Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L15499RJ1995PLC010856
2	Name of the Listed Entity	Bikaji Foods International Limited
3	Year of incorporation	1995
4	Registered office address	F 196-199, F 178 & E 188 Bichhwal Industrial Area, Bikaner – 334 006 Rajasthan, India
5	Corporate address	Plot No. E-558-561, C-569-572, E- 573-577, F-585-592 Karni Extension, RIICO Industrial Area, Bikaner – 334 004 Rajasthan, India
6	E-mail	cs@bikaji.com
7	Telephone	+91 151-2259914
8	Website	www.bikaji.com
9	Financial year for which reporting is being done	April 01, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	- National Stock Exchange of India Ltd. - BSE Limited
11	Paid-up Capital (INR)	25,05,92,710
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Rahul Joshi cs@bikaji.com +91 151-2259914
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)	Reporting boundary - Under this report, the disclosures are made on a Standalone basis, covering period from April 01, 2024 to March 31, 2025, environmental and social parameters covered within the report is limited to Bikaji's owned facilities*
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

*Nine owned facilities of which Six are in Bikaner (three in Karni and three in Bichhwal) and one each in Kamrup, Mumbai and Tumkur.

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	Processed Foods	Our wide range of quality snack products include bhujia, namkeen, packaged sweets, papad, and *western snacks. We also sell frozen foods, gift packs, mathris, and cookies, among others.	100.00

*Western snacks include extruded products, pellets and chips.

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	Papad, Namkeen, Bhujia, Western snacks*	10796	79.20
2	Packaged sweets	10509	18.10

*Western snacks include extruded products, pellets and chips.

III. Operations

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

Location	Number of plants	Number of offices	Total
National	9*	4	13
International	0	0	0

*Nine owned facilities of which six are in Bikaner (three in Karni and three in Bichhwal) and one each in Kamrup, Mumbai and Tumkur.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	35*
International (No. of Countries)	43

* 28 states and 7 Union Territories

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

3.05%

c. A brief on types of customers:

Bikaji is a prominent and established player in the snack food industry, recognized for its extensive and diverse portfolio of products, including traditional namkeen, sweets, and other regional delicacies. With a strong commitment to quality and authenticity, the company has successfully built a widespread global consumer base.

To effectively serve its customers, Bikaji employs a multi-channel distribution strategy. This includes general trade networks, encompassing wholesalers, independent retailers and neighbourhood stores, as well as modern trade outlets such as supermarkets, hypermarkets, and organized retail chains.

In addition, Bikaji has significantly expanded its digital footprint through strategic partnerships with leading e-commerce platforms, while also offering direct-to-consumer access through its official website and shopping application, ensuring seamless and convenient product availability for customers across geographies.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		EMPLOYEES				
1.	Permanent (D)	1364	1293	94.79	71	5.21
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	**Total employees (D + E)**	**1364**	**1293**	**94.79**	**71**	**5.21**
		WORKERS				
4.	Permanent (F)	1225	901	73.55	324	26.45
5.	Other than Permanent (G)	247	173	70.04	74	29.96
6.	**Total workers (F + G)**	**1472**	**1074**	**72.96**	**398**	**27.04**

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	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D + E)**	**0**	**0**	**0**	**0**	**0**
		DIFFERENTLY ABLED WORKERS				
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	**Total differently abled workers (F + G)**	**0**	**0**	**0**	**0**	**0**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.22
Key Management Personnel	7	1	14.29

*As on March 31, 2025

22. Turnover rate for permanent employees and workers

	FY 2024-25 (Turnover rate %)			FY 2023-24 (Turnover rate %)			FY 2022-23* (Turnover rate %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	38.60	73.89	40.63	15.18	9.28	14.69		36.10	
Permanent Workers	39.25	28.01	36.43	77.35	57.26	72.65		72.24	

*Gender-wise bifurcation of turnover data was not available for the financial year 2022-2023. Accordingly, we have enhanced and streamlined our data capture process to enable more comprehensive and accurate reporting, from financial year 2023-24 onwards.

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	Vindhyawasini Sales Private Limited	Wholly Owned Subsidiary	100.00	No
2	Bikaji Foods International USA Corp	Wholly Owned Subsidiary	100.00	No
3	Bikaji Bakes Private Limited	Wholly Owned Subsidiary	100.00	No
4	Bikaji Foods Retail Limited	Wholly Owned Subsidiary	100.00	No
5	Ariba Foods Private Limited	Subsidiary	55.00	No
6	Petunt Food Processors Private Limited	Subsidiary	51.22	No
7	Bikaji Mega Food Park Private Limited	Subsidiary	51.00	No
8	Bhujialalji Private Limited	Associate	49.00	No

*Company doesn't have any joint ventures

VI. CSR Details

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

ii. Turnover (in INR) (FY 2024-25): 2,53,686.26 Lakhs

iii. Net worth (in INR) (FY 2024-25): 1,42,978.45 Lakhs

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 (Yes/ No) *(If Yes, then provide web-link for grievance redress policy)*	FY 2024-25			FY 2023-24		
		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.bikaji.com/pub/media/Stakeholder-Engagement-Policy.pdf	0	0	-	0	0	-
Investors (Other than shareholders)	Yes https://www.bikaji.com/investor-grievance	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) *(If Yes, then provide web-link for grievance redress policy)*	FY 2024-25			FY 2023-24		
		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
Shareholders	Yes https://www.bikaji.com/investor-grievance	0	0	-	23	0	-
Employees and workers	Yes https://www.bikaji.com/pub/media/Employee-Well-Being-Policy.pdf	0	0	-	0	0	-
Customers	Yes https://care.bikaji.com/customercomplaintform	708	0	-	329	0	-
Value Chain Partners	Yes https://www.bikaji.com/contact-us	0	0	-	0	0	-
Other	NA	NA	NA	NA	NA	NA	NA

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1	Water management	Opportunity	**Opportunities** Effective water management can save cost of production for the company. The company's commitment to effective water management and to work above and beyond compliance can serve as a powerful branding tool.		**Positive** It will help in reducing water procurement cost and capital expenditures. Investments in water recycling and reuse systems lead to long-term cost efficiency. Reduces exposure to operational disruptions caused by water scarcity, droughts, or regulatory restriction.
2	Sustainable Packaging	Opportunity	**Opportunities** By using recycled materials for packaging, company can potentially reduce the cost of packaging materials. i.e., for example, using recycled plastic may be less expensive than using virgin plastic. The company will be portrayed as environmental responsible business and can attract environmentally aware customers.		**Positive** Products can be marketed as environmentally safe. Company can save cost by recycling packaging materials. Sustainable packaging can serve as a competitive advantage in environmentally conscious markets. Transition to sustainable packaging will bring positive environmental outcomes and strengthen the Company's Sustainability Goals.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
3	Sustainable Sourcing	Opportunity	**Opportunities** By sourcing sustainably will ensure long term availability of resources. Sustainable sourcing may help in reducing supply chain disruptions by promoting fair labour practice, transparency, and accountability. Sustainable sourcing can help in promoting equal opportunity to emerging players in the market.		**Positive** It will help in reducing cost of production by avoiding Supply chain disruptions, can lead to efficiency gains, better resource utilization, and reduced wastage over time. It will help in attracting environmentally conscious customers, who are often willing to pay a premium for responsibly sourced products, leading to higher margins and customer retention.
4	Energy and GHG Emissions	Opportunity	**Opportunity** Efforts to reduce energy can be achieved by improving efficiency which eventually reduces cost. Additionally, it will demonstrate the commitment towards sustainability.		**Positive** The cost spend on energy purchase will be reduced.
5	Waste management and circular economy	Opportunity	**Opportunities** Circular economy approaches can be helpful in addressing pollution by reducing waste. Recycling and reusing wastes can help reduce cost for the company.		**Positive** Reduction in material cost. Reduction in waste disposal cost.
6	Product safety and quality	Opportunity Risk	**Opportunity** Trust & long-term goodwill can be built by delivering safe and high-quality product to the customers. **Risk** The inclusion of ingredients that are either sensitive to religious beliefs or trigger allergic reactions and fail to comply with the relevant standards, poses a significant risk by potentially resulting in fines, heightened regulatory scrutiny, and operational limitations.	Developing a proper food safety and quality plan, regular inspections, getting certified by various international agencies to ensure food safety and quality, training employees on food safety and quality related issues.	**Positive** It will reflect as better customer acquisition and customer loyalty towards the product and the company. Additionally, better supplier relationship. Premium Pricing and Market Differentiation. **Negative** Loss of customers Trust and Market Share. Regulatory Penalties and Compliance Costs.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
7	Occupational Health and Safety (OHS)	Opportunity	**Opportunity** Ensuring a workplace free from injury, harm and fatalities fosters employee confidence, enhances morale, and contributes to building goodwill and trust in the company's brand among internal and external stakeholders.		**Positive** Reduced Workplace Incidents and Associated Costs i.e., Lower medical expenses, compensation claim, minimizing downtime and production losses. Improved Productivity and Operational Efficiency lead to Lower cost related to turnover and absenteeism. Insurance companies generally offer lower premium for organization with strong safety culture.
8	Energy Consumption and Emissions	Risk	**Risk** As a manufacturing entity, energy usage and related emissions contribute significantly to our environmental footprint. Rising regulatory scrutiny and stakeholder expectations make this a material issue.	Implementation of energy-efficient technologies, transition to renewable energy sources, regular energy audits, and emissions tracking.	**Negative** Regulatory Penalties and Compliance Costs. Can lead to brand erosion, loss of customer trust, and declining sales, particularly among environmentally conscious consumers.
9	Human rights	Opportunity	**Opportunity** The company's strong commitment to upholding human rights serves as a foundation for promoting equal opportunity, enabling a more inclusive, diverse, and equitable workplace.		**Positive** It can help by building better trust in employees which will further reduce attrition rate, which can save companies cost on recruitment and training and boosts productivity through a more motivated workforce. Demonstrating respect for human rights aligns with global ESG standards, attracting responsible investors and sustainability-linked financing.
10	Diversity, Equity and Inclusion	Opportunity	**Opportunities** Harnessing diverse perspectives, ideas, and values enhances innovation and strategic decision-making, contributing to the company's long-term growth and competitive advantage. Inclusive practices improve workforce morale, innovation, and corporate image. It also aligns with global ESG expectations and stakeholder demands.		**Positive** It can help in better understand and connect with a wider range customer.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
11	Marketing and Labelling	Opportunity	**Opportunity** Strategic Marketing and labelling present an opportunity to differentiate the company's products by emphasizing their quality, authenticity, and unique value propositions, thereby enhancing brand recognition and competitive positioning.		**Positive** It may help in increasing brand awareness, helping to attract new customers and penetrate new markets. Highlighting unique product features (e.g., organic, vegan, traditional recipes) through labelling can justify premium pricing, leading to improved profit margins.
12	Value and Ethics	Opportunity	**Opportunity** Leveraging strong values and ethical principles fosters deeper trust and credibility, enabling the company to build more resilient and collaborative relationships with stakeholders.		**Positive** It may help in building better brand reputation and trust among stakeholders.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Bikaji Foods International Limited has established a robust Governance framework that provides strategic direction and oversight for the implementation of sustainability-focused decisions and initiatives. At the Board level, the Company's Corporate Social Responsibility (CSR) and Stakeholder's Relationship Committee (SRC) entrusted with monitoring and guiding the integration of sustainability practices, with the objective of enhancing the Company's environmental and social performance.

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.bikaji.com/governance#policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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.	The Company is certified under Hazard Analysis and Critical Control Points (HACCP)/ISO 22000:2018 standards, reflecting its commitment to food safety and quality. Additionally, the Company adheres to international recognized quality standard certifications such as BRCGS (Brand Reputation Compliance Global Standard), APEDA (Agriculture and Processed Food Products Export Development Authority), EIC (Export Inspection Council) and HALAL. Furthermore, Karni manufacturing facility and Unit-I of the Bichhwal manufacturing facility have obtained the ISO 9001:2015, a globally recognized standard for Quality Management System (QMS).								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	At all our facilities, sustainability isn't just a goal — it's a part of how we work every day. We're focused on conserving water, using energy more efficiently, and managing waste responsibly. Our efforts focus on responsible water usage, enhanced energy efficiency and robust waste management systems. Furthermore, we remain steadfast in our dedication to transparency concerning the environmental and social implications of our operations.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Through engagement with internal stakeholders, we have identified our key Environmental, Social, and Governance (ESG) material topics for the year. As a next step, we are in the process of finalizing our sustainability roadmap to guide future initiatives.								
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).	At Bikaji, sustainability is not just an initiative - it is a core principle that guides every aspect of our operations. We recognize our responsibility to reduce environmental impact while ensuring the safety, quality, and integrity of our products for consumers around the world. Energy efficiency and the reduction of greenhouse gas (GHG) emissions remain top priorities as we strive to lower our carbon footprint and support the transition to a low-carbon economy. To advance our sustainability goals, we have implemented a variety of initiatives, including comprehensive waste management programs. Notably, we have partnered with a waste management company to better manage plastic waste, with a focus on reducing, reusing, and recycling across our operations. In January 2025, we have also launched an ambitious project to establish a state-of-the-art wastewater treatment plant, which is set to be fully operational in coming months, to re-cycle and re-use 3,00,000 Liters of water per day, which shows that we are actively working to reduce water consumption and enhance our water stewardship practices. Our sustainability journey is anchored in four key commitments: addressing climate change, improving plastics and packaging practices, promoting responsible sourcing, and strengthening water management. Beyond environmental stewardship, we are equally committed to social responsibility. We strive to make a positive impact on the health and well-being of our employees and the communities in which we operate. Ethical conduct forms the foundation of our business. We uphold the highest standards of integrity and are unwavering in our commitment to protecting human rights across our value chain. This includes working closely with our suppliers to ensure ethical labour practices and the fair treatment of workers at every level. At Bikaji, our sustainability journey is ongoing and it reflects our broader vision of building a responsible, transparent and future ready business. Deepak Agarwal Managing Director DIN: 00192890								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Company has established a comprehensive internal control framework supported by best-in-class systems and processes tailored to the size, complexity and scale of its operations. These controls are designed to ensure operational efficiency, safeguard assets, maintain financial accuracy and ensure compliance with applicable laws and regulations. Oversight of the Company's Business Responsibility policy(ies) and related strategic decisions is led by Mr. Deepak Agarwal (DIN: 00192890), Managing Director. Under his leadership, the Company ensures that Environmental, Social and Governance (ESG) considerations are effectively integrated into business planning and execution. His stewardship reinforces a culture of accountability, transparency and responsible corporate conduct across all levels of the organization.								
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.	Yes, the Company has established the Corporate Social Responsibility (CSR) Committee, Stakeholders Relationship Committee and Risk Management Committee, each playing a key role in overseeing the Company's sustainability initiatives. These committees collectively serve as the highest decision-making bodies for matters related to sustainability and ESG governance.								

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	Any other committee									Any other - Periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Any other committee									Any other - Periodically								

The Company is in compliance with applicable laws and regulations and statutory requirements relevant to its operations.

	P1	P2	P3	P4	P5	P6	P7	P 8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No
	The Board of Directors, along with its various committees and senior management, conducts regular evaluations of the Company's policies to ensure they remain effective, relevant, and aligned with evolving regulatory and business requirements. In addition, the Company has established a robust review mechanism, supported by comprehensive internal audit processes, to monitor the implementation and adherence to key policies. These mechanisms enable timely identification of gaps, promote continuous improvement and ensure accountability across all operational and functional areas.								

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

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

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 ("BoD")	1	- Data privacy and Cyber security	100.00
Key Managerial Personnel ("KMP")	2	- Data privacy and Cyber security - EHS Program	100.00
Employees other than BoD and KMPs	2	- EHS Program - Data privacy and Cyber security	100.00
Workers	4	- ESIC Awareness - Workplace Safety, GMP & Personal Hygiene - Fire & Safety Awareness - First Aid & Rescue Method	75.00

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:

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	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

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

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
Not Applicable	

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

Yes, the Company has implemented a comprehensive Anti-Corruption and Anti-Bribery Policy that reflects its unwavering commitment to conducting business with integrity and transparency. The policy explicitly prohibits all forms of bribery and corruption, whether direct or indirect, and applies to all employees, as well as third parties acting on the Company's behalf, including agents, intermediaries and consultants.

Under this policy, no individual associated with the Company is permitted to offer, give, solicit, or receive any unlawful or inappropriate payments, gifts or other advantages intended to influence business decisions or secure undue benefits. The policy reinforces the Company's zero-tolerance stance toward any activities that compromise ethical standards or violate applicable anti-corruption laws.

Any suspected violations of the policy are subject to thorough investigation and appropriate disciplinary measures will be taken in accordance with Company rules and applicable laws. The policy also clearly outlines the consequences of non-compliance, including potential legal action and internal penalties, ensuring accountability at all levels of the organization.

The policy is available on the website of the Company and the same can be assessed at https://www.bikaji.com/governance#policies.

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

	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

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

Not applicable

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	10.85	12.32

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 2024-25	FY 2023-24
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100.00%	100.00%
	b. Number of dealers / distributors to whom sales are made	823	732
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	47.30%	46.10%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4.34%	3.46%
	b. Sales (Sales to related parties / Total Sales)	3.51%	2.82%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	49.75%	16.77%
	d. Investments (Investments in related parties / Total Investments made)	86.78%	47.34%

*Concentration of Purchases: The consideration of this parameter is with respect to import through trading house.

Since Bikaji has not imported any good/ materials/ services directly through trading house for Financial Year 2023-24 and 2024-25, it is Nil.

Trading House refers to a business that primarily engages in the trading and export of various goods or products. Such businesses often play a crucial role in facilitating international trade by sourcing, purchasing, and selling goods to international markets. (Source: Income Tax Act).

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	- Human Rights - Road Safety - Anti-Corruption and Anti-Bribery Policy	30.00

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company's Code of Conduct for Board of Directors and Senior Management ("CoC") establishes clear expectations for ethical behaviour and integrity, particularly for its Directors and Senior Management Personnel. It mandates that they avoid any situations where their personal or financial interests could conflict, or appear to conflict with the interests of the Company.

As part of their commitment to upholding these principles, all Directors are required to submit a formal declaration affirming their duty to act in the best interests of the Company. These declarations are collected on an annual basis, as well as upon the occurrence of any specific events that may give rise to a potential conflict of interest.

In addition, Senior Management Personnel are required to confirm that they have not been involved in any material transactions or arrangements that could be perceived as conflicting with the Company's interests. This ongoing disclosure process strengthens transparency and accountability across the organization, and reinforces the Company's commitment to ethical governance and responsible leadership. The CoC is available on the website of the Company and the same can be assessed at https://www.bikaji.com/governance#policies.

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in Environmental and social impacts
R&D	1.00	3.00	The Company has made targeted investments aimed at enhancing the environmental and social impact of its products and processes. These expenditures include initiatives designed to mitigate environmental risks and address social challenges associated with operations. It is important to note that R&D and Capex expenditures form an integral and inseparable part of these projects. As such, disaggregating these costs into distinct categories is not feasible due to their interdependent nature within the overall scope of the initiatives.
Capex			

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

   Yes, Company has a process in place for sustainable sourcing. This process is designed to ensure that procurement and supplier selection align with the Company's core values and sustainability goals. In line with this, the Company prioritizes working with suppliers and vendors who demonstrate a strong commitment towards principles like Human rights, Health and safety, Business Ethics and Environment policy. The Company's sustainable sourcing framework includes regular evaluations, supplier assessments, and, where applicable, third-party audits to verify compliance. This approach supports our broader commitment to responsible business practices and long-term value creation for stakeholders and the planet.

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

   25.14%

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

The Company maintains an unwavering commitment to responsible waste management across its operations and value chain. In line with its sustainability objectives, the organization emphasizes the use of lighter, stronger, and more environmentally friendly materials to minimize environmental impact while enhancing operational efficiency.

As part of its integrated waste management approach, the Company is actively engaged in reusing and recycling waste materials. This is achieved through ongoing evaluations of available resources, technologies, and processes, enabling the organization to adopt best-in-class solutions that support circular economy principles.

To ensure continuous improvement, waste management processes are regularly assessed and optimized through targeted initiatives. Their effectiveness is monitored via defined performance metrics and periodic reviews.

Some of the key waste management and recycling practices include:

Laminate Cartridge Recycling: The Company facilitates the recycling of laminate cartridges (Bamboo) by returning used cartridges to the supplier. These are then refurbished through a process of layering new laminates over the used ones, extending the lifecycle of materials and reducing waste generation.

Transformer Waste Oil Reuse: Waste oil generated from transformers is repurposed as lubricant for in-house machinery, promoting resource efficiency and reducing the need for virgin lubricants.

Sewage Treatment Plant (STP) Sludge Utilization: Sludge waste produced from the STP is effectively reused as fertilizer or agricultural manure within the plant premises, contributing to soil enrichment and reducing the dependency on chemical fertilizers.

Strategic Partnerships Driving Circular Innovation: The Company has entered into a progressive strategic partnership with a visionary, eco-conscious brand under the #HarGharSustainable initiative. This alliance is built on a shared mission to make every home more sustainable by transforming waste plastics—including laminates and packaging materials—into innovative, eco-friendly products.

Operating with a zero-waste policy and a strong focus on minimizing carbon emissions, the partner organization produces fully vegan and environmentally responsible products. This collaboration exemplifies our collective commitment to ethical, sustainable practices. The resulting products not only represent the future of sustainable fashion but also empower consumers to make informed, eco-conscious choices—without compromising on style, quality, or ethics.

These measures reflect the Company's proactive stance toward environmental stewardship and its dedication to reducing its ecological footprint through innovative and sustainable waste management solutions.

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 the Company, in compliance with EPR regulations, the Company has entered into a formal agreement with Shakti Plastic Industries, a government-authorized waste management organization. Under this agreement, Shakti Plastic Industries is responsible for the collection, processing, and environmentally sound disposal of plastic waste generated from the Company's products and packaging. This partnership ensures that the Company fulfils its obligations under the EPR framework, promoting sustainable waste management and contributing to the circular economy.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) if yes, provide the web-link
Nil	Nil	Nil	Nil	Nil	Nil

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable	Not Applicable	Not Applicable

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Not applicable as per the nature of the industry		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable as per the nature of the industry					
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable as per the nature of the industry	

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	1293	1293	100.00	0	0.00	0	0.00	1293	100.00	0	0.00
Female	71	71	100.00	0	0.00	71	100.00	0	0.00	0	0.00
Total	**1364**	**1364**	**100.00**	**0**	**0.00**	**71**	**5.21**	**1293**	**94.79**	**0**	**0.00**
Other than Permanent employees											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	**0**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**

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	901	901	100.00	0	0.00	0	0.00	901	100.00	0	0.00
Female	324	324	100.00	0	0.00	324	100.00	0	0.00	0	0.00
Total	**1225**	**1225**	**100.00**	**0**	**0.00**	**324**	**26.45**	**901**	**73.55**	**0**	**0.00**
Other than Permanent workers											
Male	173	173	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	74	74	100.00	0	0.00	74	100.00	0	0.00	0	0.00
Total	**247**	**247**	**100.00**	**0**	**0.00**	**74**	**29.96**	**0**	**0.00**	**0**	**0.00**

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.05	0.04

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

Benefits	FY 2024-25			FY 2023-24		
	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	94.28*	94.61*	Y	91.20*	98.16*	Y
Gratuity	100.00	100.00	Y	100.00	100.00	Y

Benefits	FY 2024-25			FY 2023-24		
	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.)
ESI	25.00*	88.73*	Y	30.08*	94.23*	Y
National Pension Scheme (NPS)**	1.89	0.00	Y	1.61	0.00	Y
Others – please specify	0.00	0.00	NA	0.00	0.00	NA

*Covers all eligible employees and workers.

**Corporate benefit for NPS pertains to contribution made by employer for employees who have opted for the same.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the Company is committed to ensuring a safe and inclusive workplace for all employees, including persons with disabilities. In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, we have implemented all necessary measures to make our premises accessible and to facilitate ease of movement and safety for differently abled employees.

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

Yes. The Company's Human Rights Policy evidently articulates our unwavering commitment to being an equal opportunity employer. We are dedicated to fostering a positive and inclusive work environment that ensures equal employment opportunities for all the individuals, irrespective of their ethnicity, age, caste, creed, gender, nationality, color, race, religion, disability, sexual orientation, gender identity or expression, political stance, or any other characteristic protected under applicable laws. Through this policy, we aim to uphold human dignity and promote a culture of fairness, respect, and non-discrimination across all levels of our organization.

Weblink to access the policy: - https://www.bikaji.com/governance#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	100.00	100.00	NA	NA
Female	NA	NA	NA	NA
Total	**100.00**	**100.00**	**NA**	**NA**

In the financial year 2023-24, no permanent employee and worker took parental leave.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes, the Company has adopted a comprehensive Whistleblower Policy aimed at fostering a culture of transparency, accountability and ethical conduct. This policy encourages all employees to bring to the Company's attention, instances of illegal or unethical conduct, actual or suspected incidents of fraud, actions that affect the financial integrity of the Company, or any actual or suspected instances of leak of unpublished price sensitive information that could adversely impact the Company's operations, business performance and/or reputation. To facilitate such disclosures, the Company has established multiple secure and confidential reporting channels, including email, designated letterboxes, and communication via registered post. Employees are encouraged to use these mechanisms to voice their concerns directly to business leaders, members of the Human Resources team, or senior management, without fear of retaliation or adverse consequences. The policy further ensures that all reports are handled with the utmost confidentiality and are subject to a thorough and impartial investigation.

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

Benefits	FY 2024-25			FY 2023-24		
	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	**1364**	**0**	**0.00**	**1363**	**0**	**0.00**
- Male	1293	0	0.00	1277	0	0.00
- Female	71	0	0.00	86	0	0.00
Total Permanent Workers	**1225**	**0**	**0.00**	**1196**	**0**	**0.00**
- Male	901	0	0.00	913	0	0.00
- Female	324	0	0.00	283	0	0.00

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	1293	1293	100.00	1293	100.00	1277	1277	100.00	0	0.00
Female	71	71	100.00	71	100.00	86	86	100.00	0	0.00
Total	**1364**	**1364**	**100.00**	**1364**	**100.00**	**1363**	**1363**	**100.00**	**0**	**0.00**
				Workers*						
Male	901	901	100.00	901	100.00	913	913	100.00	0	0.00
Female	324	324	100.00	324	100.00	283	283	100.00	0	0.00
Total	**1225**	**1225**	**100.00**	**1225**	**100.00**	**1196**	**1196**	**100.00**	**0**	**0.00**

* Includes permanent employees and workers only.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
		Employees*				
Male	1293	1293	100.00	1277	1277	100.00
Female	71	71	100.00	86	86	100.00
Total	**1364**	**1364**	**100.00**	**1363**	**1363**	**100.00**
		Workers*				
Male	901	901	100.00	913	913	100.00
Female	324	324	100.00	283	283	100.00
Total	**1225**	**1225**	**100.00**	**1196**	**1196**	**100.00**

* Includes permanent employees and workers only.

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?

At Bikaji Foods International Limited, Occupational Health and Safety ("OHS") is recognized as a foundational element of our sustainable business practices. The Company fosters a strong culture of safety by promoting behavioural change initiatives and delivering comprehensive training to all employees and workers. The Company is committed to safeguarding the health, safety, and well-being of all employees, contract workers, and other stakeholders by embedding safety into every aspect of its operations.

We actively promote a culture of safety through well-structured behaviour change programmes and continuous training initiatives. These efforts are designed to raise awareness, instil safe work practices, and empower individuals at all levels to take ownership of health and safety responsibilities.

Our primary objectives are centred around the prevention of work-related injuries and illnesses. We strive to create and maintain safe and healthy workplaces by identifying, assessing and systematically eliminating hazards. Where elimination is not feasible, we implement robust preventive and protective measures to minimise OHS risks, in line with industry best practices and regulatory requirements.

Bikaji mandates the implementation of its OHS policies in all manufacturing locations, including its subsidiaries and contract manufacturing facilities. The Company's Safety Management Framework is aligned with the recognised Health and Safety Management standards and is fully integrated into all operations. This framework covers all employees and workers and provides complete coverage of all aspects of the business regarding safety.

To reinforce safety culture and promote employee engagement, the Company organizes annual initiatives such as '*Safety Week*' across all sites. This includes safety drills, workshops, hazard identification activities and open forums for safety-related discussions. These efforts complement the formal safety management system by increasing awareness, encouraging safe behaviours, and identifying opportunities for continuous improvement.

Regular audits, risk assessments, incident investigations and continuous improvement initiatives form part of this framework, ensuring that safety performance is regularly evaluated and enhanced. Bikaji is dedicated to building a resilient safety culture where every individual contributes to a zero-harm workplace.

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

The Company has established an Employee Health and Safety (EHS) Committee that meets periodically with active participation from employees. These meetings are dedicated to the formulation and implementation of proactive measures aimed at preventing accidents, injuries, occupational illnesses, and managing emergencies—thereby ensuring the continuity and resilience of operations.

In alignment with its commitment to workplace safety, the company has implemented a comprehensive Health and Safety Management System ("HSMS") across all its facilities. As part of the HSMS framework, the company conducts continuous monitoring and documentation of various occupational hazards. These include, but are not limited to, noise levels, temperature fluctuations, ambient lighting conditions, air quality, near-miss incidents, and high-potential safety risks.

To further foster a culture of safety and open communication, the company has installed a suggestion box at a discreet location beyond the range of surveillance cameras. This initiative encourages workers to freely and anonymously report potential hazards or share safety-related suggestions, ensuring their voices contribute meaningfully to a safer work environment.

c) Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, the Company is committed to maintaining a safe and healthy working environment through a proactive and preventive approach to workplace safety. To uphold this commitment, daily inspections and periodic Environment, Health & Safety (EHS) walkthroughs are conducted by the designated Plant Safety Officer. These assessments help identify and document near misses, unsafe acts and hazardous conditions. Appropriate corrective and preventive actions are promptly implemented to mitigate risks and prevent recurrence.

All operational sites are equipped with essential emergency response infrastructure, including first-aid facilities and ambulances. In addition, employees/workers are regularly trained to handle emergency situations and are encouraged to participate actively in safety dialogues. These include workplace inspections, safety audits, and review of incident reports, fostering a culture of continuous improvement and shared responsibility for workplace safety.

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

Yes, both employees and workers have access to non-occupational medical and healthcare services. We are committed to ensuring the health and well-being of our workforce beyond occupational safety requirements. On-site medical practitioners are available to provide primary healthcare support, routine medical consultation and emergency care during working hours.

To manage unforeseen medical situations promptly, we maintain a fully equipped ambulance stationed at our plant premises at all times.

In addition to these facilities, we provide comprehensive insurance coverage to all employees and eligible workers, which includes:

Mediclaim Insurance Policy: Covers hospitalization and other major medical expenses.

Group Term Life Insurance Policy: Offers financial security to the families of employees in the event of an untimely demise.

Workmen Compensation Coverage: Ensures legal and financial protection for all workers in case of work-related injuries or disabilities.

These initiatives reflect our holistic approach to employee welfare, emphasizing preventive care, timely medical intervention and financial protection.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.92	0.19
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

The company is deeply committed to ensuring a safe and secure working environment for all employees and workers. We consistently invest in secure technologies, develop robust Standard Operating Procedures (SOPs), enhance compliance frameworks and regularly evaluate safety performance to mitigate risks and uphold best-in-class safety standards.

To foster a proactive safety culture, the company organizes regular first aid training, fire safety training, emergency mock drills, safety audits and on-site inspections at all operational locations. These initiatives help raise awareness and ensure preparedness among all personnel.

We have established an Environment, Health, and Safety (EHS) Committee, providing a platform where employees can actively participate in identifying, discussing and resolving safety-related issues. To encourage inclusivity and anonymous reporting, a suggestion box is placed in a discreet location, away from surveillance cameras, allowing workers to freely share their observations and concerns regarding workplace hazards and safety practices.

Through these structured programs and participatory mechanisms, the company reinforces its commitment to fostering a culture of safety, responsibility and continuous improvement.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Not Applicable	0	0	Not Applicable
Health and Safety	0	0	Not Applicable	0	0	Not Applicable

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

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 follows a structured and systematic approach to managing workplace safety and continuously improving its Environment, Health, and Safety (EHS) performance. Every safety-related incident is thoroughly assessed to identify the root cause, enabling the development and implementation of effective Corrective Action and Preventive Action (CAPA). The outcomes of these investigations, including the root cause analysis and the corrective action plan, are communicated to all relevant stakeholders to ensure transparency and organizational learning.

To reinforce a culture of safety, learnings from all incidents are periodically disseminated across all sites and functional teams through internal communications, toolbox talks and safety briefings. This ensures that every part of the organization benefits from shared experiences and actively contributes to the prevention of similar occurrences.

The company adopts stringent safety measures to maintain a secure and healthy working environment. This includes, regular safety training and awareness programs, access to first aid facilities and an on-site ambulance, mandatory use of Personal Protective Equipment (PPE), adherence to standard hygiene and sanitation protocols.

In addressing significant health and safety risks identified during periodic assessments and audits, the company takes a proactive and technology-driven approach. This include, but are not limited to:

Integration of automation and mechanization to reduce manual handling and high-risk activities

Deployment of safety monitoring systems

Enhanced supervision and real-time safety observations

Skill-building initiatives to strengthen safety capabilities at all levels of the workforce

These ongoing efforts are integral to our goal of ensuring zero harm and fostering a resilient, safety-first culture across the organization.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

(A) Employees: Yes

(B) Worker: Yes

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

As part of the Group's commitment to ethical labour practices and statutory compliance, a robust verification mechanism is in place to ensure fair treatment and wage protection for contract workers. Before processing the monthly bills of contractors, the Group mandates the contractor to submit following documents as proof of statutory compliance for the concerned month:

Wage Register Copy: To verify that all contract labourers have been paid their wages in accordance with applicable labour laws and contractual terms.

Provident Fund (PF) and Employees' State Insurance (ESI) Challans: To confirm the timely remittance of statutory contributions on behalf of the contract workers.

This pre-billing documentation requirement ensures that the contractors fulfil their legal obligations related to payment of wages and social security benefits. Through this practice, the Group reinforces its commitment to responsible sourcing, labour rights protection and adherence to all applicable labour welfare legislations, thereby fostering transparency, accountability and ethical conduct across its extended workforce.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

No such incident has been recorded during financial year 2023-24 and 2024-25.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No such assessment was carried out
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not applicable

PRINCIPLE 4

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

Essential Indicators

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

Your Company recognizes that strong, transparent and sustained relationships with its stakeholders are essential for long-term value creation and responsible business conduct. Stakeholders are identified as individuals or groups who are either significantly impacted by the Company's operations or who have the potential to significantly influence its performance and decision-making processes.

Stakeholder identification is conducted by aligning stakeholders with the scope of the Company's activities, their level of influence, and their degree of interest. This mapping process enables the categorization of stakeholders into strategic groups and supports the development of tailored engagement and communication strategies based on their specific expectations and concerns.

Ongoing and structured engagement with stakeholders allows the Company to; understand and assess stakeholder expectations and emerging concerns; integrate relevant feedback into its business strategies, risk management, policies and operational plans; strengthen relationships based on trust, accountability and shared value creation.

The Company actively engages with key stakeholder groups, i.e., government and regulatory bodies, investors and shareholders, industry associations and bodies, employees and contract workers, suppliers and service providers, customers/consumers, communities, NGOs and civil society organizations, distributors and business partners, etc.

To maintain open and effective communication with these stakeholders, the Company employs a wide range of engagement channels, including, corporate website, digital platforms, press releases, investor presentations, newsletters, customer helplines, feedback mechanisms, participation in industry conferences, exhibitions, seminars, social media, brochures, catalogues, and informational pamphlets, etc.

These interactions help the Company remain responsive to stakeholder needs, manage expectations responsibly and continually enhance its environmental, social and governance (ESG) performance.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such Engagement
Investors and shareholders	No	Company website Investor presentations Annual/quarterly publication of financial results Earnings Call, Analyst / Investor Meet General Meetings Press releases and newsletters Regular engagement through emails, SMS Stock Exchange Filings	Ongoing	Enhance openness and accountability in communications with current and potential investors, Communication on general updates, new product innovations, queries redressal, business performance, information on key events & activations (campaigns & announcements), Share business strategy, growth plans and capital allocation priorities, Dividend updates communication, To answer queries of investors and receive feedbacks, and Ensure compliance with regulatory and statutory requirements.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such Engagement
Government and regulatory bodies	No	Formal written correspondence Submission of statutory filings and disclosures to regulatory bodies Regulatory inspections, assessments and audits	Regular	Reporting requirements, and Ensuring adherence to legal and regulatory frameworks.
Industry associations and bodies	No	Knowledge exchange in public forums Seminars, conferences, roundtables discussions, events, webinars, etc.	Quarterly	Complaints and grievance redressal.
Employees and Contract Workers	No	Training and development workshops One-on-one meetings Fair and transparent performance management systems Regular engagement and satisfaction surveys Digital / Mobile apps for employees Resolution hubs and whistleblower mechanism	Regular	Employee engagement: Career growth, Professional development, Training, Health & Safety and well-being, Work practices.
Customers / Consumers	No	Customer satisfaction surveys One-to-one interactions at retail stores Brochures and catalogues Communication through electronic media Customer feedback mechanism Social media / Pamphlets TV and radio advertisements Newspaper and Magazines Website	Regular	Customer feedbacks, offers, Business challenges and Opportunities, Developing relationships and partnerships for delivering high-quality client services and solutions.
Suppliers and Service Providers	No	Regular meeting, seminars, Phone and emails, inspections and workshops Website	Ongoing /need basis	Communicate company's expectation.
Communities and NGOs	No	Periodic visits, community meetings, surveys, and One-to-one meetings Focused group discussions Social impact assessment Social media	Periodic	Assessing community requirements and expectations through comprehensive need assessments to guide the planning and execution of Corporate Social Responsibility (CSR) and developmental programs.
Distributors and Business Partners	No	Meetings, Phone and emails Exhibitions Website	Ongoing / Need Basis	Sales planning, Distribution expansion, Delivery and Dispatch planning, Product and retailer feedback.

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   Stakeholder consultations are primarily led by business leaders and designated representatives of the Company, reflecting the belief that effective stakeholder engagement is integral to achieving the Company's sustainability objective of inclusive and responsible growth.

   Feedback received through these engagements, along with any significant issues or concerns raised, are systematically escalated to the Board of Directors or the relevant Board-level Committees. These committees are responsible for oversight across specific functional areas such as:

   - Direct and indirect business risks
   - Corporate Social Responsibility (CSR) and sustainability initiatives
   - Environmental and ecological stewardship
   - Marketing and brand strategy
   - Information technology governance
   - Strategic project planning and execution

   This structured approach ensures that stakeholder insights are meaningfully integrated into the Company's decision-making processes at the highest level.

   Over time, the Company has taken a systematic approach to strengthen stakeholder engagement practices - regularly assessing, refining and improving its methods. This has led to tangible improvements in the quality of engagement, responsiveness to stakeholder concerns and the alignment of business objectives with stakeholder expectations.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes, our Company believes that Stakeholder consultation plays a vital role in identifying and addressing environmental and social issues. We actively engage with our stakeholders to better understand various environmental and socioeconomic challenges. Through this engagement, we aim towards understanding key concerns of stakeholders and their expectations by fostering transparency, responsiveness, awareness, compliance, organizational learning, continuous improvement, quality management, quality oversight, accountability and sustainability.

   We have identified key stakeholder groups that demonstrate both a strong interest in our operations and a significant influence on our activities. By employing a range of engagement methods, we gain deeper insights into their primary environmental, social and governance (ESG) concerns. This understanding enables us to incorporate their outlooks into our decision-making processes, ensuring a holistic and responsible approach to sustainable business practices.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder group.**

   Bikaji is proud to collaborate with over 5,000 women through third-party independent contractors to handcraft our signature crispy and delicious papads every day. This initiative not only provides sustainable income opportunities but also empowers women by promoting financial independence, skill development and leadership growth. By supporting their active participation in the production process, we contribute to enhancing their economic resilience and overall well-being.

   In addition to this, the Company has formed a strategic partnership with the Bikaneri Bhujia Udhyog Sangh — an association of traditional Bikaneri bhujia artisans who have safeguarded this culinary heritage for generations. Through this collaboration, we are committed to offering consistent and dignified employment opportunities to these artisans while preserving and promoting their age-old methods of preparation. We ensure that their craftsmanship is recognized, valued and sustained in a modern, evolving market.

   Enhancing the quality of life for individuals and uplifting marginalized communities lies at the heart of our purpose. Whether through economic empowerment, preservation of cultural heritage, or inclusive growth, we aim to foster a business model that is socially responsible, community-oriented and sustainably driven.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1364	1364	100.00	1363	1363	100.00
Other than permanent	0	0	0.00	36	36	100.00
Total Employees	**1364**	**1364**	**100.00**	**1399**	**1399**	**100.00**
Workers						
Permanent	1225	1225	100.00	1196	1196	100.00
Other than permanent	247	200	80.97	199	199	100.00
Total Workers	**1472**	**1425**	**96.81**	**1395**	**1395**	**100.00**

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1293	0	0.00	1293	100.00	1277	0	0.00	1277	100.00
Female	71	0	0.00	71	100.00	86	0	0.00	86	100.00
Other than Permanent										
Male	0	0	0.00	0	0.00	36	0	0.00	36	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent										
Male	901	0	0.00	901	100.00	913	0	0.00	913	100.00
Female	324	0	0.00	324	100.00	283	0	0.00	283	100.00
Other than Permanent										
Male	173	0	0.00	173	100.00	144	0	0.00	144	100.00
Female	74	0	0.00	74	100.00	55	0	0.00	55	100.00

3. Details of remuneration/salary/wages:

a) Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category	Number	Median remuneration/ salary / wages of respective category
Board of Directors (BoD)	2	6,19,65,000	1	2,15,40,000
Key Managerial Personnel (KMP)*	4	50,77,062	0	0
Employees** other than BoD and KMP	1287	3,24,000	70	2,94,864
Workers**	901	1,81,632	324	1,71,600

*Remuneration to Managing Director and Whole-time Directors has been excluded in KMP.

**Includes permanent employees and workers only.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages*	10.53	10.49

*Includes permanent employees and workers only.

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

Yes, the Company has established a dedicated Human Rights Committee tasked with identifying, addressing and resolving actual or potential human rights impacts or issues arising from its operations. Its mandate is to uphold the principles of fairness, transparency and integrity while ensuring due consideration of the rights and legitimate interests of all its stakeholders.

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

Yes, the company has Human Rights Policy that includes a structured mechanism for addressing grievances related to human rights. Whenever a concern is received through email, letter, web helpline, oral communication, etc., it is recorded by the Human Rights Committee. A preliminary review is conducted followed by a dedicated who collects, verifies, and analyses relevant data to provides observations and recommendations. The Human Rights Committee reviews the investigation report and takes necessary actions based on the recommendations. All the actions taken are documented for record-keeping purposes.

Any violation of this Human Rights Policy may lead to disciplinary measures, including potential termination of employment or referral to appropriate authorities. The Company also reserves the right to terminate relationships with suppliers or other business partners, if there is reasonable evidence of a policy breach.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Not Applicable	0	0	Not Applicable
Discrimination at workplace	0	0	Not Applicable	0	0	Not Applicable
Child Labour	0	0	Not Applicable	0	0	Not Applicable
Forced Labour / Involuntary Labour	0	0	Not Applicable	0	0	Not Applicable
Wages	0	0	Not Applicable	0	0	Not Applicable
Other human rights related issues	0	0	Not Applicable	0	0	Not Applicable

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	Not Applicable	Not Applicable
Complaints on POSH upheld	0	0

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

Your Company has implemented dedicated policies on Human Rights, Anti - Sexual Harassment, Whistle-blower/Vigil Mechanism and other grievance redressal mechanism to reinforce its commitment to equality, ethical conduct, and a safe working environment. These mechanisms are designed to uphold the dignity and rights of all employees, promote accountability, and ensure that concerns are addressed in a fair, transparent and timely manner.

Company is dedicated to providing equal opportunities to all individuals and maintain a strict zero-tolerance towards any form of discrimination or harassment. This includes, but is not limited to, bias based on factors such as race, gender, nationality, ethnicity, religion, age, disability, socioeconomic status, political beliefs or sexual orientation.

The Company operates in full compliance with applicable laws and regulations aimed at preventing discrimination in the workplace. Through our Vigil Mechanism, employees and Directors are provided with a secure and confidential channel to report concerns related to unethical behaviour, actual or suspected fraud, or violations of the Company's Code of Conduct or policies.

In accordance with the requirements of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Company has constituted an Internal Complaints Committee (ICC), to address and resolve the complaints, if any, in a fair and confidential manner. Further, to foster awareness among employees and prevent such incidents, we regularly conduct sensitization workshops, group meetings, provide safe spaces for discussion, online training modules, and awareness programs. These initiatives are aimed at keeping employees informed about their rights and responsibilities, as well as updates in relevant laws and internal policies.

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

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00
Forced/involuntary labour	100.00
Sexual harassment	100.00
Discrimination at workplace	100.00
Wages	100.00
Others – please specify	No other assessment

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

NIL, no corrective actions were required, as the assessments did not reveal any significant concerns or risks warranting intervention.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No such grievances related to human rights violations.

2. Details of the scope and coverage of any Human rights due diligence conducted.

NIL

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

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	NIL
Child Labour	NIL
Forced Labour/Involuntary Labour	NIL
Wages	NIL
Others – please specify	NIL

5. Provide details of any corrective actions taken or underway to address significant risk / concerns arising from the assessments at Question 4 above.

Not applicable

PRINCIPLE 6

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

Essential Indicators

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

Parameter	Unit	FY 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	GJ	9,498.65	7,960.68
Total fuel consumption (B)	Not Applicable	0	0
Energy consumption through other sources (C)	Not Applicable	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	9,498.65	7,960.68
From non-renewable sources			
Total electricity consumption (D)	GJ	71,135.14	68,922.17
Total fuel consumption (E)	GJ	4,28,399.58	4,05,288.00
Energy consumption through other sources (F)	Not Applicable	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	4,99,534.72	4,74,210.17
Total energy consumed (A+B+C+D+E+F)	GJ	**5,09,033.37**	**4,82,170.85**
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	GJ/ ₹lakh	2.01	2.10
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/ ₹lakh	41.46	47.07
Energy intensity in terms of physical Output	GJ/Ton of production	3.98	4.24
Energy intensity (optional) – the relevant metric may be selected by the entity		Nil	

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India, for the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.40, respectively.

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

No

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

   No, the company does not have any facility identified as designated consumers (DCs).

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

Parameter	Unit	FY 2024-25	FY 2023-24
(i) Surface water	Not Applicable	0	0
(ii) Groundwater	Kilolitres	1,63,070	1,60,000
(iii) Third party water	Kilolitres	15,000	60,000
(iv) Seawater / desalinated water	Not Applicable	0	0
(v) Others	Not Applicable	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	Kilolitres	**1,78,070**	**2,20,000**
Total volume of water consumption	Kilolitres	1,77,970	2,10,000
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kilolitres / ₹ Lakh	0.70	0.92

Parameter	Unit	FY 2024-25	FY 2023-24
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Kilolitres / ₹ Lakh	14.49	20.50
Water intensity in terms of physical output	Kilolitres / Ton of production	1.39	1.85
Water intensity (optional) – the relevant metric may be selected by the entity		NIL	

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

No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)	All the plants are zero liquid discharge facilities.	
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No

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

Yes, all our plants operate as Zero Liquid Discharge (ZLD) facilities. We have implemented an advanced and efficient system wherein all effluents are treated through our Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP). The treated water is then fully recycled and reused for non-potable applications such as landscaping, cleaning and other utility purposes, thereby ensuring minimal environmental impact and optimal resource utilization.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	MT/Annum	103.13	Not Applicable*
Sox	MT/ Annum	6.41	
Particulate Matter (PM)	MT/ Annum	13.29	
Persistent organic pollutants (POP)	Not Applicable	Not Applicable	
Volatile organic compounds (VOC)	Not Applicable	Not Applicable	
Hazardous air pollutants (HAP)	Not Applicable	Not Applicable	
Others – please specify	Not Applicable	0	

*Air emissions were not monitored by the Company in the financial year 2023-24.

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

Yes, Envirochem Testing Lab & Research Centre, a NABL accredited lab.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	28050.26	24,660.10
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	14029.44	13,592.99
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/ ₹ Lakh	0.17	0.17
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent/ ₹ Lakh	3.43	3.73
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent / Ton of production	0.33	0.34
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NIL	

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

Yes, Envirochem Testing Lab & Research Centre, a NABL accredited lab.

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

The Company has undertaken a range of initiatives to reduce its Greenhouse Gas (GHG) emissions and has transitioned towards cleaner, more sustainable energy sources. As part of our decarbonization strategy, we have successfully phased out coal and transitioned to biomass briquettes as a primary fuel source at Kamrup, Muzaffarpur, and Tumakuru plants. Biomass briquettes, being a renewable and low-emission alternative, significantly reduce the carbon footprint associated with traditional fossil fuels. Furthermore, the company has also enhanced solar energy capacity at Karni plant location by enhancing the installation of solar photovoltaic panels, this investment not only contributes to the use of clean, renewable energy but also helps in offsetting grid-based electricity consumption.

In addition, the Company has also incorporated the use of bio-gas as an alternative fuel in applicable operations, further diversifying its clean energy mix. These efforts reflect our ongoing commitment to energy efficiency, emissions reduction and alignment with national and global sustainability goals.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Plastic waste **(A)**	MT	3,656	3,468
E-waste **(B)**	Not Applicable	0	0
Bio-medical waste **(C)**	Not Applicable	0	0
Construction and demolition waste **(D)**	Not Applicable	0	0
Battery waste **(E)**	Not Applicable	0	0
Radioactive waste **(F)**	Not Applicable	0	0
Other Hazardous waste. Please specify, if any. **(G)**	Not Applicable	0	0
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Laminate Scrap + Cartoon Scrap + Katta + Empty Tin Containers + Food waste)	MT	992.96	833.94
Total (A + B + C + D + E + F + G + H)	MT	**4,648.96**	**4,301.94**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	MT/₹Lakhs	0.02	0.02
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	MT/₹Lakhs	0.38	0.42
Waste intensity in terms of physical output	MT/Ton of production	0.04	0.04
Waste intensity (optional) – the relevant metric may be selected by the entity		NIL	

Parameter	Unit	FY 2024-25	FY 2023-24
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	Not Applicable	0	0
(ii) Re-used	Not Applicable	0	0
(iii) Other recovery operations	Not Applicable	0	0
Total	Not Applicable	**0**	**0**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	Not Applicable	0	0
(ii) Landfilling	Not Applicable	0	0
(iii) Other disposal operations (Laminate Scrap + Cartoon Scrap + Katta + Empty Tin Containers + Food waste)	MT	992.96	833.94
Total	MT	**992.96**	**833.94**

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

No

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.

    The predominant waste stream generated at the organization's facilities consists of plastic waste, primarily arising from packaging process. To ensure environmentally responsible management of this waste, the organization has entered into an arrangement with a certified waste management service provider. This arrangement is intended to facilitate the proper collection, handling, and recycling or disposal of plastic waste in accordance with applicable environmental regulations and best practices. Furthermore, the company does not engage in any activities involving hazardous or toxic chemicals.

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.
Not applicable			

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
During the reporting period no environmental impact assessments of projects undertaken.					

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:

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
The Company is compliant with all the applicable laws.				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) **Name of the area:** Not applicable

(ii) **Nature of operations:** Not applicable

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Water withdrawal by source			
(i) Surface water			
(ii) Groundwater			
(iii) Third party water			
(iv) Seawater / desalinated water			
(v) Others		Not applicable	
Total volume of water withdrawal			
Total volume of water consumption			
Water intensity per rupee of turnover (Water consumed / turnover)			
Water intensity (optional) – the relevant metric may be selected by the entity			
Water discharge by destination and level of treatment			
(i) Into Surface water			
- No treatment			
- With treatment – please specify level of treatment			
(ii) Into Groundwater			
- No treatment			
- With treatment – please specify level of treatment			
(iii) Into Seawater			
- No treatment			
- With treatment – please specify level of treatment		Not applicable	
(iv) Sent to third-parties			
- No treatment			
- With treatment – please specify level of treatment			
(v) Others			
- No treatment			
- With treatment – please specify level of treatment			
Total water discharged			

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

No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2045.54	1892.85
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/₹Lakhs	0.01	0.01
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NIL	

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

No

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

   Not applicable

4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of initiative
1	Sewage Treatment Plant (STP) and Effluent Treatment Plant (ETP)	All facilities operate as zero liquid discharge (ZLD) units, employing advanced systems to ensure that no wastewater is released into the environment. Effluents are comprehensively treated through dedicated Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs). The treated water is subsequently recycled and repurposed for non-potable applications such as gardening and greenbelt development, supporting the organization's commitment to sustainable water management.	Zero waste-water generation during manufacturing process.
2	Solar panel	The Company has also enhanced solar energy capacity at Karni plant location by enhancing the installation of solar photovoltaic panels.	Adoption of renewable energy resources.
3	Use of renewable fuel sources	We have successfully phased out coal and transitioned to biomass briquettes as a primary fuel source at Kamrup, Muzaffarpur and Tumakuru plants. The use of bio-gas as an alternative fuel in applicable operations at Bikaner units.	Lower dependency on coal, resulting in lower emission and reduce the carbon footprint.
4	Water reuse	To reduce freshwater consumption, the water generated during the potato slicing process is collected and repurposed for washing raw potatoes. This water reuse initiative not only supports the conservation of natural water resources but also contributes to the reduction of the organisation's overall environmental footprint.	Minimizing fresh-water consumption.

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

   Yes, the organization has a Business Continuity and Disaster Management Plan in place. This includes regular training programs, mock drills and disaster response exercises to ensure preparedness for potential emergency scenarios. Additionally, all manufacturing plants across India operate at approximately 46% capacity under normal conditions, allowing for the strategic reallocation of production to other facilities in the event of a disruption, thereby ensuring uninterrupted business operations.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

   No, there are no significant adverse impacts arising from the value chain.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

   Currently, there is no established mechanism within the Company to monitor the environmental impacts of its value chain partners

8. **How many Green Credits have been generated or procured:**

   a. By the listed entity

      The Company does not have any green credits.

   b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

      Data not available.

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	Bombay Chamber of Commerce	National
2	EU Chamber of Commerce	International
3	ITPO (Indian Trade Promotion Organisation)	National
4	APEDA (The Agricultural and Processed Food Products Export Development Authority)	National
5	EIC (Export Inspection Council)	National
6	SNAC International	International
7	FSNM (Federation of Sweets and Namkeen Manufacturers)	National
8	TPCI (Trade Promotion Council of India)	National
9	Federation of Sweets and Namkeen Manufacturers	National
10	Confederation of Indian Industry	National

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

Name of authority	Brief of the case	Corrective action taken
No adverse orders were received from regulatory authorities		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
NIL					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No projects were undertaken					

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)
No projects were undertaken						

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

The Company engages regularly with local communities through structured and ongoing interactions. Our dedicated local Human Resources team plays a proactive role in fostering open communication, identifying community needs, and addressing concerns as they arise. During the reporting period, the Company is pleased to note that no formal grievances or significant concerns were raised by community members.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	28.49	32.83
Directly from within India	71.51	67.17

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 2024-25*	FY 2023-24
Rural	0.13	0
Semi-urban	0.39	0.30
Urban	82.64	92.58
Metropolitan	16.84	7.12

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

*Includes permanent employees and workers only.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
NIL			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)

   No, the Company does not currently have a formalized policy in place, it remains firmly committed to sourcing materials locally from the communities in which it operates. This approach not only supports environmental sustainability by reducing the carbon footprint associated with long-distance transportation but also contributes to the socio-economic development of the surrounding areas. By prioritizing local suppliers, the Company fosters inclusive growth, strengthens community relationships and creates meaningful economic opportunities for small and medium enterprises near its facilities.

   (b) From which marginalized /vulnerable groups do you procure?

   Not applicable

   (c) What percentage of total procurement (by value) does it constitute?

   Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Education and Skill development	500+	100.00

PRINCIPLE 9

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

Essential Indicators

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

   The Company actively engages with its customers through regular feedback and awareness programs conducted across various locations. These initiatives are designed to enhance customer understanding of the Company's products and services, while also gathering valuable insights to improve overall customer experience. To ensure efficient and transparent resolution of customer concerns, the Company has established a dedicated online portal for lodging complaints and tracking their status. This platform enables prompt response and accountability, reinforcing the Company's commitment to customer satisfaction and continuous service improvement. The link to access the portal for registering complaints is provided below:

   Web-link to access portal: https://care.bikaji.com/customercomplaintform

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	100.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	100.00

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	708*	0	-	329*	0	-

* Product related complaints

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

	Number	Reasons for recall
Voluntary recalls	NIL	Not applicable
Forced recalls	NIL	Not applicable

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

   Yes, the Company has established a comprehensive Risk Management Policy that addresses a wide range of internal and external risks specific to its operations, including financial, operational, sectoral, sustainability (particularly those linked to ESG factors), information, cyber security risks or any other risk as may be determined by the Risk Management Committee. As part of this framework, the Company proactively identify, assess and mitigate cyber threats and vulnerabilities, if any, to ensure the protection of its information assets and business continuity.

   Web link of the policy: https://www.bikaji.com/pub/media/Risk-Management-Policy.pdf

   The privacy statement for external data subjects is also readily available on the Company's website at: https://www.bikaji.com/privacy

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

   No significant concerns/complaints/penalties/regulatory actions were identified during the reporting period.

7. **Provide the following information relating to data breaches:**

   a. Number of instances of data breaches:

      NIL, there were no instances of reportable data breaches during the reporting period.

   b. Percentage of data breaches involving personally identifiable information of customers:

      Not Applicable.

   c. Impact, if any, of the data breaches:

      Not Applicable.

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

   In line with its commitment to openness and stakeholder engagement, the Company ensures that all relevant product information is published and maintained on its official website. This allows external audiences to easily access current details regarding offerings, performance attributes and support resources.

   Link to access website: www.bikaji.com

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

   The Company is committed to informing and educating consumers about the safe and responsible use of its products. As part of this effort, all product labels are designed to include comprehensive and accurate information, such as nutritional values, ingredient lists, allergen warnings (where applicable), and usage or storage instructions. This ensures that consumers are well-informed and can make safe, responsible choices regarding the consumption and handling of the products. Additionally, the Company adheres to relevant regulatory labelling requirements and continuously evaluates its communication practices to enhance consumer awareness and safety.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

   The Company leverages its official website as a key communication platform to inform consumers of any risk related to disruption/discontinuation of essential services. The Company is committed to maintaining clear communication channels and updating stakeholders promptly.

   Link to access website: www.bikaji.com

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   Yes, our product labels are designed to provide comprehensive and transparent information to ensure consumer awareness and safe usage. Each label includes key details such as the Product name, picture, description, category, nutrition contents, allergen contents (if any). Additionally, we provide essential data such as the Maximum Retail Price (MRP), unique selling proposition (USP), manufacturing date, expiry date and other relevant information as required by regulatory standards. This approach enables consumers to make informed purchasing decisions and promotes responsible consumption.