











BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

 1. Corporate Identity Number (CIN) of the Listed Entity L15140MH1986PLC038536	 2. Name of the Listed Entity PATANJALI FOODS 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 022-69061600	 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	2024	31	03	2025
Previous Financial Year	01	04	2023	31	03	2024
Prior to Previous Financial year	01	04	2022	31	03	2023

10. Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11. Paid-up Capital (in ₹)	72,43,55,048/-
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	022-69061600
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
14. Name of assurance provider	SGS India Private Limited
15. Type of assurance obtained	Reasonable Assurance of BRSR Core Indicators

II. Products/services

16. 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	Sale of Products	Edible Oils, Food & Other FMCG, Home and Personal Care (Food and Beverages, etc)	100

17. 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	64.16
2	Wholesale of Edible Oils fats sugar and processed/manufactured spices etc	51225	11.53
3	Wholesale of cereals and pulses	51211	10.98
4	Manufacture of biscuits, cakes, pastries, rusks etc.	10712	4.89

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:



54

Total plants and office

26

Number of plants

28

Number of offices

19. Markets served by the entity:

a. Number of locations



28

States

8

Union Territories



37

Countries

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

During FY 2024-25, our export sales stood at ₹228.77 crores, contributing 0.67% of overall product sales. Our products reached 37 countries, reflecting strong global demand.

c. A brief on types of customers

We are a leading player in the Food & FMCG, Home and Personal Care, and Edible Oils sectors, offering products that serve premium to mass market segments across urban and rural India. We cater to a diverse customer base, including institutional buyers and the HoReCa sector. Our products are also exported to 37 countries, reinforcing our growing global presence.

To effectively serve this wide customer base, we have rolled out multiple retail formats to address the evolving needs of discerning consumers. We have established a robust distribution network comprising over 8,000 distributors, 98 sales depots, 2 million+ retail touchpoints, complemented by 1,039 Chikitsalays, 387 Mega Stores, 3,420 Aarogya Kendras, and Grameen Aarogya Kendras, ensuring convenient availability of our products. Our portfolio is accessible through e-commerce platforms and organized retail channels, enhancing market reach. Our "Order Me" app enhances online customer engagement.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	5,830	5,596	96	234	4
2.	Other than Permanent (E)	516	510	99	6	1
3.	Total employees (D + E)	6,346	6,106	96	240	4
WORKERS						
4.	Permanent (F)	1,614	1,543	96	71	4
5.	Other than Permanent (G)	14,207	12,778	90	1,429	10
6.	Total workers (F + G)	15,821	14,321	91	1,500	9

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	N.A.	0	N.A.
2.	Other than Permanent (E)	0	0	N.A.	0	N.A.
3.	Total employees (D + E)	0	0	N.A.	0	N.A.
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	N.A.	0	N.A.
5.	Other than Permanent (G)	0	0	N.A.	0	N.A.
6.	Total workers (F + G)	0	0	N.A.	0	N.A.

21. 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

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

	FY 2025			FY 2024			FY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.0%	0.7%	27.7%	29.6%	0.8%	30.4%	28.1%	0.7%	28.8%
Permanent Workers	5.6%	0.2%	5.8%	6.4%	0.3%	6.7%	5.6%	0.1%	5.7%

We are proud to be recognised as a “Great Place to Work” for the fourth consecutive year and to be ranked among the “Top 50 Large India’s Best Workplaces in Manufacturing 2025.” These honours reaffirm our commitment to building a positive, inclusive, and progressive workplace that attracts multi-generational talent and supports holistic well-being.

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

23. 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.	Contemporary Agro Private Limited	Wholly Owned Subsidiary (WOS)	100%	No
2.	Rishikrishi Farming Private Limited	Wholly Owned Subsidiary (WOS)	100%	No

Note: Both the WOS were incorporated during the year on 18th April 2024.

VI. CSR Details

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

- Turnover (in ₹) **3,41,56,96,72,842.22**
- Net worth (in ₹) **78,26,51,74,968.29**

VII. Transparency and Disclosures Compliances

25. 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	Web-link for grievance redress policy	FY 2024-2025			FY 2023-2024		
			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	https://www.patanjalifoods.com/connect-with-us/	NIL	NIL	No complaints have been reported by the communities in which we operate.	NIL	NIL	NA
Investors (other than shareholders)	Yes		NIL	NIL	NA	NIL	NIL	NA
Shareholders	Yes		60	NIL	The complaints were duly resolved during the financial year to the satisfaction of shareholders	104	NIL	The complaints were duly resolved during the financial year to the satisfaction of shareholders
Employees and workers	Yes		NIL	NIL	NA	4	NIL	The complaints were duly resolved during the financial year to the satisfaction of employees
Customers	Yes		4,718 *	9	Complaints received from customers were promptly addressed, and corrective measures were implemented to improve service quality. The outstanding complaints received in normal course are being addressed by respective departments in accordance with Grievance Redressal Mechanism of the Company.	4,163	121	All customer complaints were recorded, reviewed, and resolved within defined timelines, with feedback used to strengthen product and service standards. The outstanding complaints were closed at the last financial year.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place	Web-link for grievance redress policy	FY 2024-2025			FY 2023-2024		
			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
Value Chain Partners	Yes		NIL	NIL	NA	NIL	NIL	NA
Others (Please specify)	-		NIL	NIL	NA	NIL	NIL	NA

*Includes Home and Personal Care segment acquired during the year.

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

Material issue identified	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)
Supply Chain Resilience	<p> Supply chain disruptions and commodity price inflation may impact the availability and cost of raw materials, particularly due to our dependence on both domestic and international sourcing.</p> <p> We aim to reduce import dependence by promoting domestic production of palm oil while simultaneously expanding our presence in international markets, enhancing supply chain resilience and supporting sustainable growth.</p>	<p> To address this risk, we are focusing on reducing import dependence by promoting domestic production of key raw materials. This includes capitalizing on domestic oil palm expansion programs to reduce import dependency and aggressively increasing the oil palm planted area. Additionally, we are enhancing supply chain resilience through strategic sourcing and fostering strong relationships with local suppliers.</p>	<p> Reducing import dependency in the supply chain and expanding global market yields long-term results.</p>
Economic Stability	<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> Align product portfolio with a mix of premium, mass, and economy segment products, manage interest rate risk, and maintain adequate liquidity.</p>	<p> Economic slowdown and interest rate volatility may impact financial performance.</p>
Risk Identification & Mitigation	<p> Foreign currency fluctuations and commodity price changes impact financial performance due to import dependency. Business disruption from geopolitical events may occur.</p> <p> 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> Minimize import dependency, expand domestic oil palm plantation, and increase exports to create a natural foreign currency hedge.</p>	<p> Reducing import dependency and increasing exports yield long-term results.</p>
Effective Corporate Governance	<p> Enhancing corporate governance improves business transformation and reputation.</p>	<p> Establish and implement internal policies and improve compliances.</p>	<p> Increase shareholders' confidence and laying the foundation for sound financial practices for the short, medium and long term.</p>
Consumer Engagement & Innovation	<p> Tracking consumer trends and strengthening dealer networks improve brand reach and cater to changing preferences.</p>	<p> Constantly analyse the market, selecting the best suppliers and venture into promising markets.</p>	<p> Diversified product portfolio leads to increased consumer satisfaction and sales.</p>

Material issue identified	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)
Nutrition Accessibility	 Providing access to healthy products addresses malnourishment and promotes well-being. Integrating plant-based products enhances the portfolio.	 Enhance distribution network, create affordable healthy products meeting preferences.	 Diverse FMCG product portfolio offering stability and higher margins.
Circular Practices & Waste Reduction	 Transitioning to circular models with reduced reliance on non-renewable resources creates a sustainable business model.	 Improve the renewable energy mix and focus on reusing and recycling materials wherever possible across the value creation model.	 Reduced dependencies on non-renewable materials create a sustainable environment. Negative - Increased costs of recycling and packaging.
Climate Resilience & Adaptation	 Climate change events impact business.  Opportunity lies in sourcing sustainability and developing local supply chains.	 Sustainable sourcing, water-saving solutions, local supply chains, and oil palm plantation in India.	 Reduced import dependencies and focus on water usage create resilience. Negative - Impact extent depends on the event.
Compliance & Regulatory Adherence	 Non-compliance with laws damages reputation and affects business growth. Adverse changes in regulations could impact results.	 Comply with State & Central laws, monitor and review compliance, and maintain vigil mechanisms.	 No immediate financial implication, but potential costs in the long run.
Data Security & Privacy	 Disruptions from cyberattacks and non-availability of critical information impact business operations and results.	 Robust IT systems, firewalls, contingency measures, and employee training.	 Implications depend on the effectiveness of the mitigation approach.
Employee Health, Safety & Well-being & Development	 Talent acquisition, retention, and employee health, safety & well-being contribute to sustainable business success.	 Create an inclusive and high-performing work environment, encourage entrepreneurship, reward performance and prioritise employee safety.	 Costs commensurate with business goals, positive impact in the long run.
Quality Assurance & Product Safety	 Ensuring production quality and safety enhance brand reputation amid increasing transparency requirements.	 Obtain third-party certifications to ensure product safety and quality.	 Enhanced brand loyalty and increased market share.
Ecological Footprint Reduction	 Focus on waste, water, and energy management along with GHG emissions reduction.	 Use renewable energy, adopt eco-friendly practices (5 R principle).	 Reduced ecological impact and improved energy management.
Food Safety	 Product contamination can lead to recalls, legal issues, and reputational damage.	 Implement stringent food safety protocols, regular quality audits, traceability, and staff training.	 It can force us to recall products from the market, lead to regulatory non-compliance, expose us to legal liabilities, disrupt our supply chains, and cause long-term reputational damage.



SECTION B:

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.patanjalifoods.com/brsr-policies/								
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)	Yes								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Our manufacturing units are covered by a Comprehensive Quality Management System which includes:</p> <ul style="list-style-type: none"> ☛ QMS-9001:2015 ☛ EMS-14001-2015 ☛ OHSAS-45001-2018 ☛ FSSC- 22000- 2018 ☛ SEDEX ☛ GMP+ Feed Safety System ☛ Food chain ID (formerly known as Cert id) ☛ Halal Certification ☛ Kosher ☛ FSSAI ☛ HACCP – Food Safety ☛ RSPO (Roundtable on Sustainable Palm Oil) ☛ GFSI-recognized standards: BRC, FSSC ☛ Non-GMO Certification ☛ GMP+ (Good Manufacturing Practices Plus) ☛ Compliance with BIS (Bureau of Indian Standards), Agmark, APEDA, USFDA 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>In November 2024, Patanjali Foods Ltd. acquired the Home & Personal Care (HPC) business through a slump sale, expanding our portfolio and reinforcing our commitment to embed sustainability at the core of our strategy. We set short-, medium-, and long-term internal targets, reviewing progress periodically to drive continuous improvement.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p>Key Sustainability Highlights (FY 2024-25):</p> <ul style="list-style-type: none"> • Use of Green Energy & Emissions Reduction: Generated 84.6 MW of wind energy (22% for captive use), commissioned the Bhagwanpura solar plant at full scale, and expanded biomass usage including rice husk, mustard husk, and palm fiber as boiler fuel. <ul style="list-style-type: none"> ☛ Achieved a 23% increase in renewable fuel consumption (Energy basis), ☛ 7% reduction in non-renewable fuel use, ☛ 7% reduction in Scope 1 & 2 GHG emissions, and ☛ Sequestered 87,336 tCO₂ through wind projects. • Agriculture & Water Management: <ul style="list-style-type: none"> ☛ Expanded oil palm plantations to 89,546 ha under drip irrigation, ☛ Our Oil Palm Plantation business positively impacted 63,915 farmers—an increase from over 50,000 in FY24 - through direct procurement of Fresh Fruit Bunches for Crude Palm Oil processing ☛ Supported oil palm plantation expansion through operation of 49 nurseries, 21 fertilizer godowns & 173 farmer information cum FFB collection centres across 12 states. ☛ Allocated 202 Farmer Producer Organizations (FPOs) to empower and support the agricultural community. • Community Development: Created 6.77% of jobs in rural India and invested ₹21.87 crore in CSR programs focused on health, education, and sports. • Environmental Stewardship: Increased ZLD plants to 7 sites, with advanced effluent treatment (MEE/MVR/ATFD) at all other facilities, and promoted organically grown products in our nutraceutical portfolio. <p>These accomplishments reflect our enduring commitment to sustainability, operational excellence, and a positive impact on both environment and society.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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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 Business Responsibility and Sustainability Report (BRSR) for the financial year 2024–25, during which we successfully completed the acquisition of the Home & Personal Care (HPC) Business. This report reflects our commitment to responsible and sustainable business practices.

We work continuously to embed sustainability into the core of our operations. We set short, medium, and long-term targets and review progress periodically to ensure steady advancement toward our sustainability goals. In FY 2024–25, we revisited these targets and achieved several milestones:

Renewable energy: We generated 84.6 MW of wind energy, of which 18.6 MW (22%) was used for our own operations. We also completed the first year of operations at our Bhagwanpura solar power plant. Renewable energy now contributes 22% of our operations, supplemented by biomass as renewable fuel across several plants. Collectively, our green energy initiatives led to the sequestration of 87,336 tonnes of CO₂.

Energy efficiency: Targeted measures increased renewable fuel consumption by 23%, reduced non-renewable fuel consumption by 7%, and lowered Scope 1 and Scope 2 GHG emissions by 7% compared to the previous year.

Oil palm expansion: Our oil palm plantations now span 89,546 hectares, all equipped with drip irrigation systems. We directly procured Fresh Fruit Bunches (FFBs) from 63,915 farmers. Supporting infrastructure includes 49 nurseries, 21 fertilizer godowns, 173 collection centres, and partnerships with 202 Farmer Producer Organizations.

Community development: Rural India accounted for 6.77% of total jobs created. We invested ₹21.87 crore in Corporate Social Responsibility (CSR) initiatives focused on health, education, and sports.

Environmental stewardship: We expanded Zero Liquid Discharge (ZLD) facilities to seven sites and ensured all other locations operate advanced effluent treatment systems. Our nutraceutical business continues to promote organically grown products. These achievements highlight our commitment to sustainability, operational excellence, and creating long-term value for the environment and society.

For further details, please refer to the “MD’s Message” section on Page 50 of this Annual 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). If yes, provide details.	To further strengthen our governance on sustainability and corporate social responsibility, we have constituted an ESG & CSR Committee (ECC). The ECC is responsible for steering all sustainability and CSR-related decisions and is chaired by Acharya Balkrishna, Non-Executive Director, providing strong leadership and dedicated oversight to advance our ESG commitments.								

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	Y	Y	Y	Y	Y	Y	Y	Y	Y	On a periodic basis, the policies are reviewed internally.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with applicable statutory requirements and monitors the same through a compliance tool implemented across its various facilities to ensure timely compliance. 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
	Yes. M/s Kosher Climate India Private Limited.								

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

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

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	12	<ul style="list-style-type: none"> ☛ Corporate Law and Governance ☛ Internal Financial Controls and Risk Management ☛ Hedging Operations on Commodity and Forex ☛ Compliance and Other Aspects 	100
Key Managerial Personnel	2	<ul style="list-style-type: none"> ☛ SEBI Insider Trading Compliance - Structural Digital Database and updated Code of Conduct under SEBI (PIT) Regulations, 2015. ☛ Internal Controls, Governance & Risk Oversight 	100
Employees other than BoD and KMPs	342	<ul style="list-style-type: none"> ☛ Regulatory Compliance Trainings - SEBI (Prohibition of Insider Trading) Regulations, 2015; Prevention of Sexual Harassment (PoSH). ☛ Operational & Safety Trainings - Cybersecurity, ISO 45001 (Occupational Health & Safety), 5S methodology, FSSC 22000 (Food Safety). ☛ Team Development - Team Building and Team Development sessions. ☛ Job-Specific Trainings - Role-based and function-specific skill enhancement programs. 	16
Workers	365	<ul style="list-style-type: none"> ☛ Electrical Safety ☛ Health & Safety Practices ☛ Quality Concepts ☛ Road & Fire Safety ☛ Lock-out-Tag-out (LOTO) System ☛ Use of Personal Protective Equipment (PPE) ☛ Emergency Exit Planning 	6

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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL	
Settlement	NIL	NIL	NIL	NIL	NIL	
Compounding fee	NIL	NIL	NIL	NIL	NIL	

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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, we continue to maintain a Board-approved anti-corruption and anti-bribery policy. This policy underscores our commitment to ethical business practices and zero tolerance for corruption or bribery. It is publicly available on our website and can be accessed through the following link: <https://www.patanjalifoods.com/wp-content/uploads/2024/10/Anti-Bribery-Anti-Corruption-Policy-1.pdf>

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

Product/Service	FY 2025	FY 2024
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025		FY 2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

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

N.A.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

Product/Service	FY 2025	FY 2024
Number of days of accounts payables	33	21

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format

Parameter	Metrics	FY 2025	FY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	11.99%	14.19%
	b. Number of trading houses where purchases are made from	619	544
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	68.13%	72.93%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	94.32%	94.37%
	b. Number of dealers / distributors to whom sales are made	25,370	22,848
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	14.68%	19.01%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.71%	6.40%
	b. Sales (Sales to related parties / Total Sales)	1.49%	1.36%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	3.26%	12.23%
	d. Investments (Investments in related parties / Total Investments made)	77.72%*	5.38%

*Note: During the year, company has incorporated two wholly owned subsidiaries namely Contemporary Agro Private Limited and Rishikrishi Farming Private Limited on 18th April 2024 having paid up share capital of ₹ 35 crores and ₹ 30 crores respectively.

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.**

Product/Service	FY 2025	FY 2024	Details of improvements in environmental and social impacts
R&D	₹ 34,65,31,328 (33%)	₹ 50,75,194 (9%)	<ul style="list-style-type: none"> Development and implementation of advanced utility generation system to make manufacturing process efficient and has procured indigenous technology of Co-generation (Steam Turbine & Generator set).
Capex	₹ 96,06,25,377 (12%)	₹ 35,53,34,708 (41%)	<ul style="list-style-type: none"> Energy efficiency improvement initiatives. Expansion of Oil Palm plantations area with drip irrigation facilities Supported farmers by purchasing 100% Fresh fruit bunches (FFB's) produced by them. Commissioned modern Oil Palm Mill in Niglok – Arunachal Pradesh with efficiency gains, quality and yield improvement and sustainable production practices. Installed ZLD (Zero Liquid Discharge) facility.

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

Yes

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

We ensure 100% sustainable sourcing of Fresh Fruit Bunches (FFBs) for our domestic oil palm production and responsibly procure soya and mustard seeds for our edible oils and by-products. For imported oils, we work closely with our suppliers to maintain traceability up to the mill level.

Our oil palm plantations now cover 89,546 hectares, positively impacting 63,915 farmers, supported by 49 nurseries, 21 fertilizer godowns and 173 collection centres.

We also source energy sustainably through biomass, wind, solar, and cogeneration, underscoring our commitment to renewable energy.

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.**

Plastic: We are registered under Extended Producer Responsibility (EPR). In the reporting year, we have processed 100% of plastic waste.

E-waste: Collected and managed through government-approved recyclers across India in compliance with regulatory requirements.

Hazardous Waste: Treated in-house at Effluent Treatment Facilities or safely handed over to authorized handlers, strictly following prescribed norms.

Other Waste: All materials and manufacturing processes are designed to minimize waste generation. We follow the five R's of waste management – Reduce, Reuse, Recycle, Recover, and Residual management, to ensure resource efficiency and responsible disposal of any remaining waste.

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, Extended Producer Responsibility (EPR) is applicable to Patanjali Foods Limited (PFL) and the waste collection plan is in line with the EPR plan submitted to the Central Pollution Control Board (CPCB).

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	5,596	5,596	100	5,596	100	-	-	-	-	-	-
Female	234	234	100	234	100	234	100	-	-	-	-
Total	5,830	5,830	100	5,830	100	234	100	-	-	-	-
Other than Permanent employees											
Male	510	510	100	510	100	-	-	-	-	-	-
Female	6	6	100	6	100	6	100	-	-	-	-
Total	516	516	100	516	100	6	100	-	-	-	-

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	1,543	1,543	100	1,543	100	-	-	-	-	-	-
Female	71	71	100	71	100	71	100	-	-	-	-
Total*	1,614	1,614	100	1,614	100	71	100	-	-	-	-
Other than Permanent workers											
Male	12,778	12,778	100	12,778	100	0	0	-	-	-	-
Female	1,429	1,429	100	1,429	100	1,429	100	-	-	-	-
Total*	14,207	14,207	100	14,207	100	1,429	100	-	-	-	-

* Includes coverage under Workmen Compensation Policy

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

Product/Service	FY 2025	FY 2024
Cost incurred on well-being measures as a % of total revenue of the company	0.03%	0.02%

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

Benefits	FY 2025			FY 2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity*	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y

* Employer deposited Gratuity to Life Insurance Corporation of India.

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.

We are committed to making all our premises accessible to differently-abled employees. Facilities supporting differently-abled individuals are in place at several locations, with ongoing efforts to extend these to all sites. This initiative aligns with the Rights of Persons with Disabilities Act, 2016, promoting an inclusive and supportive workplace for all.

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, we reaffirm our commitment to inclusivity and equal opportunity as part of our **Diversity, Equity, and Inclusion (DEI) Policy**, in strict alignment with the Rights of Persons with Disabilities Act, 2016. We strive to foster a supportive and enabling workplace where every employee can thrive and contribute effectively.

This policy is publicly accessible for transparency and reference at the company's official website here: <https://www.patanjalifoods.com/brsr-policies/>

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	100%	100%	100%	100%
Female	100%	100%	100%	100%
Other	N.A.	N.A.	N.A.	N.A.
Total	100%	100%	100%	100%

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
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Yes, we have implemented a robust grievance redressal mechanism through the intranet-based HR application “**HR Konnect**”, ensuring accessibility for all employees and workers. This system facilitates the prompt, fair, and confidential handling of grievances across employee categories.

For complaints related to **sexual harassment**, we adhere strictly to our **Prevention of Sexual Harassment (PoSH) Policy**, reinforcing our commitment to a safe and respectful workplace.

In matters involving **industrial disputes**, we comply with the provisions of the **Industrial Disputes Act, 1947** ensuring legal and effective resolution.

The grievance mechanism includes:

- Clear procedures for raising concerns
- Timely acknowledgment and resolution
- Impartial investigation by designated grievance officers
- Confidentiality and protection against retaliation
- Preventive follow-up measures

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

Product/Service	FY 2025			FY 2024		
	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	5,830	52	0.89	4,197	52	1.24
Male	5,596	52	0.93	4,067	52	1.27
Female	234	-	-	130	-	-
Other	-	-	-	-	-	-
Total Permanent Workers	1,614	273	16.91	1,365	280	20.51
Male	1,543	273	17.69	1,299	280	21.55
Female	71	-	-	66	-	-
Other	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2025					FY 2024				
	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	5,596	468	8.36	630	11.26	4,067	385	9.47	233	5.73
Female	234	11	4.70	37	15.81	130	8	6.15	14	10.77
Other	-	-	N.A.	-	N.A.	-	-	N.A.	-	N.A.
Total	5,830	479	8.22	667	11.44	4,197	393	9.36	247	5.89
Workers										
Male	1,543	194	12.57	107	6.93	1,299	504	38.80	108	8.31
Female	71	-	-	-	-	66	-	-	4	6.06
Other	-	-	N.A.	-	N.A.	-	-	N.A.	-	N.A.
Total	1,614	194	12.02	107	6.63	1,365	504	36.92	112	8.21

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

Product/Service	FY 2025			FY 2024		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	5,596	2,716	48.53	4,067	2,575	63.32
Female	234	91	38.88	130	68	52.30
Other	-	-	-	-	-	-
Total	5,830	2,807	48.15	4,197	2,643	62.97
Workers						
Male	1,543	920	59.62	1,299	936	72.05
Female	71	58	81.69	66	65	98.48
Other	-	-	-	-	-	-
Total	1,614	978	60.59	1,365	1,001	73.33



10. Health and safety management system:

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

Yes. All our locations have an occupational health and safety management system in place. Through a comprehensive Environment, Health & Safety policy, the company lays down its commitment to safe and healthy working conditions. The policy is available on the company web site www.patanjalifoods.com.

We have implemented a robust Occupational Health and Safety Management System that spans across all our operational units and offices. Our plants are ISO 45001 certified which covers the Health and Safety hazards with a commitment to continually improve our health and safety performance and prevention of injuries. We remain dedicated to conducting operations responsibly to safeguard our employees, the environment, and the communities in which we operate.

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

We have adopted a comprehensive approach to identify work-related hazards and assess risks in order to maintain a safe working environment. Our multifaceted process incorporates periodic safety audits, inspections, and Hazard Identification and Risk Assessment (HIRA) techniques.

Our advanced safety management system allows us to identify potential workplace risks and hazards, enabling us to implement preventive measures and avoid incidents. One of our key tools in maintaining safety is our near-miss reporting. This encourages employees to report any potential incidents within our premises, allowing us to conduct thorough investigations, determine causes, and implement corrective actions.

Additionally, we have Environmental, Health, and Safety Standard Operating Procedures (SOPs) in place to guide our operations and ensure the safety of our employees and workers. The primary goal of this control is to create a safe workplace free from harm, as well as to provide training and an awareness program on important workplace risks by using the techniques listed below:

1. **Hazard Identification and Risk Assessment (HIRA)** is used for routine and non-routine activities, conducted yearly or as required by any process change.
2. **Safety Audits** are carried out periodically to identify hazards and the corresponding risks.
3. **Hazard and Operability Study (HAZOP)** is used for identifying hazards related to chemical processes.

Furthermore, we have a comprehensive Environment, Health, and Safety (EHS) Policy. The health and safety guidelines are applicable and followed across all operations. Some of the key processes for identifying work-related hazards and assessing risks on a routine and non-routine basis are given below:

- Pre-start safety review (PSSR) is used and followed for new processes, post any changes/modification activities and Plant restart up after preventive maintenance.
- The online work permit system implemented along with comprehensive JSEA to control non-routine job hazards and implement control measures against identified risk.
- Management of change (MOC) is implemented and followed for all changes including Man, Machine, and Material.
- Apart from the above-mentioned measures, to promote effective implementation of control measures, workers are provided with regular 'Safety talks & Tool Box Talk' to communicate available control measures and ensure that all safety protocols are being followed. **Through these consistent efforts, we achieved a significant 70% reduction in Lost Time Injury (LTI) accidents across group companies, with zero fatal accidents recorded.**

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

Yes., we have established a comprehensive safety framework across all our business segments to ensure that our workers can promptly report work-related hazards and take necessary steps to safeguard themselves.

1. **Direct Reporting:** Workers can directly report any hazards or risks to their supervisors or the designated safety officer.

2. **Incident Reporting:** We have a system in place where workers can document potential hazards through incident reporting. Furthermore, non-reporting or hiding of Incident reporting dealt with disciplinary action. This ensures transparency in system and enables us to take adequate CAPA in all the units.
3. **Safety Committee Meetings:** Regular safety committee meetings provide a platform for workers to report work-related hazards and discuss mitigation plans. These meetings encourage open dialogue and collective problem-solving.
4. **Online Safety Observation Register:** We maintain a safety observation register, allowing workers to document and report any unsafe conditions or acts. This approach aims to prevent minor issues from escalating into major accidents.
5. **Incident Management System:** Our incident management system enables workers to report incidents in a specified format, ensuring standardized and efficient documentation.
6. **Regular Plant Rounds:** Regular interaction with shop floor workers during daily plant rounds provides opportunities to address any work-related hazards and concerns directly. These multiple channels of communication foster a proactive reporting culture and contribute significantly to the safety and well-being of our workforce.
7. **Online Platform (EHS Software):** We implemented an online platform for incident reporting, allowing us to record all incidents from any given location. Based on these reports, we implement Corrective Action and Preventive Action (CAPA) measures and distribute an incident learning report to all related individuals. This process assists us in preventing similar incidents from occurring in the future.

We remain committed to maintaining a safe working environment and ensuring the welfare of our workers.

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

Yes, all the manufacturing facilities have access to non-occupational medical and healthcare services in accordance with the statutory requirements outlined in the Factories Act, 1948, including the provision of first aid boxes to address immediate medical needs at the workplace. Employees and workers have continuous access to medical treatment for non-occupational health issues.

In addition, all units have established partnerships with reputable hospitals to ensure timely response to emergency medical needs across all levels of the workforce. To further safeguard employee well-being, we provide Employees' State Insurance (ESI) coverage and Medical Insurance based on eligibility, covering both occupational and non-occupational healthcare service.

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

Safety Incident/Number	Category	FY 2025	FY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.18
	Workers	0.15	0.36
Total recordable work-related injuries	Employees	0	1
	Workers	3	7
No. of fatalities	Employees	0	0
	Workers	0	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We have established robust processes to identify, assess, and manage health and safety hazards across all work sites. Key practices include:

1. Online platform (EHS Software).
2. Online work permit system, Incident Investigation & CAPA tracker and Safety Observation and Scheduling has been implemented in all units/Plants . This enables us to track and monitor the EHS performance.
3. Monthly safety visits (Safety Walk) by operations team across all the sites and scheduled Audits and Inspections to ensure effective implementation of Safety Management systems.



4. All actionable points are tracked through Corrective and Preventive Action (CAPA) /Corrective Action Report for closure and reviewed frequently through online EHS software.
5. Best practices are benchmarked and shared across the business as part of continual improvement.
6. Safety/EHS Alerts are shared with all operational units as part of horizontal deployment and cross-site learning.
7. Fortnightly Safety Musing is shared with all employees.
8. We have integrated a behaviour-based Online Safety Observation Rounds module into our system, enabling online reporting of safe and unsafe practices, conditions and close calls in the workplace. The reported incidents and corrective actions taken are reviewed to determine corresponding remedial measures.
9. We also employ a structured Kaizen scheme that encourages employees at all levels to contribute safety-related suggestions.

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

Product/Service	FY 2025			FY 2024		
	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	-	-	NA	-	-	NA
Health and Safety	-	-	NA	-	-	NA

14. Assessments for the year:

	% of 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.

The company utilizes a well-defined framework for investigating incidents. When incidents occur, investigations are triggered, followed by root cause analysis. Response strategies are designed and shared across all facilities to mitigate the impact. Additionally, the company has a system in place for sharing information regarding significant incidents that have occurred within group companies to facilitate learning and prevent recurrence. Initial incident investigation reports are uploaded to the company's internal EHS software within 24 hours, in line with our safety policy guidelines. In the case of major incidents, cross-functional teams are deployed to conduct in-depth investigations to find the root cause. We have a robust audit system that facilitates internal and external audits for Environmental and Occupational Health Safety parameters throughout the year.

Significant risks/concerns arising from assessment of Health and Safety practices are addressed through elimination of manual job by use of technology/digitization, safety capability building, monitoring and supervision. Some of the preventive measures and predictive actions implemented during the reporting period are given below:

Preventive Measures:

1. Departmental 'On the Job' training for safety awareness.
2. Daily Toolbox talks in all departments.
3. Awareness through classroom training.
4. Periodic fire drills & mock drills.
5. Effective implementation of safety PPE matrix.
6. Strict safety compliances for critical activities and projects execution work.

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.

We view our stakeholders as integral partners in shaping our strategy and driving sustainable growth. We identify stakeholders based on their relationship and proximity to our operations, their dependence on our business, their ability to influence decisions, and our financial, legal, or ethical responsibilities toward them.

At the core are employees, farmers, suppliers, and customers, who are directly engaged in our value chain. At the next level are investors, governments bodies, and local communities who both influence and are impacted by our activities. In the wider ecosystem, we engage with industry bodies, NGOs, trade unions, and civil society organizations. We also recognize vulnerable groups, such as women, children, migrant workers, persons with disabilities, and Indigenous communities, who may be disproportionately affected and therefore require focused engagement.

We engage through two-way, inclusive communication channels such as consultations, investor meetings and earnings calls, employee engagement programs, structured feedback processes, and grievance mechanisms.

These efforts help us better understand expectations, address concerns, and proactively resolve issues that may impact long-term value creation.

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 & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Customers	No	<ul style="list-style-type: none"> ☛ Customer feedback surveys ☛ Focused Group Discussions, ☛ Digital Platforms, Market Research (TV commercials, newspaper ads and pamphlets are in the local language, where applicable) ☛ Emails/phone calls/meetings 	Continuous Basis	<ul style="list-style-type: none"> ☛ Product quality, safety, and affordability ☛ Transparency in ingredients and sourcing ☛ Responsiveness of customer service ☛ Alignment with health, wellness, and Ayurveda-based lifestyles ☛ Grievances Resolution
2	Suppliers	No	<ul style="list-style-type: none"> ☛ Supplier Meeting ☛ Feedback Mechanisms ☛ Emails/phone calls 	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	Farmers	No	<ul style="list-style-type: none"> ☛ Regular meetings, emails/ Phone calls ☛ Training programs, ☛ Helplines ☛ Field visits, 	Continuous Basis	<ul style="list-style-type: none"> ☛ Fair pricing and timely procurement of produce ☛ Access to quality seeds, inputs, and sustainable farming practices ☛ Training on modern agricultural techniques and organic methods ☛ Support for crop diversification and productivity enhancement ☛ Information on government schemes, subsidies, and financial inclusion



Sr.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
4	Employees and workers	No	<ul style="list-style-type: none"> Employee engagement surveys Informative and up-to-date employee communication channels Regular interactions with the C-suite Town halls and open forums One-on-one performance reviews Learning and development initiative 	Continuous Basis	<ul style="list-style-type: none"> Direct engagements with supervisors and business management Conferences and town hall meetings for two-way communication Induction and internal training programs for skill development Outbound exercises to build teamwork and collaboration Employee wellness campaigns to promote health and wellbeing
5	Government Bodies	No	<ul style="list-style-type: none"> Statutory and Legal compliance filings Direct Engagement Collaboration on schemes related to agriculture, food safety, and rural development Policy advocacy through industry associations and chambers of commerce 	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
6	Industry bodies	No	<ul style="list-style-type: none"> Active participation in industry associations, councils, Attending conferences, trade fairs, and industry events 	As needed	<ul style="list-style-type: none"> To collaborate on advancing sector-wide best practices, strengthen policy advocacy, and contribute to collective initiatives on sustainability.
7	Investors and Capital Providers	No	<ul style="list-style-type: none"> Annual General Meetings (AGMs) Quarterly earnings calls and financial disclosures Investor presentations and analyst meets One-on-one meetings Regular updates through stock exchange filings and press releases 	Continuous Basis	<ul style="list-style-type: none"> Share strategic direction, growth plans, and market outlook Provide updates on governance practices and compliance Highlight risk management measures and opportunities Communicate progress on ESG and sustainability commitments

PRINCIPLE 5 Businesses should respect and promote human rights

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

Product/Service	FY 2025			FY 2024		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	5,830	5,830	100	4,197	4,197	100
Other than permanent	516	516	100	528	528	100
Total Employees	6,346	6,346	100	4,725	4,725	100
Workers						
Permanent	1,614	1,614	100	1,365	1,365	100
Other than permanent	14,207	14,207	100	10,899	10,899	100
Total Workers	15,821	15,821	100	12,264	12,264	100

2. Details of minimum wages paid to employees and workers

Category	FY 2025				FY 2024					
	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										
Total Permanent Employees	5,830	-	-	5,830	100	4,197	-	-	4,197	100
Male	5,596	-	-	5,596	100	4,067	-	-	4,067	100
Female	234	-	-	234	100	130	-	-	130	100
Other	-	-	-	-	-	-	-	-	-	-
Total Other than Permanent Employees	516	-	-	516	100	528	-	-	528	100
Male	510	-	-	510	100	524	-	-	524	100
Female	6	-	-	6	100	4	-	-	4	100
Other	-	-	-	-	-	-	-	-	-	-
Workers										
Total Permanent Workers	1,614	0	0	1,614	100	1,365	0	0	1,365	100
Male	1,543	0	0	1,543	100	1,299	0	0	1,299	100
Female	71	0	0	71	100	66	0	0	66	100
Other	0	0	0	0	0	0	0	0	0	0
Total Other than Permanent Workers	14,207	0	0	14,207	100	10,899	0	0	10,899	100
Male	12,778	0	0	12,778	100	9,739	0	0	9,739	100
Female	1,429	0	0	1,429	100	1,160	0	0	1,160	100
Other	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	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	₹ 0.29 crore	1	₹ 0.13 Crore	-	-
Key Managerial Personnel@	4	₹ 0.85 crore	N.A.	N.A.	-	-
Employees other than BoD and KMP	5,593	₹ 0.05 crore	234	₹ 0.04 crore	-	-
Workers	1,543	₹ 0.03 crore	71	₹ 0.02 crore	-	-

*The median remuneration in male category and female category of Board of Directors is ₹ 29,00,000 and ₹ 13,00,000 respectively.

@ Remuneration of Managing Director is ₹ 1 only.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025	FY 2024
Gross wages paid to females as % of total wages	2.64%	2.41%

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, our Human Resource (HR) function is the central authority for identifying, managing, and addressing human rights issues across our operations, including manufacturing facilities and corporate offices. While employees and contract workers remain a primary focus, our human rights responsibilities extend to all individuals impacted by our business, including farmers in our value chain, suppliers and their workers, customers, local communities, and vulnerable groups such as women, children, migrant workers, and persons with disabilities. The HR function reports directly to the Managing Director (MD), with periodic reviews conducted by the Chief Operating Officer (COO), ensuring accountability and alignment with our human rights commitments.



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

As part of our commitment to transparency and accountability, we have established strong internal mechanisms to address grievances related to human rights concerns. For employees and workers, we provide multiple accessible channels such as HR Konnect, the Prevention of Sexual Harassment (PoSH) Committee, and dedicated email support, through which concerns can be raised directly or anonymously. In addition, our Code of Conduct and Whistleblower Policy enable individuals across the organization to report issues, including those linked to human rights, without fear of retaliation.

Our grievance redressal framework extends beyond employees to include suppliers, farmers, local communities, and other stakeholders who may be affected by our operations. Dedicated feedback and grievance mechanisms are available at site level and through our community outreach programs, ensuring that concerns from external stakeholders are also heard and addressed.

We place special emphasis on vulnerable groups, such as women, children, migrant workers, and marginalized communities. Mechanisms are designed to remain accessible, confidential, and culturally appropriate, ensuring these groups can raise issues without barriers. For example, grievances can be submitted in local languages, and community-level engagement channels provide safe spaces for vulnerable groups to express concerns.

All grievances are formally recorded, reviewed, and investigated by the Human Resources team under the oversight of the Chief Operating Officer (COO). Outcomes and corrective actions are communicated back to the concerned parties, except in cases where anonymity is chosen.

Over time, we plan to implement ISO 26000 on Social Responsibility, establish robust mechanisms to adopt a comprehensive policy to uphold the rights of all stakeholders.

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

Product/Service	FY 2025			FY 2024		
	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	-	-	N.A.	1	-	Resolved
Discrimination at workplace	-	-	N.A.	-	-	N.A.
Child Labour	-	-	N.A.	-	-	N.A.
Forced Labour/Involuntary Labour	-	-	N.A.	-	-	N.A.
Wages	-	-	N.A.	-	-	N.A.
Other human rights related issues	-	-	N.A.	-	-	N.A.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Product/Service	FY 2025	FY 2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	1
Complaints on POSH as a % of female employees / workers	-	0.07
Complaints on POSH upheld	-	-

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

We maintain a strict zero-tolerance approach toward any form of retaliation or adverse consequences faced by individuals who raise genuine concerns. Through regular interactions and clearly defined reporting mechanisms, we ensure that all concerns are heard, respected, and addressed with due diligence. To support this commitment, we have established and implemented:

- A comprehensive Whistleblower Policy, enabling employees and stakeholders to report unethical behaviour, misconduct, or violations confidentially and without fear.
- A robust Prevention of Sexual Harassment (PoSH) Policy, ensuring a safe and respectful workplace for all.

All grievances are managed in accordance with the highest standards of fairness, confidentiality, and integrity, reflecting our commitment to ethical business practices and a culture of transparency and accountability.

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

Yes, human rights requirements do form part of our business agreements and contracts, as outlined in our Human Rights Policy. Our policy is not limited to employees alone but extends to all stakeholders, including associates, customers, vendors, and contractors, making it applicable across our contractual and business relationships. We are committed to ensuring equal opportunities, prohibiting discrimination and harassment, fostering a diverse and inclusive workplace, and strictly abolishing child labour and forced labour.

In addition, we uphold the rights to freedom of association, opinion, and expression, while also guaranteeing fair wages, safe working conditions, and a healthy work environment. By explicitly including vendors and contractors within the scope of our Human Rights Policy, we ensure that these requirements are integrated into our supply chain and business dealings, thereby reinforcing that respect for human rights is an integral part of our agreements and contractual obligations.

10. 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

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

Not applicable, as the Company has not encountered any concerns in this regard during the reporting period.

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 2025 (In Gigajoules GJ)	FY 2024 (In Gigajoules GJ)
From renewable sources (GJ)		
Total electricity consumption (A)	198,922	201,306
Total fuel consumption (B)	1,866,229	1,516,910
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	2,065,151	1,718,216
From non-renewable sources (GJ)		
Total electricity consumption (D)	404,892	379,243
Total fuel consumption (E)	7,010,500	7,570,990
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	7,415,392	7,950,233
Total energy consumed (A+B+C+D+E+F)	9,480,542	9,668,449
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000028	0.000030
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total energy consumed / Revenue from operations adjusted for PPP)	0.000573	0.000697
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes	Yes
If yes, name of the external agency.	SGS India Private Limited.	SGS India Private Limited.

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund which is 20.66 (World Economic Outlook (April 2025) - Implied PPP conversion rate)

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 2025	FY 2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	447,139	388,998
(ii) Groundwater	1,600,665	1,087,897
(iii) Third party water	937,903	1,478,981
(iv) Seawater / desalinated water	-	-
(v) Others	55,670	2,939
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,041,377	2,958,815
Total volume of water consumption (in kilolitres)	2,928,959	2,958,793
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000009	0.000009
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total water consumption / Revenue from operations adjusted for PPP)	0.000177	0.000213
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes	Yes
If yes, name of the external agency.	SGS India Private Limited	SGS India Private Limited

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund which is 20.66 ([World Economic Outlook \(April 2025\) - Implied PPP conversion rate](#))

4. Provide the following details related to water discharged:

Parameter	FY 2025	FY 2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of Treatment	83,426	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of Treatment	28,992	36,943
Total water discharged (in kilolitres)	112,418	36,943
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes	Yes
If yes, name of the external agency.	SGS India Private Limited	SGS India Private Limited

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

We made a significant progress in sustainable water management by implementing Zero Liquid Discharge (ZLD) systems at seven locations, with plans underway to extend this initiative to additional sites. To minimize environmental impact and freshwater consumption:

- **Advanced treatment technologies** such as Multiple Effect Evaporators (MEE), Mechanical Vapor Recompression (MVR), Agitated Thin Film Dryers (ATFD), and Effluent Treatment Plants (ETPs) have been installed across all other manufacturing facilities.
- **Recycled water** is reused for horticulture and industrial purposes, lowering intake from natural freshwater sources.
- **Solid residues** generated through treatment processes are safely managed and disposed of via authorized agencies in line with environmental standards.

We strictly adhere to all applicable environmental regulations and comply with the standards and directions issued by the Pollution Control Boards, reaffirming our commitment to sustainable operations and environmental stewardship.

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

Parameter	Please specify unit	FY 2025	FY 2024
NOx	mg/m ³	94	43
SOx	mg/m ³	94	53
Particulate matter (PM)	mg/m ³	74	51
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? (Y/N)		Yes	Yes
If yes, name of the external agency.		SGS India Private Limited	SGS India Private Limited

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

Parameter	Please specify unit	FY 2025	FY 2024
Total Scope 1 emissions¹ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂	512,498	553,133
Total Scope 2 emissions² (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂	81,766	85,330
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000002	0.000002
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)³		0.000036	0.000046
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
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? (Y/N)		Yes	Yes
If yes, name of the external agency.		SGS India Private Limited	SGS India Private Limited

Note 1. Scope 1 Emissions: For FY 2023-2024, the scope 1 emission values are now being revised from 431,394 tCO₂ to 553,133 tCO₂, due to the change in the calculation methodology (biogenic fuels emissions were previously deducted from emissions from fossil fuels).

Note 2. Scope 2 Emissions: For FY 2023-2024, the scope 2 emission values are now being revised from 40,036 tCO₂ to 85,330 tCO₂, due to the change in the calculation methodology (emissions from renewable electricity sources were previously deducted from emissions from grid-connected electricity).

Note 3: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund which is 20.66 (World Economic Outlook (April 2025) - Implied PPP conversion rate)



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

No

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

Parameter	FY 2025	FY 2024
Total Waste generated (in metric tonnes)		
Plastic waste (A)	928	556
E-waste (B)	-	1
Bio-medical waste (C)	-	0
Construction and demolition waste (D)	-	0
Battery waste (E)	9	3
Radioactive waste (F)	-	0
Other Hazardous waste. Please specify, if any. (G)	1,128	3,616
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	62,605	53,788
Total (A+B + C + D + E + F + G+ H)	64,670	57,964
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.0000002	0.0000002
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)#	0.0000039	0.0000042
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	52,170	51,794
(ii) Re-used	1,998	1,804
(iii) Other recovery operations	1,061	1,305
Total	55,229	54,903
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes	Yes
If yes, name of the external agency.	SGS India Private Limited	SGS India Private Limited

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund which is 20.66 (World Economic Outlook (April 2025) - Implied PPP conversion rate)

10. 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.

Continuing our commitment to sustainable practices, we strictly adhere to government regulations for the safe and compliant disposal of hazardous waste. We are focused on minimizing waste generation and disposal by adopting the “5 R’s” principle: Refuse, Reduce, Reuse, Repurpose, and Recycle—wherever feasible across our operations.

A variety of initiatives support this waste reduction strategy:

- In our Palm Plantation business, solid waste such as Empty Fruit Bunches (EFB), fibre, and shells is effectively utilized as organic fertilizer and fuel, promoting a closed-loop system.
- Liquid waste, including Palm Oil Mill Effluent (POME), is sustainably managed to minimize environmental impact.
- In the Oleo Chemicals business, byproducts from edible oil processing are used as primary feedstock, reinforcing our commitment to resource efficiency and circular economy practices.

These integrated waste management practices help us to reduce our environmental footprint and promote long-term resource sustainability.

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

S. No.	Location of operations/offices	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.
The company does not have offices located in any ecologically sensitive areas.			

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

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

13. 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:

We comply with all applicable environmental laws, regulations, and guidelines in India. This includes, but is not limited to:

- The Water (Prevention and Control of Pollution) Act
- The Air (Prevention and Control of Pollution) Act
- The Environment (Protection) Act, along with all applicable rules and notifications issued thereunder

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
1.	Water (Prevention & Control of Pollution Act, 1974 by Karnataka State Pollution Control Board.	Installation of the RO plant and commissioning of Zero Liquid Discharge (ZLD) plant not completed along with other aspects related to discharge.	Company directed to submit its reply to KSPCB notices.	ZLD plant has been commissioned.
2.	Central Ground Water Authority (GWA), New Delhi	Non-fulfilment of previous NOC recharge criteria under Central Ground Water Regulations.	CGWA has imposed penalty amount of ₹ 1,00,000/- (Rupee One Lakh only)	All compliances as required has been complied with and reported to the concerned authority.
3.	Central Ground Water Authority (GWA), New Delhi	Non-compliance of No Objection Certificate conditions issued by CGWA.	CGWA has imposed penalty amount of ₹ 3,00,000/- (Rupees Three Lakhs Only)	All compliances as required has been complied with and reported to the concerned authority.
4.	Maharashtra Pollution Control Board (MPCB)	Violation of Maharashtra Pollution Control Board Regulations	MPCB has imposed penal charges of ₹ 1,81,973/- (Rupees One Lakh Eighty-One Thousand Nine Hundred Seventy-Three Only).	In process

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: 11
- b.** List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	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	Soya Food Promotion and Welfare Association	National
5	The Agricultural and Processed Food Products Export Development Authority (APEDA)	National
6	Federation of Indian Export Organisation (FIEO)	National
7	Indian Oil Seed & Produce Export Promotion Council (IOPEPC)	National
8	Spices Board	National
9	Oil Palm Developers and Processors Association	National
10	Round Table on Sustainable Palm 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.**

During the reporting year, no adverse orders or findings were issued against the Company in relation to anti-competitive conduct. We remains committed to conducting our business in full compliance with applicable competition laws and fair-trade practices.

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

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
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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 INR)
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

We have established a comprehensive grievance redressal framework that extends beyond employees to include suppliers, farmers, local communities, and other stakeholders who may be affected by our operations. We maintain continuous engagement with these groups through site-level interactions and community outreach programs, ensuring their concerns are heard and addressed in a timely and transparent manner.

- Email: wecare@patanjalifoods.co.in
- Telephone and postal communication

Online contact form available at:

- www.patanjalifoods.com/ContactUs.php

All submissions are systematically tracked and resolved through an internal governance structure that ensures timely escalation, review, and closure.

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

	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	6 %	7 %
Directly from within India	62 %	58 %

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2025	FY 2024
Rural	6.77%	10.31%
Semi-urban	20.05%	23.83%
Urban	28.69%	16.88%
Metropolitan	44.49%	48.98%

In FY25, our Oil Palm Plantation business positively impacted 63,915 farmers—an increase from over 50,000 in FY24 - through direct procurement of Fresh Fruit Bunches for Crude Palm Oil processing.



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.

We have established a robust mechanism to ensure prompt and effective resolution of consumer complaints and feedback. Consumers can lodge complaints related to our products through multiple accessible channels, including:

- Email: wecare@patanjalifoods.co.in
- Toll-free number: 1800 180 4109
- Website: www.patanjalifoods.com/ContactUs.php

Our dedicated Customer Care Cell engages directly with consumers to ensure swift redressal. All complaints are systematically recorded in our internal systems, and the status of redressal is regularly reviewed and escalated when necessary to ensure timely resolution.

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	100%
Safe and responsible usage	Our products carry all necessary disclosures and information as mandated under the law for various products sold by the Company.
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following

	FY 2025			FY 2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	N.A.	NIL	NIL	N.A.
Advertising	NIL	NIL	N.A.	NIL	NIL	N.A.
Cyber-security	NIL	NIL	N.A.	NIL	NIL	N.A.
Delivery of essential services	NIL	NIL	N.A.	NIL	NIL	N.A.
Restrictive Trade Practices	NIL	NIL	N.A.	NIL	NIL	N.A.
Unfair Trade Practices	NIL	NIL	N.A.	NIL	NIL	N.A.
Others	4,718	9	The company is in the process of resolving the pending complaints received in normal course in accordance with Grievance Redressal Mechanism of the company	4,287	121	All customer complaints were recorded, reviewed, and resolved within defined timelines, with feedback used to strengthen product and service standards. The outstanding complaints were closed at the last financial year.

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

Product/Service	Number	Reasons for recall
Voluntary recalls	0	N.A.
Forced recalls	1	As per directives of the Food Safety and Standards Authority of India (FSSAI), we recalled a specific batch (Batch No. AJD2400012) of our red chilli powder. The recall, was undertaken as the batch did not meet the prescribed limits for pesticide residues under the Food Safety and Standards (Contaminants, Toxins and Residues) Regulations, 2011. Following this incident, we have strengthened product traceability by cross-verifying inputs across vendors and supply chain partners associated with the affected batch, and certain vendors have been discontinued from our regular business. To prevent the same in the future, we are enhancing sampling protocols, implementing digital quality checks across multiple stages, and adopting stronger QC practices company-wide to ensure such issues are not repeated.

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.

We have implemented a comprehensive cybersecurity framework as part of our broader IT security strategy, aimed at effectively mitigating risks related to data privacy and cyber threats. Cybersecurity and data privacy considerations are integrated into the Company’s Business Continuity Plan, which outlines measures to safeguard critical systems, information, and operations in the event of disruptions. The framework includes robust controls for information security, data protection, access management, and incident response, thereby strengthening business resilience against both physical and digital threats.

This strategic and preventive approach ensures that our digital infrastructure remains resilient, secure, and compliant.

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.

N.A.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:	NIL
b. Percentage of data breaches involving personally identifiable information of customers:	N.A.
c. Impact, if any, of the data breaches:	N.A.



INDEPENDENT REASONABLE ASSURANCE STATEMENT

Independent Assurance Statement to Patanjali Foods Limited on its BRSR Report for the FY 2024-25

The Board of Directors,

Patanjali Foods Limited,

601, Part B-2, Metro Tower, 6th Floor,
Vijay Nagar, AB Road, Indore, 452010

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Patanjali Foods Limited (the 'Company' or 'PFL') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Report') pertaining to the reporting period of April 1, 2024, to March 31, 2025. SGS India has conducted a Reasonable level of Assurance for BRSR core parameters. This assurance engagement was conducted in accordance with "International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

Reporting Framework

The Report has been prepared following the

- 1) BRSR Core-Framework for assurance and ESG disclosures for value chain (SEBI vide Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th of November 2024) and SEBI Circular Vide No. (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28th of March 2025)
- 2) Master circular (SEBI vide Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th of November 2024) and SEBI Circular Vide No. (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28th of March 2025)
- 3) Greenhouse Gas Protocol standard

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Patanjali Foods Limited Stakeholders.

Responsibilities

The information in the report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted an engagement in accordance with the International Standard on Assurance Engagement (ISAE) 3000(revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000(revised) standard

but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Patanjali Foods Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators (KPIs) within the report for the period April 1, 2024, to March 31, 2025. The reporting scope and boundaries include 20 Plants, and one Head Office spread across different states in India.

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core KPIs, BRSR non-core indicators and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIS.

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.



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- Validation of any data and information other than those presented in “Findings and Conclusion.”
- The assurance engagement considers an uncertainty of ±5% based on the materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company’s statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company.

The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report, on the Core Indicators (as per the table below) is complete, accurate, reliable, has been fairly stated in all material respects, and is prepared in line with the BRSR requirements.

The list of BRSR Indicators that were verified within this assurance engagement is given below:

S. No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) footprint	<ul style="list-style-type: none"> • Total Scope 1 emissions • Total Scope 2 emissions • GHG Emission Intensity (Scope 1 +2)
2	Water footprint	<ul style="list-style-type: none"> • Total water consumption • Water consumption intensity • Water Discharge by destination and levels of Treatment
3	Energy footprint	<ul style="list-style-type: none"> • Total energy consumed • % of energy consumed from renewable sources • Energy intensity
4	Embracing circularity	<ul style="list-style-type: none"> • Plastic waste • E-waste • Bio Medical Waste • Construction and demolition waste • Battery waste • Radioactive waste • Other hazardous waste • Other non-hazardous waste • Total waste generated • Waste intensity • Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations • For each category of waste generated, total waste disposed by nature of disposal method
5	Employee well-being and safety	<ul style="list-style-type: none"> • Spending on measures towards well-being of employees as a % of total revenue of the Company • Details of safety related incidents for employees
6	Enabling gender diversity in business	<ul style="list-style-type: none"> • Gross wages paid to females as % of wages paid • Complaints on POSH
7	Enabling inclusive development	<ul style="list-style-type: none"> • Input material sourced from MSMEs/ small producers as % of total purchases • Wages paid to persons employed in smaller towns as % of total wage
8	Fairness in engaging with customers and suppliers	<ul style="list-style-type: none"> • Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events • Number of days of accounts payable
9	Open-ness of business	<ul style="list-style-type: none"> • Concentration of purchases & sales done with trading houses, dealers, and related parties • Loans and advances & investments with related parties

For and on behalf of SGS India Private Limited

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Head – ESG & Sustainability
Services, SGS India

Pune, India
22nd of August, 2025

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