals. Prevention of Sexual Harassment (POSH) Committees are also in place across the Regions and Corporate Office. In addition to the above, the Company has a Vigil Mechanism Policy akin to the Whistle Blower Policy which is available at the official website of the Company at the web-link <http://www.andrewyule.com/policy.php>

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

As stated above, Company's Vigil Mechanism and Whistle Blower Policy provides that while conducting any investigation, reasonable efforts shall be taken to protect the confidentiality and anonymity of the Whistle blower.

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

	FY 22-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour / Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

There are internal complaint committees to address sexual harassment cases at registered offices. The tea estates have a grievance committee, anti-sexual harassment committee, assess and address the committee, gender equality committee, and occupation health and safety committee. The committees consist of an executive from the garden and five workers (male & female) including representatives from the workers union.

Procedures are as follows: step 1- grievance/complaint is submitted to the committee and duly recorded. Step 2 - committee members hold a confidential meeting and assess the nature of the complaint. Step 3 - if the complaint is found to be genuine then the complaint is forwarded to the manager of the estate for solicitation within 90 days of receipt of the complaint.

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

Yes, human rights requirement form part of the business agreements and contracts.



Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NIL
Forced/Involuntary labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL

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

No Corrective action is required to be taken. The registered offices and tea estates have anti-sexual harassment committees, gender equality committees, grievance committees, occupational health & safety committees, and assess and address committees.

Leadership Indicators

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

Yes, the premise/office of the entity is accessible to differently-abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

Details of total energy consumption (in Gigajoules) and energy intensity, in the following format:

	FY 22-23	FY 21-22
Total electricity consumption (A)	31904.7	30599.33
Total Diesel Consumption	13190.04	15542.03
Total Petrol Consumption	165.12	0
Total Coal Consumption (Assuming anthracite)	125.03	430.95
Total LPG Consumption	76.93	61.76
Total Gas Consumption	83740.59	67019.9
Total fuel consumption (B)	97297.71	83054.64
Energy consumption through other sources - Electricity (Solar)	21.23	9.35
Total energy consumption (A+B+C)	129223.64	113663.32
Energy intensity per rupee of turnover (GJ/INR) - (Total energy consumption/ turnover in rupees)	0.000039	0.0000339
Energy intensity (optional) – the relevant metric may be selected by the entity		

Note: No independent assessment/ evaluation/assurance was not carried out by an external agency.

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



No, the entity does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	3381	3552
(ii) Groundwater	215407856.3	75629481.3
(iii) Third party water	2208	2292
(iv) Seawater / desalinated water	0	0
(v) Others	74.84	71.42
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	215413520.1	75635396.72
Total volume of water consumption (in kilolitres)	140575555.4	1162277.73
Water intensity per rupee of turnover (Water consumed / turn-over)	0.037	0.003

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, any independent assessment/ evaluation/assurance has not been carried out by an external agency.

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
No, the entity has not implemented a mechanism for Zero Liquid Discharge.

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

Parameter	Please specify unit	FY 22-23	FY 21-22
NOx	µg/m ³	2.22	15
SOx	µg/m ³	1.21	<1
Particulate matter (PM)	µg/m ³	402.16	
Volatile organic compounds (VOC)	ppb	10	14
Hazardous air pollutants (HAP)	AQI	47	49
Particulate Matter (PM10)	µg/m ³	52.21	25
Particulate Matter (PM2.5)	µg/m ³	37	15

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

Parameter	Unit	FY 22-23	FY 21-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Nil	Nil	Nil
Metric tonnes of CO2 equivalent	Nil	Nil	Nil
Total Scope 2 emissions	Nil	Nil	Nil
(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Nil	Nil	Nil
Metric tonnes of CO2 equivalent	Nil	Nil	Nil
Total Scope 1 and Scope 2 emissions per rupee of turnover	Nil	Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil	Nil

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, any independent assessment/ evaluation/assurance has not been carried out by an external agency.



Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
No, the entity does not have any project related to reducing Green House Gas emission.

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

Parameter	FY 22-23	FY 21-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	406.56	556.85
E-waste (B)	0.02	0.01
Bio-medical waste (C)	400.051	137.061
Construction and demolition waste (D)	0	0
Battery waste (E)	100.031	150.001
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	170.165	206.97
Other Non-hazardous waste generated (H). Please specify, if any.	33.16	12.86
(Break-up by composition i.e. by materials relevant to the sector)	4.9	6.8
Total (A+B + C + D + E + F + G + H)	1114.887	1070.552

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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
Category of waste		
(i) Incineration	400.41	137.56
(ii) Landfilling	704	921
(iii) Other disposal operations	13.864	7.602
Total	1118.274	1066.162

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, Collection is assured by certified waste disposal vendor.

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 entity has adopted integrated pest management (IPM), which is a sustainable approach to pest control that minimizes chemical pesticide use. IPM focuses on prevention, biological control, and targeted pesticide application as a last resort. This promotes eco-friendly practices and long-term sustainability in pest management, such as promoting the use of organic pesticides to reduce toxic chemical loads. The entity adheres to the Pollution Control Board (PCB) guidelines in storing and safely disposing of hazardous waste to PCB-authorized vendors. The filtration plant has been made in the outlet drain of the factory and gardens to minimize the discharge of hazardous wastes into natural bodies. Rainforest management policy is being followed in the estates. A centralized waste collection procedure is followed in all sites and the collected wastes are disposed of to the vendors authorized by the PCB.

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:

Sl. 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.
1	Banarhat Tea Estate, Dist - Jalpaiguri	Tea Estate - Harvesting of Tea leaves & Manufacturing of Tea	No (*)

(*) Tea Estates are more than 150 years old. That time environmental approval/clearance were not mandatory under the statute. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

No, there is no requirement for environmental impact assessment for any site as per the applicable laws for 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				

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, the entity is 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.

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.		
	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.		
	No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
	1	ABITA - Assam Branch Indian Tea Association	State
	2	ITA - Indian Tea Association	National
	3	TRA - Tea Research Association	National
	4	TEA BOARD	State
	5	Bengal Chamber of Commerce & Industry	State
	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.		
	No, there are no corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.		
	Name of authority	Brief of the case	Corrective action taken
	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.
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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
HER RESPECT PROJECT {To prevent sexual harassment of women at workplace, (Prevention, prohibition and Redressal) Act, 2013}	--		Yes (SEWA) (Social Educational Welfare Association)	NO	NA

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

SI. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						
Describe the mechanisms to receive and redress grievances of the community.						
The entity has various modes of communication where the community at large can raise their queries and grievances. These grievances or concerns can be sent over email or in writing by post at Company's address. As per the process, if any grievance is received, the same shall be properly enquired by the competent team/officer and resolved promptly to the satisfaction of the aggrieved. The Tea Estates has its own Grievance committees, where one may submit a complaint and the members.						
Percentage of input material (inputs to total inputs by value) sourced from suppliers:						
		FY 22-23		FY 21-22		
		Current Financial Year		Previous Financial Year		
	Directly sourced from MSMEs/ small producers	12.13%		13.42%		
	Sourced directly from within the district and neighbouring districts	12.13%		13.42%		

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.	
	There is a system in place to handle customer complaints effectively. If consumers have any issues with the products, then they can call the registered phone number, or visit the entity's website. The team reviews the complaint and takes action to resolve the problem.	
2	% of products and services (by turnover) of your business carrying information relevant to consumers.	
		As a percentage to total turnover
	Environmental and social parameters relevant to the product	100%
	Safe and responsible usage	100%
	Recycling and/or safe disposal	100%



3	Number of consumer complaints in respect of the following:				
		FY 22-23		FY 21-22	
		Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
	Data privacy	Nil	Nil	Nil	Nil
	Advertising	Nil	Nil	Nil	Nil
	Cyber-security	Nil	Nil	Nil	Nil
	Delivery of essential services	Nil	Nil	Nil	Nil
	Restrictive Trade Practices	Nil	Nil	Nil	Nil
	Unfair Trade Practices	Nil	Nil	Nil	Nil
	Other	Nil	Nil	Nil	Nil
4	Details of instances of product recalls on account of safety issues:				
		Number	Reasons for recall		
	Voluntary recalls	2	SELF ASSESSMENT		
	Forced recalls	Nil	NA		
5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.				
	Yes, the entity have a framework/ policy on cyber security and risks related to data privacy. The Board has adopted a Risk Management Plan for the Company which includes inter alia identification of elements of risks which may threaten the existence of the Company and specifically covers cyber security. Structures are present so that risks are inherently monitored and controlled. The Board of Directors has constituted a "Risk Management Committee" for laying down risk assessment and minimization procedures. A Risk Management Plan, inter alia covering cyber security, has been devised which is monitored and reviewed by this Committee.				
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.				
	No cases relating to advertising, and delivery of essential services; cyber security and data privacy of customers; or re-occurrence of instances of product recalls were raised during the reporting year.				

Leadership Indicators

1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
	The entity ensures that the packaging and labelling of the product are in accordance with the laws & FSSAI Regulations. The labelling on the products carries all relevant information on the product including the traceability of product batch. The website address of the company is provided in the packages.
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
	The products carry information on the product in strict adherence to FSSAI Regulations. Awareness is also generated through meetings.
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
	Mechanisms to inform consumers of any risk of disruption/discontinuation of essential services includes phone calls, emails, VC, and visits.
4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
	No, the entity does not display product information on the product over and above what is mandated as per local laws.