

PFL/2023**September 06, 2023**

To
BSE Ltd.
Floor No. 25,
Phiroze Jeejeebhoy Tower,
Dalal Street,
Mumbai – 400 001

National Stock Exchange of India Ltd.,
Exchange Plaza,
Bandra-Kurla Complex,
Bandra (E),
Mumbai – 400 051

BSE Scrip Code : 500368**NSE Symbol: PATANJALI**

Sub.: Business Responsibility and Sustainability Report – Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sirs/Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2022-23 which also forms part of the Integrated Annual Report for the financial year 2022-23.

The BRSR is also available on the website of the Company at www.patanjalifoods.com as part of the Integrated Annual Report 2022-23.

You are requested to take the same on record.

Thanking you,

Yours faithfully
For Patanjali Foods Limited
(Formerly known as Ruchi Soya Industries Limited)

Ramji
Lal
Gupta

Digitally signed
by Ramji Lal
Gupta
Date: 2023.09.06
21:03:41 +05'30'

Ramji Lal Gupta
Company Secretary

Encl.: As above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

(1) Details of the listed entity:

1. Corporate Identity Number (CIN) of the Listed Entity	L15140MH1986PLC038536
2. Name of the Listed Entity	PATANJALI FOODS LIMITED (Formerly known as Ruchi Soya Industries Limited)
3. Year of incorporation	1986
4. Registered office address	616, Tulsiani Chambers Nariman Point, Mumbai (MH) 400021
5. Corporate address	Office No. 601, Part B-2, Metro Tower, 6 th Floor, Vijay Nagar, AB Road, Indore (MP) 452010
6. E-mail	info@patanjalifoods.co.in
7. Telephone	022-22828172/69061600
8. Website	www.patanjalifoods.com

9. Financial year for which reporting is being done:

Financial year for which reporting is being done	Start date			End date		
Current Financial Year	01	04	2022	31	03	2023
Previous Financial Year	01	04	2021	31	03	2022
Prior to Previous Financial year	01	04	2020	31	03	2021

10. Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11. Paid-up Capital (In Rs)	72,39,89,706
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	Shri Ram Bharat
Contact	022-22828172
E mail	brhead@patanjalifoods.co.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

(2) 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	Edible Oils, Food & FMCG (Food and Beverages, etc)	86.60
2.	Manufacturing	Food, FMCG and Other	13.40

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.	Manufacture of vegetable oils and fats excluding corn oil	10402	73.76
2.	Manufacture of cream, butter, cheese, curd, ghee, khoya etc.	10504	6.36
3.	Manufacture of hydrogenated oil and vanaspati ghee	10401	4.41
4.	Manufacture of biscuits, cakes, pastries, rusks etc.	10712	4.03
5.	Manufacture of non-defatted flour or meals of oilseeds, oilnuts or kernels	10407	2.62
6.	Manufacture of ayurvedic or unani pharmaceutical preparation	21003	1.63

(3) 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	25	28	53
International	0	0	0

17. Markets served by the entity**a. Number of locations**

Locations	Number
National (No. of States)	28
International (No. of Countries)	33

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

The contribution of exports in FY 2022-23 is 1.68% of the total revenue. In FY 2022-23, our Company achieved an increase of over 74.38% in export sales over the previous year. The export sales were ₹ 530.80 crores in FY 2022-23 as compared to ₹ 304.40 crores in FY 2021-22. Our vision is not only to increase the contribution of exports to total turnover but also increase the contribution of exports of new products like biscuits, nutraceutical in various countries and achieve continuous accelerated growth.

c. A brief on types of customers

The Company is a leading player in the Food & FMCG and Edible Oils segment with a robust and strong portfolio of brands in the premium, economy, and mass segment. The Company also caters to Institutional buyers both domestic and overseas market, Canteen Stores Department as well as the Hotels, Restaurants, and Cafés (HORECA) segment. The renewable energy business segment also caters to various State Government entities. The Company services its customers belonging to all strata of the society on a PAN India basis with the support of more than 7,500 distributors, 130+ Super Distributors, 100+ sales depots, 1.5 million retail touch points, 1,000+ Chikitsalays, 250+ Mega stores, 3,200+ Aarogya Kendra and more than 47,000 Pharmacies. We have also launched an online ordering app "Order me" to reach out to our online customers.

(4) Employees**18. Details as at the end of Financial Year**

S. No.	Particulars	Total	Male		Female		Other	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
A. EMPLOYEES AND WORKERS (INCLUDING DIFFERENTLY ABLED)								
EMPLOYEES								
1.	Permanent (D)	3,925	3,793	96.64	132	3.36	0	0.00
2.	Other than permanent (E)	25	23	92.00	2	8.00	0	0.00
3.	Total employees (D + E)	3,950	3,816	96.61	134	3.39	0	0.00
WORKERS								
4.	Permanent (F)	1,368	1,298	94.88	70	5.12	0	0.00
5.	Other than permanent (G)	12,142	11,966	98.55	176	1.44	0	0.00
6.	Total workers (F + G)	13,510	13,264	98.17	246	1.82	0	0.00
B. DIFFERENTLY ABLED EMPLOYEES AND WORKERS								
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	0	0	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0	0	0
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	4	0	0.00

20. Turnover rate for permanent employees and workers

For the second year in succession, we have been recognised as a “Great Place to Work” which is testimony to conscious effort by the Company to build a culture that can attract multi-generational talent. Our attrition rates continue to be in line with industry average, and we constantly work towards talent retention and employee engagement across the Company.

	Turnover rate in current FY (2022-23) (%)			
	Male	Female	Other	Total
Permanent Employees	28.10	0.70	0.00	28.80
Permanent Workers	5.60	0.10	0.00	5.70

	Turnover rate in current FY (2021-22) (%)			
	Male	Female	Other	Total
Permanent Employees	28.20	0.10	0.00	28.30
Permanent Workers	6.50	0.10	0.00	6.60

	Turnover rate in current FY (2020-21) (%)			
	Male	Female	Other	Total
Permanent Employees	14.70	0.30	0.00	15.00
Permanent Workers	5.70	0.00	0.00	5.70

(5) 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)
The company has no holding / subsidiary / associate companies / joint ventures				

(6) CSR Details

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

(ii) Turnover (in ₹): 315,24,65,60,366

(iii) Net worth (in ₹): 66,64,73,57,993

(7) 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)			PY (2021-22)		
			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	http://www.patanjalifoods.com/ContactUs.php	NIL	NIL	Company has put in place systems to address concerns and suggestions of stakeholders by way of email, Toll free number and social media platforms. The pending complaints are under process of resolution.	NIL	NIL	N.A.
Investors (other than shareholders)	YES	http://www.patanjalifoods.com/ContactUs.php	NIL	NIL		NIL	NIL	N.A.
Shareholders	YES	http://www.patanjalifoods.com/ContactUs.php	133	0		50	0	Resolved
Employees and workers	YES	http://www.patanjalifoods.com/ContactUs.php	NIL	NIL		1	0	Resolved
Customers	YES	http://www.patanjalifoods.com/ContactUs.php	4044	51		1580	0	Robust System in place to address concerns and suggestions of Customers received by email or Toll-free Number or Social Media Platforms.
Value Chain Partners	YES	http://www.patanjalifoods.com/ContactUs.php	NIL	NIL		NIL	NIL	N.A.

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 (Indicate positive or negative implications)
1.	Supply Chain Resilience	Risk & Opportunity	<p>Risk: Supply chain disruptions and commodity inflation impact raw material costs and availability due to import dependence. Geopolitical instability in key markets is a concern.</p> <p>Opportunity: Aim to reduce import dependence through domestic production of palm oil.</p>	<p>Mitigate: Capitalise on domestic oil palm expansion programs to reduce import dependency and aggressively increase the oil palm planted area.</p>	<p>Positive: Reducing import dependency in the supply chain yields long-term results.</p>
2.	Economic Stability	Risk	<p>Slowdown in economic activity could impact the FMCG industry and sales. Volatility in interest rates may affect financial performance and lead to investment losses.</p>	<p>Adapt: Align product portfolio with a mix of premium, mass, and economy segment products, manage interest rate risk, and maintain adequate liquidity.</p>	<p>Negative: Economic slowdown and interest rate volatility may impact financial performance.</p>

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 (Indicate positive or negative implications)
3.	Risk Identification & Mitigation	Risk & Opportunity	<p>Risk: Foreign currency fluctuations and commodity price changes impact financial performance due to import dependency. Business disruption from geopolitical events may occur.</p> <p>Opportunity: The Company aims to reduce import dependence through domestic production. This initiative aligns with changing consumer preferences and global demand for sustainable products.</p>	<p>Mitigate: Minimise import dependency, expand domestic oil palm plantation, and increase exports to create a natural foreign currency hedge.</p>	<p>Positive: Reducing import dependency and increasing exports yield long-term results.</p>
4.	Effective Corporate Governance	Opportunity	<p>Opportunity: Enhancing corporate governance improves business transformation and reputation.</p>	<p>Adapt: Establish and implement internal policies and improve compliances.</p>	<p>Positive: Increase shareholders' confidence and laying the foundation for sound financial practices for the short, medium and long term.</p>
5.	Consumer Engagement & Innovation	Opportunity	<p>Opportunity: Tracking consumer trends and strengthening dealer networks to improve brand reach and cater to changing preferences.</p>	<p>Adapt: Constantly analyse the market, selecting the best suppliers and venture into promising markets.</p>	<p>Positive: Diversified product portfolio leads to increased consumer satisfaction and sales.</p>
6.	Nutrition Accessibility	Opportunity	<p>Opportunity: Providing access to healthy products addresses malnourishment and promotes well-being. Integrating plant-based products enhances the portfolio.</p>	<p>Adapt: Enhance distribution network, create affordable healthy products meeting consumer preferences</p>	<p>Positive: Diverse FMCG product portfolio offering stability and higher margins.</p>
7.	Circular Practices & Waste Reduction	Opportunity	<p>Opportunity: Transitioning to circular models with reduced reliance on non-renewable resources creates a sustainable business model.</p>	<p>Adapt: Improve the renewable energy mix and focus on reusing and recycling materials wherever possible across the value creation model.</p>	<p>Positive: Reduced dependency on non-renewable materials create and create a sustainable environment.</p> <p>Negative: Increased costs of recycling and packaging.</p>
8.	Climate Resilience & Adaptation	Opportunity & Risk	<p>Risk: Climate change events impact business</p> <p>Opportunity: Opportunity lies in sourcing sustainability and developing local supply chains.</p>	<p>Mitigate: Sustainable sourcing, water-saving solutions, local supply chains, and oil palm plantation in India.</p>	<p>Positive: Reduced import dependency and focus on water usage create resilience.</p> <p>Negative: Impact extent depends on the event.</p>
9.	Compliance & Regulatory Adherence	Risk	<p>Risk: Non-compliance with laws damages reputation and affects business growth. Adverse changes in regulations could impact results.</p>	<p>Mitigate: Comply with State & Central laws, monitor and review compliance, and maintain vigil mechanisms.</p>	<p>Neutral: No immediate financial implication, but potential costs in the long run.</p>
10.	Data Security & Privacy	Risk	<p>Risk: Disruptions from cyber attacks and non-availability of critical information impact business operations and results.</p>	<p>Mitigate: Robust IT systems, firewalls, contingency measures, and employee training.</p>	<p>Neutral: Implications depend on the effectiveness of the mitigation approach.</p>
11.	Employee Well-being & Development	Opportunity	<p>Opportunity: Talent acquisition, retention, and employee well-being contribute to sustainable business success.</p>	<p>Adapt: Create an inclusive and high-performing work environment, encourage entrepreneurship, and reward performance.</p>	<p>Neutral: Costs commensurate with business goals, positive impact in the long run.</p>
12.	Quality Assurance & Product Safety	Opportunity	<p>Opportunity: Ensuring production quality and safety enhance brand reputation amid increasing transparency requirements.</p>	<p>Adapt: Obtain third-party certifications to ensure product safety and quality.</p>	<p>Positive: Enhanced brand loyalty and increased market share.</p>
13.	Ecological Footprint Reduction	Opportunity	<p>Opportunity: Focus on waste, water, and energy management along with GHG emissions reduction.</p>	<p>Adapt: Use renewable energy, adopt eco-friendly practices (5 R principle).</p>	<p>Positive: Reduced ecological impact and improved energy management.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES									
1.									
a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	http://www.patanjalifoods.com/investors_policies.php								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No.								
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.	<ul style="list-style-type: none"> • QMS-9001:2015 • EMS-14001-2015 • OHSAS-45001-2018 • FSSC- 22000- 2018 • GMP+ Feed Safety System • Food chain ID (formerly known as Cert id) • Halal Certification • Kosher • FSSAI • HACCP – Food Safety 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>To strengthen our Environmental, Social and Governance (ESG) commitment, we are evaluating the impact of our operations on the various parameters of ESG to set short, medium and long-term targets. Our endeavour is to grow and expand our operations while creating a positive impact on the environment and society at large. During the year under review, we undertook the following steps to establish our ESG vision and strategy:</p> <ul style="list-style-type: none"> • Stakeholder identification • Internal surveys and discussions • Evaluation of standards and frameworks • Identification of key ESG goals <p>The Company stands committed to ESG aspects related to:</p> <ul style="list-style-type: none"> • Keeping community welfare at the core of decision making • Promoting diversity in all forms at the workplace and building an inclusive work culture • Improve operational efficiency, use of renewable power, achieve water efficiency and reduce emissions across our plants. • Work towards improving transparency and completeness of disclosure in alignment with international best practices • Engage with suppliers for ensuring traceability to mill for the imported raw materials. <p>The Company has already implemented various ESG aspects in its business operations:</p> <ul style="list-style-type: none"> • It consumes ~20% of all its energy requirements at its plants in Madhya Pradesh, Tamil Nadu, Gujarat, Maharashtra and Karnataka by way of renewable energy produced from 84.6 MW Wind Power Generation facilities of the Company and utilises solar power of 4.24 MW for its operations procured from external sources. • In its palm plantation business, the Company has achieved 63,816 Ha of planted area which is watered by using drip irrigation to ensure effective utilisation of water resources. 100% of Oil Palm Fruit are sustainably sourced. • To support the farmers the Company has set up 26 nurseries, and 23 fertiliser godowns across twelve states in India reaching out to more than 45,688 farmers. The Company continues to work towards using organically grown products for its nutraceutical range of business. <p>In the FY 2022-23, the Company has sequestered 116,721 tCO₂ through its wind energy business.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
GOVERNANCE, LEADERSHIP, AND OVERSIGHT									
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)	I am pleased to present our first edition Business Responsibility and Sustainability Report (BRSR) for the financial year 2022-23. The report encapsulates our ongoing efforts at being a responsible business entity and empowers stakeholders to make informed decisions. Your company is strongly committed to being a truly sustainable and responsible business and continues to make focused efforts in that direction. The Company is also evaluating the impact of our operations on the various parameters of ESG to set short, medium and long-term targets. For more information please refer Page 32 “MD’s Message” section of this report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Ram Bharat, Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No).	Yes, The Company has formed an ESG and CSR Committee (ECC) for decision making on sustainability and CSR related issues.*								
If yes, provide details.	*Approved in the meeting of Board of Directors on 11 th August 2023 Shri Ram Bharat, Managing Director								

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee									Frequency (Annually / Half yearly /Quarterly /Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies are reviewed internally on a periodic basis.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with all applicable statutory requirements and monitors the same through a compliance tool implemented across its various facilities to ensure timely compliance and monitoring. The tool is equipped with automated escalation matrix features to ensure prompt redressal of any issues.																	

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.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
If Yes, Provide name of the agency	The independent internal auditor appointed by the Company reviews the working of the policies from time to time in addition to internal review undertaken periodically by respective departments.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	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)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
It is planned to be done in the next financial year (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Any other reason (please specify)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential 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	7	<p>Business and Industry:</p> <ol style="list-style-type: none"> Business & Operational Performance of the company <p>Financial and Treasury:</p> <ol style="list-style-type: none"> Financial Results and Performance Utilisation of Funds <p>ESG:</p> <ol style="list-style-type: none"> CSR Initiatives and their impact Internal Audit Plans and findings Internal financial controls Risk Management Systems ESG Goals <p>Legal and Regulatory Compliance</p> <ol style="list-style-type: none"> Compliances with various applicable laws Compliance Management Tool Various activities undertaken by Registrars & Transfer Agent (RTA) Material litigation Hedging operations on commodity and forex <p>Regulatory Updates:</p> <ol style="list-style-type: none"> Amendments to Schedule III of the Companies Act, 2013 - Companies (Auditors Report) Order, 2020 Disclosure Obligations of Listed Entities in relation to Related Party Transactions. 	100
Key Managerial Personnel	2	<ul style="list-style-type: none"> Structural Digital Database under SEBI (PIT) Regulations, 2015 SEBI (Prohibition of Insider Trading) Regulations, 2015 	100
Employees other than BoD and KMPs	263	<ul style="list-style-type: none"> Management Development Programmes (MDP) Prevention of Sexual Harassment (PoSH) HR Policies Safety programs (Fire, Health & environment, General safety) Time Management Office Safety Job trainings, Mock drills Other curated Training programmes 	81.17
Workers	299	<ul style="list-style-type: none"> Worker Development Programmes (WDP) Health and Safety Use of PPE Material Management Prevention of Sexual Harassment (PoSH) Health and Hygiene Pest Awareness Time Management Job trainings and Mock drills Other Curated workshops 	87.79

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

Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	N.A.	N.A.	N.A.	N.A.	N.A.
Settlement	N.A.	N.A.	N.A.	N.A.	N.A.
Compounding fee	N.A.	N.A.	N.A.	N.A.	N.A.

Non - Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	N.A.	N.A.	N.A.	N.A.
Punishment	N.A.	N.A.	N.A.	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.

Sr.	Case Details	Name of the regulatory/ enforcement agencies/judicial institutions
N.A.	N.A.	N.A.

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 company has Board approved anti-corruption and anti-bribery policy. It is displayed on the website of the company and the link for the same is http://www.patanjalifoods.com/investors_policies.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 (2022-23)	PY (2021-22)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

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

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.

N.A.

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.**

	FY (2022-23)	PY (2021-22)	Details of improvements in environmental and social impacts.
R&D	₹ 42,536,362	₹ 39,967,657	Efficiency in harvesting of Fresh Fruit Bunches (FFB), use of water resources and safety parameters.
Capex	₹ 32,990,144	₹ 41,469,931	

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

Yes

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

100% of Fresh Fruit Bunches (FFB's) for domestic Oil palm production, Soya Seeds and Mustard Seeds for edible oil and by-products manufacturing were sourced sustainably from farmers.

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

The Company has partnered with Government approved recyclers at various locations in the country for disposal of e- waste. The plastic waste generated are reused to the extent possible and disposed with the support of identified value chain partners. All the hazardous waste generated by the Company are disposed as per applicable norms after required treatment in the Effluent Treatment Facilities/ or through approved value chain partners.

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

Yes, we have submitted extended producer responsibility (EPR) plan as per government norms and the same is available in the public domain. During FY 2022-23, we have achieved our EPR target of plastic waste through collection and sustainable disposal on pan India basis in tie up with value chain partners who have been granted EPR Authorisation [under E-Waste (Management) Rules, 2016].

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										
	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	3,793	3,793	100	3,793	100	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	132	132	100	132	100	132	100	N.A.	N.A.	N.A.	N.A.
Other	NIL	NIL	N.A.	NIL	N.A.	NIL	N.A.	N.A.	N.A.	N.A.	N.A.
Total	3,925	3,925	100	3,925	100	132	100	N.A.	N.A.	N.A.	N.A.
OTHER THAN PERMANENT EMPLOYEES											
Male	23	-	-	-	-	-	-	N.A.	N.A.	N.A.	N.A.
Female	2	-	-	-	-	-	-	N.A.	N.A.	N.A.	N.A.
Other	NIL	NIL	N.A.	NIL	N.A.	NIL	N.A.	N.A.	N.A.	N.A.	N.A.
Total	25	-	-	-	-	-	-	N.A.	N.A.	N.A.	N.A.

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)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT WORKERS											
Male	1,298	1,298	100	1,298	100	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	70	70	100	70	100	70	100	N.A.	N.A.	N.A.	N.A.
Other	-	NIL	N.A.	NIL	N.A.	NIL	N.A.	N.A.	N.A.	N.A.	N.A.
Total	1,368	1,368	100	1,368	100	70	100	N.A.	N.A.	N.A.	N.A.
OTHER THAN PERMANENT WORKERS											
Male	11,966	11,966	100	11,966	100	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	176	176	100	176	100	176	100	N.A.	N.A.	N.A.	N.A.
Other	-	NIL	N.A.	NIL	N.A.	NIL	N.A.	N.A.	N.A.	N.A.	N.A.
Total	12,142	12,142	100	12,142	100	176	100	N.A.	N.A.	N.A.	N.A.

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

Benefits	FY (2022-23)			PY (2021-22)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (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	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes

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.

While a number of office premises have already been equipped with facilities to support differently-abled, we are proactively undertaking efforts to extend the same to the remaining locations. Our commitment to inclusivity drives us to continuously enhance the workplace environment and ensure that every employee, regardless of their abilities, can thrive and contribute effectively.

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

Yes, the Company has an equal opportunity policy which posters an environment of inclusivity and growth. The company aims to comply with all applicable fair employment practices in line with Right of Persons with Disabilities Act 2016. The policy can be accessed through the following link: http://www.patanjalifoods.com/investors_policies.php

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	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.
Other	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.

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	In line with the policy of the Company to ensure a strong connect with all its employees and addressing their concerns in a timely manner a grievance redressal mechanism accessible through Intranet HR application ‘HR Konnect’ has been established. All employees can submit their grievances which undergo a thorough review process and concerned departments ensure effective and timely resolution of the same. The unresolved grievances are reviewed periodically and escalated in case of any delay in resolution. The Company has also formed PoSH committees at various locations to create an inclusive work environment, protect the rights of the employees and workers and prevent sexual harassment.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY (2022-23)			PY (2021-22)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	3,925	53	1.35	2,629	89	3.39
Male	3,793	53	1.40	2,581	88	3.41
Female	132	-	0.00	48	1	2.08
Other	-	-	0.00	-	-	0.00
Total Permanent Workers	1,368	275	20.10	767	270	35.20
Male	1,298	275	21.19	767	270	35.20
Female	70	-	0.00	-	-	0.00
Other	-	-	0.00	-	-	0.00

8. Details of training given to employees and workers:

Category*	FY (2022-23)					PY (2021-22)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	3,793	1,924	50.73	1,711	45.11	2,581	1,781	69.00	813	31.50
Female	132	69	52.27	65	49.24	48	33	68.75	15	31.25
Other	-	-	0.00	-	0.00	-	-	0.00	-	0.00
Total	3,925	1,993	50.78	1,776	45.25	2,629	1,814	69.00	828	31.49
WORKERS										
Male	1,298	429	33.05	395	30.43	767	476	62.06	304	39.63
Female	70	-	0.00	-	0.00	-	-	0.00	-	0.00
Other	-	-	0.00	-	0.00	-	-	0.00	-	0.00
Total	1,368	429	31.36	395	28.87	767	476	62.06	304	39.63

* Permanent employees and workers.

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

Category	FY (2022-23)			PY (2021-22)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E / D)
EMPLOYEES						
Male	3,793	2,410	63.54	2,581	1,850	71.68
Female	132	42	31.82	48	30	62.50
Other	-	-	0.00	-	-	0.00
Total	3,925	2,452	62.47	2,629	1,880	71.51
WORKERS						
Male	1,298	488	37.60	767	767	100.00
Female	70	-	0.00	-	-	0.00
Other	-	-	0.00	-	-	0.00
Total	1,368	488	35.67	767	767	100.00

Review was undertaken on an ongoing basis for eligible employees and workers.

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, the Occupational Health and Safety management policy is being followed across all manufacturing locations, offices covering all employees, workers and relevant stakeholders. All our operational manufacturing facilities are certified with ISO 45001 certification.

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

The company has a well-defined process for preventing incidents, injuries, occupational disease, emergency control and prevention and continuity of operations. For all activities including routine or non-routine (permit/project activities) hazards are identified and corrective action is undertaken through Hazard Identification and Risk Assessment (HIRA)/Job Safety & Environment Assessment (JSEA) / Standard Operating Procedure (SOP). For identifying the process hazards, Hazard & Operability Study (HAZOP) is also being carried out at various facilities with the help of internal experts.

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

- Yes, we encourage our Workers to report any work related hazard . Adequate measures are taken to mitigate these hazards and the measures are communicated to the workers. The plant head monitors the same on a regular basis.
- We are also developing a digital tool for near miss reporting, incident and accident reporting along with compilation of Corrective & Preventive Action (CAPA) which can be analysed by a Central Repository.

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

Yes.

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

Safety Incident/Number	Category	FY (2022-23)	PY (2021-22)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.18	0.24
	Workers	0.57	0.06
Total recordable work-related injuries	Employees	1	1
	Workers	9*	-
No. of fatalities	Employees	0	-
	Workers	1	2
High consequence work related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	3	-

* Including high consequences work related injury.

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

The Company is committed to continuously employing best Safety, Health, and Environment (SHE) practices across all its facilities. To ensure steady improvement in the SHE performance, the company has adopted voluntary standards such as ISO 45001 at all its operational manufacturing facilities. The Company has implemented JSEA, HIRA, HAZOP and implementing 100% machine guarding standard. The Company's commitment to safety management programme follows a top down approach and continuously improving the safety culture across its facilities with measures like tool Box talk on regular basis, curated safety training programmes etc.

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

	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	14	-		-	-	
Health & Safety	6	-		-	-	

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.

- All safety related incidents are investigated and learnings from the same are shared for deployment of corrective actions to prevent reoccurrence of such events. The company encourages its employees and workers to report near misses incidents, all first aid cases, recordable accidents and other work-related illness and based on the same appropriate action plan are prepared. The company regularly assesses the effectiveness of such corrective action plans during periodic safety audits at its various plant locations. The Company has implemented lockout/tagout (LOTO) practices and procedures and is undertaking Hazard and Operability Study for critical processes.

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.

Stakeholders are critical to our business and their interests have a key influence on our business strategy. Our stakeholder are those which are directly or indirectly impacted by the operations of the company and they include stakeholders to which PFL has a financial, legal or moral responsibilities. The methods of stakeholder engagement include regular interactions, investor meetings and calls, interaction with team members, as well as feedback mechanisms which help us to identify stakeholder expectations, conflicts and concerns.

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

Sr.	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Customers	No	Focused Group Discussions, Digital Platforms, Market Research (TV commercials, newspaper ads and pamphlets are in the local language, wherever applicable)	Continuous Basis	<ul style="list-style-type: none"> Engage with distributors and retailers Transparent communication through commercial discussions and meetings
2.	Value Chain Partners	No		As needed	<ul style="list-style-type: none"> One-on-one meetings to discuss service levels or other commercial aspects Interactions regarding quality of raw materials, technology benefits, safety, health, environmental and ethical compliance
3.	Employees and workers	No	Employee engagement surveys, developed informative and up to-date employee communication channels, arranged regular interactions with the C-suite, Town halls, One-on-one performance reviews, Various learning and development initiatives (Worker level L&D initiatives are in the local language, wherever applicable)	Continuous Basis	<ul style="list-style-type: none"> Direct engagements by supervisors and business management Conferences and town hall meetings Induction and internal training Outbound exercises Employee wellness campaigns
4.	Government and Industry bodies	No		As needed	<ul style="list-style-type: none"> Audits of manufacturing sites by regulatory authorities Reports and interactions aimed at confirming legislative and regulatory compliance policies and processes Involvement in government programmes aimed at uplifting communities and reduce edible oil import dependence
5.	Investors and Capital Providers	No		Continuous Basis	<ul style="list-style-type: none"> Investor and analyst presentations; one-on one meetings Media releases, quarterly presentations and published results Annual General Meetings Investor relations section of PFL's website Engagement with the financial media

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)			PY (2021-22)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	3,925	3,925	100	2,629	2,629	100
Other than permanent	25	25	100	17	17	100
Total Employees	3,950	3,950	100	2,646	2,646	100
WORKERS						
Permanent	1,368	1,368	100	767	767	100
Other than permanent	12,142	12,142	100	-	-	0
Total Workers	13,510	13,510	100	767	767	100

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

Category	FY (2022-23)					PY (2021-22)				
	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	3,925	-	-	3,925	100	2,629	-	-	2,629	100
Male	3,793	-	-	3,793	100	2,581	-	-	2,581	100
Female	132	-	-	132	100	48	-	-	48	100
Other	-	-	-	-	-	-	-	-	-	-
Other than Permanent	25	-	-	25	100	17	-	-	17	100
Male	23	-	-	23	100	15	-	-	15	100
Female	2	-	-	2	100	2	-	-	2	100
Other	-	-	-	-	-	-	-	-	-	-
WORKERS										
Permanent	1,368	-	-	1,368	100	767	-	-	767	100
Male	1,298	-	-	1,298	100	767	-	-	767	100
Female	70	-	-	70	100	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Other than Permanent	13,510	-	-	13,510	100	9,325	-	-	9,325	100
Male	11,966	-	-	11,966	100	9,171	-	-	9,171	100
Female	176	-	-	176	100	154	-	-	154	100
Other	-	-	-	-	-	-	-	-	-	-

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

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	₹ 1.00*	1	₹ 0.14 crore	-	N.A.
Key Managerial Personnel	4	₹ 0.70 crore	-	N.A.	-	N.A.
Employees other than BoD and KMP	3,789	₹ 0.05 crore	132	₹ 0.04 crore	-	N.A.
Workers	1,298	₹ 0.03 crore	70	₹ 0.02 crore	-	N.A.

* The average remuneration (in form of sitting fees) of Board of Directors is ₹ 14,40,000 and remuneration of Managing Director is ₹ 1 only.

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

Yes. Any Human rights issues either at the facilities or offices of the Company are addressed to the Human Resource (HR) Function for resolution. The HR function reports to the Managing Director (MD) of the company and periodic review is undertaken by the Chief Operating Officer (COO) who also heads to HR function.

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

The company has provided various platforms like HR connect, PoSH committee, email etc to facilitate employees and workers to express their concerns anonymously or otherwise. In addition, the company has also made a Code of Conduct and formulated a whistleblower policy which allows all our employees and workers to report any kind of grievances including human rights issues. All grievances received are routed through the human resource function which reports to the Managing Director of the company. The Company has a framework for taking necessary action in line with underlying policies and applicable regulations and closure of grievances is intimated to the aggrieved person if the grievance is not received anonymously.

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		1	0	Resolved
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

The company has a whistleblower policy and any person can raise a grievance either anonymously or otherwise and same is resolved and closure of the same is intimated to the concerned person. The HR function monitors such grievances to prevent repetition of the same by forming appropriate policies as required. Further, at all locations the company has formulated an internal committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act, 2013).

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

Yes

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

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 (2022-23)	PY (2021-22)
Total electricity consumption (A)	315,258	262,818
Total fuel consumption (B)	8,217,010	7,426,269
Energy consumption through other sources (C)	80,892	62,211
Total energy consumption (A+B+C)	8,613,160	7,751,298
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.000027	0.000032
Energy intensity (optional) – the relevant metric may be selected by the entity		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	Yes*	
If yes, name of the external agency:	Intertek India Pvt. Ltd.	

* Independent Limited Assurance has been carried out and final report is awaited.

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

No

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

Parameter	FY (2022-23)	PY (2021-22)
Water withdrawal by source (in kilolitres)		
(i) Surface water	236,833	218,682
(ii) Groundwater	1,169,541	1,200,391
(iii) Third party water	1,265,167	1,101,794
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,671,541	2,520,867
Total volume of water consumption (in kilolitres)	2,671,383	2,533,778
Water intensity per rupee of turnover (Water consumed / turnover)	0.000008	0.000010
Water intensity (optional) – the relevant metric may be selected by the entity		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	Yes*	
If yes, name of the external agency:	Intertek India Pvt. Ltd.	

* Independent Limited Assurance has been carried out and final report is awaited.

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

Yes the company has implemented ZLD (Zero liquid discharge) facilities at Mangliya, Chennai & Patalganga and is working towards implementing the same at other locations. The Company has installed MEE/ MVR /ATFD/ Effluent Treatment plants (ETP) at all other locations. The recycled water is used for horticulture and industrial uses to ensure minimal fresh water intake. The solid waste is sent to authorised agencies for further processing. The Company follows all applicable guidelines and directions on maintaining the standards of ETP as required by the Pollution Control Boards.

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

Parameter	Please specify unit	FY (2022-23)	PY (2021-22)
NOx	mg/m ³	59	38
SOx	mg/m ³	62	43
Particulate matter (PM)	mg/m ³	71	53
Persistent organic pollutants (POP)	N.A.	N.A.	N.A.
Volatile organic compounds (VOC)	N.A.	N.A.	N.A.
Hazardous air pollutants (HAP)	N.A.	N.A.	N.A.
Others – please specify	N.A.	N.A.	N.A.
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No	
If yes, name of the external agency.		N.A.	

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

Parameter	Please specify unit	FY (2022-23)	PY (2021-22)
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)	tCO ₂	648,772	586,056
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)	tCO ₂	70,933	59,134
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.000002	0.000003
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		Yes*	
If yes, name of the external agency.		Intertek India Pvt. Ltd.	

* Independent Limited Assurance has been carried out and final report is awaited.

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

No

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

Parameter	FY (2022-23)	PY (2021-22)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	272	207
E-waste (B)	2	3
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	615	496
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	71,815	51,869
Total (A+B + C + D + E + F + G + H)	72,705	52,576

Parameter	FY (2022-23)	PY (2021-22)
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	69,529	53,113
(ii) Re-used	155	71
(iii) Other recovery operations	1,822	1,257
Total	71,506	54,441
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	82	63
(ii) Landfilling	6,652	5,040
(iii) Other disposal operations	802	448
Total	7,535	5,551
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	Yes*	
If yes, name of the external agency.	Intertek India Pvt. Ltd.	

* Independent Limited Assurance has been carried out and final report is awaited.

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

The company disposes all the hazardous waste as per government guidelines. The company is committed to minimise its waste generation and disposal by adopting the principle of 5 R's i.e. - Refuse, Reduce, Reuse, Repurpose, Recycle to the extent possible. The Company has taken various initiatives in this regard. In the Palm plantation business, the solid waste generated consists of Empty Fruit Bunches (EFB) of oil palm, fibre, and shells. Liquid waste or Palm Oil Mill Effluent (POME) is also generated from the processing of fresh fruit bunches to Crude Palm Oil. The Company uses both types of waste as organic fertiliser and fuel. In the Oleo Chemicals business, the by products from processing of edible oils are used as the primary feedstock.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
The company does not have offices located in any ecologically sensitive areas.				

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

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

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

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
Our company operates in full compliance with all applicable environmental laws and regulations in India.				

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: 8
- 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/International)
1.	The Soyabean Processors Association of India (SOPA)	National
2.	Solvent Extractors Association of India (SEA)	National
3.	Indian Vegetable Oil Producers Association (IVOPA)	National
4.	Oil Palm Developers and Processors Association	National
5.	Soya Food Promotion and Welfare Association	National
6.	The Agricultural and Processed Food Products Export Development Authority (APEDA)	National
7.	Federation of Indian Export Organisation (FIEO)	National
8.	Round Table on Sustainable Plam Oil (RSPO)	International

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Sr.	Name of authority	Brief of the case	Corrective action taken
		N.A.	

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.

Sr.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
	Our Company's plant and operations do not warrant the need for a Social Impact Assessment					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
	Not Applicable					

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

The Company engages with the community on need basis. Apart from direct feedback mechanism, the company encourages its stakeholders to engage with the Company for any Grievance/Feedback/Complaints by way of email on wecare@patanjalifoods.co.in or reach out telephonically or by post. The details of which are available on our company's website (www.patanjalifoods.com/ContactUs.php)

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

	FY (2022-23) (%)	PY (2021-22) (%)
Directly sourced from MSMEs/ small producers	30	25
Sourced directly from within the district and neighbouring districts	42	32

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.**

Consumers can lodge a complaint about our products via email - wecare@patanjalifoods.co.in or call our toll free number - 1800 180419. Consumers can also reach out to us via our website www.patanjalifoods.com/ContactUs.php

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Our products carry all necessary disclosures and information as mandated under the law for various products sold by the Company.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following

	FY (2022-23)		Remark	PY (2021-22)		Remark
	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	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	4044	51	The company is in the process of resolving the pending complaints.	1580	0	Resolved

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

	Number	Reasons for recall
Voluntary recalls	NIL	N.A.
Forced recalls	NIL	N.A.

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.

The company has integrated cyber security into its IT security framework to mitigate risks and it regularly assesses its processes to protect against any such threats.

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

NIL