

Business Responsibility and Sustainability Report (BRSR) FY 2022-23

Delivering Business Responsibly and Sustainability

In its continued efforts to enhance disclosures on ESG standards, BCML aims to drive greater transparency around how its businesses are creating value by contributing towards a sustainable economy, by disclosing its performance during the financial year 2022-23 against the nine principles of 'National Guidelines on Responsible Business Conduct' (NGBRC), including integration of these principles in its policies and processes.

At BCML, our environmental commitment begins from organization-wide sensitization and training. As an organisation, we understand the need to encourage innovation and emerge as a greener, stronger, and smarter business. Being in the sugar industry, we take utmost care of our environment through the enhancement of our processes.

Sustainability is one of the key strategic pillars for BCML

Sustainability and climate-related issues are overseen by instituting a range of initiatives to ensure health, well-being, and food security of people by driving down waste,

reducing emissions, and engaging with communities to achieve tangible sustainability impacts across society.

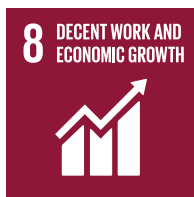
As far as governance is concerned, we believe that the way to the future is through a replacement of adhocness with predictability; we deepen our system orientation that makes us increasingly individual-agnostic and more process driven.

In our efforts to reduce environmental footprints, Balrampur Chini Mills aligns its sustainable initiatives with the UN Sustainable Development Goals (SDGs). We operate with a sense of responsibility towards our communities and actively mitigate the impact of our resource-intensive operations on the surroundings. Our community-led initiatives are aimed at sustainable socio-economic development of underserved and underprivileged communities.

This is in line with our continued endeavour to adopt leading national and international ESG standards and ensure transparent reporting on our ESG practices. The boundary of this Business Responsibility & Sustainability Report covers the applicable operations of BCML as a standalone entity, unless otherwise specified.

SECTION A	provides a broad overview of the business, its offerings, business and operations footprint, employees, related parties, CSR and transparency
SECTION B	covers management and process disclosures related to the businesses aimed at demonstrating the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.
SECTION C	provides indicator-wise disclosures mapped to the nine principles of NGRBC which are listed at the start of Section B.

SECTION A: GENERAL DISCLOSURES



I. Details of the listed entity¹

1.	Corporate Identity Number (CIN) of the Company	L15421WB1975PLC030118
2.	Name of the Company	Balrampur Chini Mills Limited
3.	Year of incorporation	1975
4.	Registered office address	234/3A, A J C Bose Road, FMC Fortuna, 2nd Floor, Kolkata 700020
5.	Corporate address	234/3A, A J C Bose Road, FMC Fortuna, 2nd Floor, Kolkata 700020
6.	E-mail	bcml@bcml.in
7.	Telephone	(033) 22874749
8.	Website	http://www.chini.com/
9.	Financial year for which reporting is being done	FY 2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited
11.	Paid-up Capital	₹20,17,49,245
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Manoj Agarwal, Company Secretary & Head CSR Tel: (033) 22874749 Email: esg@bcml.in
13.	Reported 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)²	The disclosures made under this report are on a Standalone basis for Balrampur Chini Mills Limited.

Note: As this is the first report of the Company, there has been no restatement³ or changes in material topics

External Assurance⁴: SGS India Private Limited has assured the data presented under GRI Standards of disclosure as specified in their Assurance Statement. The scope and basis of assurance have been described in their assurance letter.

II. Products/services⁵

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Sugar	The Company possesses the second largest sugar manufacturing capacity in India. The Company operates ten manufacturing plants in Uttar Pradesh.	69.68%
2.	Production of Industrial Alcohol	The Company's distillery capacity is majorly dedicated to the production of ethanol (green fuel) for blending it with petrol and is supplied to Oil Marketing Companies.	24.27%
3.	Co-generated power	The Company uses bagasse as primary input for production of green power (electricity) for captive use majorly.	2.32%

¹ GRI 2-1, GRI 2-3

² GRI 2-2

³ GRI 2-4

⁴ GRI 2-5

⁵ GRI 2-6

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Sugar	10721	69.68%
2.	Industrial Alcohol	11019	24.27%
3.	Co-generated power	35106	2.32%

III. Operations⁶

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

Location	Number of plants	Number of offices	Total
National	10	03	13
International		Nil	

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	As of March 31, 2023, the Company has its presence in India across 3 states.
International (No. of Countries)	During the year, the export of the Company was Nil (However, sugar was sold to Merchant Exporters).

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

The Contribution of exports as a percentage of the total turnover of the entity is Nil (However, sugar was sold to Merchant Exporters).

c. A brief on types of customers

At Balrampur Chini Mills Limited, we have a diverse range of customers across our different product lines. We serve a wide range of customers, including industrial buyers and institutional buyers.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)⁷:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1454	1447	99.52	7	0.48
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	1454	1447	99.52	7	0.48
WORKERS						
4.	Permanent (F)	4816	4806	99.79	10	0.21
5.	Other than Permanent (G)	1595	1595	100	0	0
6.	Total workers (F + G)	6411	6401	99.84	10	0.16

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)	2	2	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	2	2	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	3	3	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	3	3	100	0	0

⁶ GRI 2-6

⁷ GRI 2-7, GRI 2-8

19. Participation/Inclusion/Representation of women⁸

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	29
Key Management Personnel	4	0	0

20. Turnover rate for permanent employees and workers⁹

Disclose trends for the past 3 years

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.22%	0%	2.22%	1.76%	0%	1.76%	1.62%	0%	1.62%
Permanent Workers	4.83%	0.02%	4.85%	2.85%	0%	2.85%	3.03%	0%	3.03%

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures¹⁰

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.	Auxilo Finserve Private Limited (AFPL)	Associate	43.93%	No

There were no subsidiary/ joint ventures of the Company as at 31st March, 2022 and 31st March, 2023.

VI. CSR Details

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

Corporate Social Responsibility is applicable to BCML. We have numerous projects, and activities that help us in assisting the communities and develop stronger relationships through our initiatives.

(ii) Turnover (in Rs.) 4846.03 cr (FY 22)

(iii) Net worth (in Rs.) 2705.16 cr (FY 22)

⁸ GRI 405-1

⁹ GRI 401-1

¹⁰ GRI 2-2

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) ¹¹	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities				Yes. BCML has a structured process of getting feedback and grievances related to interventions. During FY 2022-23, no grievances were raised by the communities. https://chini.com/wp-content/uploads/2021/07/CSR-Policy.pdf			
Investors (other than shareholders) and Shareholders				Yes, the Company has an effective investor redressal mechanism. Investors and Shareholders with concerns can contact Investor Service Department or the Registrar & Share Transfer Agent Email: einward.ris@kfintech.com Tel: 1-800-309-4001 14 complaints were received and resolved in financial year 2022-23 https://chini.com/contact-us/			
Employees and workers	Yes, BCML has a grievance redressal mechanism in place for all of its stakeholders. The processes are set			Yes, the Company has an effective Whistle blower policy that covers all its employees (including workers) providing them with a channel to raise concerns to maintain the highest possible standards of ethical, morale, and legal business conduct, as well as the Company's commitment to open, fearless, and genuine communication. For safety of women at workplace, we also have set up an Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Policy on Prevention of Sexual Harrasment: https://chini.com/wp-content/uploads/2023/02/Prevention_Sexual_Harassment_Policy-1.pdf No complaints were received in financial year 2022-23			
Customers	internally and communicated to the stakeholders.			Yes, we act in a way that adds value to our customers and contributes to the development of a trusting relationship. Yes. Escalation mechanisms are defined and addressed accordingly. Further, email ids of sales head are given on the website for registering their grievances or feedback. 12 complaints were received and resolved during FY 2022-23, and 4 complaints were received and resolved during FY 2021-22 https://chini.com/contact-us/			
Value Chain Partners				Yes, we engage with our value chain partners for optimizing the resources. Further, we have a section dedicated in our website for feedback. No complaints were received during the year. https://chini.com/contact-us/			
Other (please specify)				NA			

¹¹ GRI 2-25, 2-26

24. Overview of the entity's material responsible business conduct issues¹²

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

Sl. 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 ¹³	Financial implications of the risk or opportunity (Indicate positive or negative Implication) ¹⁴
1.	Supply Chain Management	Risk	Complex and interconnected nature of supply chains, involving multiple stakeholders, geographically dispersed operations, and intricate logistics, increases the vulnerability to supply disruptions, quality control issues, delivery delays, increased costs, and reputational risks.	Establishing strong partnerships and communication channels with suppliers, conducting regular supplier assessments to ensure compliance with social and environmental standards, diversifying the supplier base to reduce dependency on a single source, implementing robust risk management strategies to anticipate and mitigate potential disruptions.	Negative
2.	Community Relations	Opportunity	Fostering positive relationships with local communities, stakeholders, and indigenous groups can contribute to obtaining and maintaining a social license to operate, enhancing the industry's reputation, minimizing conflicts, gaining access to land and resources, promoting sustainable practices, and fostering mutually beneficial partnerships for economic development and social well-being.	The Company aims to ensure holistic development through its CSR initiatives by addressing various aspects of community well-being and sustainability.	Positive
3.	Employee Health & Safety	Risk	Nature of work and workplace conditions, including exposure to hazardous materials, operation of machinery, physical labour, and potential for accidents, necessitate prioritizing measures to ensure a safe and healthy working environment, safeguarding employees from occupational hazards, and promoting their overall well-being and productivity.	Implementing comprehensive safety policies and procedures, conducting regular safety training programs to educate employees about potential hazards and preventive measures, providing personal protective equipment (PPE) to minimize risks, regularly inspecting and maintaining equipment to ensure safe operations, fostering a culture of safety through communication and awareness campaigns, and establishing effective incident reporting and investigation mechanisms to identify and address safety concerns promptly.	Negative
4.	Forced or compulsory labour	Risk	Labour-intensive nature and vulnerability to exploitative practices within the supply chain.	Raising awareness through targeted campaigns and training programs to educate workers, employers, and communities about their rights and the importance of ethical labour practices and impose strict penalties for violations, enhancing enforcement mechanisms through increased monitoring, inspections, and audits.	Negative

Sl. 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 ¹³	Financial implications of the risk or opportunity (Indicate positive or negative Implication) ¹⁴
5.	Product Quality & Safety	Risk	It allows businesses to meet the rising consumer demand for high-quality and safe products, enhancing customer satisfaction, loyalty, and trust in the brand.	Implementing stringent quality control measures, such as conducting regular product testing and inspections, adhering to industry-specific quality certifications, and maintaining strict hygiene and safety protocols, to ensure consistent product quality and safety in the sugar industry.	Negative
6.	Climate change	Risk	Taking proactive measures to reduce greenhouse gas emissions, energy use, and effectively mitigate the effects of long-term changes in the Earth's climate and their physical impacts on business operations, communities, and the natural environment. Engaging in advocacy and fostering partnerships with others to actively reduce the impact of climate change.	Implementing a comprehensive suite of mitigation measures, including energy efficiency improvements, transitioning to renewable energy sources, adopting sustainable practices throughout operations, promoting responsible resource management, and engaging in partnerships and advocacy efforts to reduce the impact of climate change.	Negative
7.	Water Management	Risk	Water scarcity, increasing competition for water resources, and regulatory pressures highlight the need for efficient and sustainable water management practices to mitigate the risk of inadequate water availability, potential conflicts with other water users, and potential disruptions to production processes	Water efforts include the use of recycled and treated water in our operations, as well as regular monitoring and optimization of our water usage and replenishing fresh water through water harvesting	Negative
8.	Packaging Material & Waste	Risk	Inefficient packaging practices, inadequate waste management, and environmental impacts associated with non-biodegradable packaging materials can lead to increased waste generation, environmental pollution, regulatory non-compliance, reputational damage, and supply chain complexities	Implementing sustainable packaging practices, such as reducing the overall amount of packaging materials used, promoting the use of recyclable or biodegradable materials, recycling plastic waste under EPR, adopting eco-friendly packaging designs, implementing efficient packaging processes.	Negative

¹² GRI 3-1, 3-2

¹³ GRI 3-3

¹⁴ GRI 201-2

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.

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

Disclosure Questions	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) ¹⁵	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	1. Environment, Health and Safety Policy: https://chini.com/wp-content/uploads/2023/02/EHS-Policy-2.pdf 2. Policy on Prevention of Sexual Harassment: https://chini.com/wp-content/uploads/2023/02/Prevention_Sexual_Harassment_Policy-1.pdf 3. Anti-Bribery Policy: https://chini.com/wp-content/uploads/2023/02/Anti-Bribery-Policy.pdf 4. Familiarisation Programme for Independent Directors: https://chini.com/wp-content/uploads/2022/08/BCML_Familiarisation_Programme.pdf 5. BCML Code of Fair Disclosure: https://chini.com/wp-content/uploads/2023/02/BCML-Code-of-Fair-Disclosure-1.pdf 6. Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons: https://chini.com/wp-content/uploads/2023/02/Code-of-conduct.pdf 7. Code of Conduct for Employees (Hindi Version): https://chini.com/wp-content/uploads/2023/02/Code_of_Conduct_All_Employees_Section_Hindi.pdf								

¹⁵ GRI 2-23

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	BCML is committed to develop a strategy to move forward towards becoming water positive and improving the soil carbon content. To sequester the greenhouse gases we have committed to plant 10 Lakh trees in 5 years.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>In this report, we have provided an overview of our current performance across various indicators related to business responsibility and sustainability. While we have disclosed our current performance, we recognize the need for continued improvement in these areas. As such, we are committed to setting specific goals and targets to guide our efforts towards achieving a more sustainable and responsible business model.</p> <p>As a pilot project we achieved zero ground water withdrawal at our Kumbhi plant.</p> <p>By educating the farmers and providing them subsidized organic manure we have been improving the soil carbon content. We have planted more than 1.80 Lakh trees as compared to 1.20 Lakhs trees last year.</p>								
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) ¹⁹	<p>BCML's sustainable development approach focuses on ensuring sustainable sugar production which creates value for farmers and the community while sustaining a business ecosystem. Apart from sugar, we also produce ethanol and industrial alcohol which are used as biofuels and contribute to environment sustainability.</p> <p>As a testament to our commitment towards the environment, we have setup internal targets for water conservation, energy use reduction, resource efficiency and waste minimization. We impact lives of local communities by undertaking various Corporate Social Responsibility projects around our manufacturing units with specific focus on education, skill development and employability/ entrepreneurship to improve livelihood and overall development of the communities we serve.</p> <p>Keeping Sustainability as the main driving force, we have been undertaking efforts to align and integrate our goals with the Environmental, Social and Governance (ESG) aspects of business and to build innovative business models. The Company endeavours to address a majority of the 17 Sustainable Development Goals (SDGs) aimed at building economic capital, ensuring environmental integrity, enabling economic development and building social capital.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). ²⁰	<p>At the highest level, the Board of Directors of the Company, led by the Chairman & Managing Director, has the primary role to protect and enhance shareholder value through strategic supervision.</p> <p>Mr Praveen Gupta, Whole Time Director and Head of CTT, under the guidance of the Board of Directors and its Committees, is the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).</p> <p>The Units heads and Heads of Corporate Functions are responsible for ensuring implementation of the Sustainability Policies of the Company within their respective Division / Corporate Function, and communication of these Policies to the employees.</p>								

¹⁹ GRI 2-22

²⁰ GRI 2-13, 2-14

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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. ²¹	We have formulated "ESG Committee", which will oversee matters related to sustainability. It is responsible for providing direction to the management on formulation of ESG initiatives and monitoring the Company's progress and performance on its long-term ESG commitments and targets.								

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)
	Principle 1 to 9	Principle 1 to 9
Performance against above policies and follow up action	Performance against the above policies and follow up action is carried out for each principle as applicable.	The board committee reviews the performance against the policies on an annual basis.
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Review is carried out by the board committees and if required by the Board of Directors at their meetings also.	The board committee reviews the policies on an annual basis.

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 ²²	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes, SGS India Private Limited, an external agency have carried out independent assessment/evaluation of the working of its policies.								

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)									

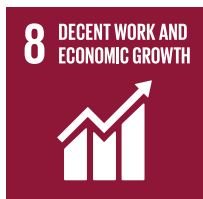
²¹ GRI 2-9

²² GRI 2-5

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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



Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the year, the Board of Directors of the Company invested their time on various updates pertaining to the business, regulations, environmental, social, governance matters and cyber security.	100%
Key Management Personnel	6	<ol style="list-style-type: none"> Code of Conduct BRSR Cyber Security Legal & Regulatory Compliances 	100%
Employees other than BODs and KMPs	373	<ol style="list-style-type: none"> Code of Conduct Data security and privacy Sustainability Policies of the Company Prevention of Sexual Harassment (POSH) 	88%
Workers	339	<ol style="list-style-type: none"> Health, Safety & Human Rights 	83%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)²³:

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

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

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.²⁴

The anti-bribery policy sets the responsibility for the directors and employees/ workers of BCML to maintain high standards of business practices. This policy applies to all the directors and employees/ workers of the company across all its functions and locations. No director or employee of the company engages directly or indirectly in bribery. Any violation or non-adherence of the policy is reported to the Managing Director or Audit Committee of the Board, who takes appropriate action, including but not limited to termination of services. The Executive Committee of the Board monitors and reviews the effectiveness of this policy, considering its suitability and adequacy.

Anti-bribery policy link: <https://chini.com/wp-content/uploads/2023/02/Anti-Bribery-Policy.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption²⁵:

Particulars	FY 2022-23	FY 2021-22
Directors		
KMPs	Not Applicable as no disciplinary actions have been taken against our	
Employees	Directors/KMPs/ employees/workers for FY 22-23 and FY 21-22.	
Workers		

6. Details of complaints with regard to conflict of interest²⁵:

Particulars	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors		There were no cases received related to conflict of interest of directors in both the financial years 2022-23 and 2021-22.		
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		There were no cases received related to conflict of interest of KMPs in both the financial years 2022-23 and 2021-22.		

²³ GRI 2-27

²⁴ GRI 2-23, GRI 205-1, GRI 205-2

²⁵ GRI 205-3, GRI 2-15

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

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
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Around 12000 awareness programmes were conducted to educate the farmers about the latest farming techniques, varietal replacement, cane seeds, pest management and other development activities which accounts for almost 90% of value chain.

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, BCML has robust processes in place to prevent and effectively manage conflicts of interest involving members of the Board. The company has implemented stringent policies and procedures that require board members to disclose any potential conflicts. This ensures transparency, accountability, and the ethical handling of conflicts of interest within BCML's governance framework.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe



BCML believes in prioritizing resource efficiency as sustainable production and consumption contributes to improving the quality of life and helps protecting and preserving the earth's natural resources.

Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	-	-	Though we have soil testing labs and tissue culture lab, we do not have a separate department categorized as R&D.
Capex	-	-	This year we have made considerable investments in technologies and recycling infrastructure which would increase process efficiencies and reduce emissions and effluents. However, we have not accounted for the same separately.

2. a. Does the entity have procedures in place for sustainable sourcing²⁶? (Yes/No)

Yes, we have procedures for sustainable sourcing as farmers constitute a vital part of our supply chain, and the close linkages between our Business and Indian agriculture provides a unique opportunity to engage with farmers. We engage in procuring the basic raw material-Sugarcane from the local farmers/ nearby farmers, supporting their individual livelihoods. We have also complied with the Bonsucro standards of sourcing for one of our plants.

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

Yes, 100% of inputs were sourced sustainably as we procure all our raw materials from the farmers, who deliver the material on their tractor trolleys at the main gate of the plants. We arrange the pickup for the remaining sugarcane at the centres which are closer to the farmer’s village to facilitate the offloading of sugarcane. Once the offloading of raw material is done from these centres, we arrange for the transportation of sugar cane to the plant by our own transportation.

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 waste²⁷.

Name of Product/ Service	Process to safely reclaim the product
Plastic (including packaging)	BCML adheres to applicable laws and regulations to ensure the responsible management of plastic waste. In compliance with the plastic waste management rules of 2016, BCML utilizes various types of plastics, including multi-layer plastic, as packaging materials. The company follows proper disposal practices by handing over plastic waste to authorized vendors approved by the Central Pollution Control Board (CPCB). Furthermore, BCML fulfills its Extended Producer Responsibility (EPR) obligations concerning plastic usage.
E-waste	In compliance with the E-Waste (Management) Rules, 2016, BCML collects its e-waste and ensures its proper management and disposal. BCML ensures that the e-waste is handed over to authorized vendors approved by Central Pollution Control Board (CPCB).
Hazardous waste	BCML manages hazardous waste in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. The company ensures proper handling, storage, and disposal of hazardous waste, adhering to the guidelines specified in the rules.
Other Waste	Depending on the specific location of each plant or office, BCML manages non-hazardous waste in the most suitable and environmentally responsible manner. In areas where municipal waste management systems are available, BCML disposes of non-hazardous waste through those systems. In cases where municipal waste management systems are not accessible, BCML ensures proper disposal by engaging government-approved vendor.

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, BCML’s activities fall under the scope of Extended Producer Responsibility (EPR) as outlined in the Plastic Waste Management Rules, 2016. The company has developed a waste collection plan that fully complies with the requirements of the EPR plan submitted to the Central Pollution Control Board (CPCB).

²⁶ GRI 308-1

²⁷ GRI 306-2

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.
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BCML produces highest quality sugar while incorporating sustainable practices throughout the production and distribution cycles. However, no Life Cycle Assessment is carried out for our products. We aim to get the same done in the coming fiscal year.

- 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 same²⁸

Name of Product / Service	Description of the risk / concern	Action Taken
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BCML produces highest quality sugar while incorporating sustainable practices throughout the production and distribution cycles.

- 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 2022-23	FY 2021-22

Nil

Note: We invested in environment friendly equipment, helping convert press mud (waste) and fly ash (waste) into rich fertilizers and carbon dioxide (GHG emission released in distillation process) into dry ice.

Our co-generation power plants generate power from the use of bagasse, a byproduct generated from sugar manufacture. The generation of 71.87 crore units of power in FY22-23 substituted the use of fossil fuels, helping reduce greenhouse gas (GHG) emissions.

Almost 100% of molasses, generated through cane crushing operation is utilized to manufacture ethanol. Also, bagasse generated from sugar crushing operations and spent wash, generated from distillery operations are used as fuels for generating clean energy. Also, Boiler ash generated from the incineration plants is converted into agro-input. Also, the spent-wash is utilized to produce bio-compost (manure) of rich-nutrients for plants and recycled to maintain soil nutrients.

- 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:

Particulars	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	10371.18	0	0	184.72	0
E-waste	0	5.16	0	0	1.49	0
Hazardous waste	0	755.15	0	0	1336.57	0
Other waste	1367539.29	19041.74	6627.22	913200	3918.62	4572.80

- 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	Not applicable

²⁸ GRI 306-2

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



BCML supports and promotes equity, dignity, and well-being of all its employees, including value chain partners. We strive to provide a positive work environment for all employees through diversity and inclusion.

Essential Indicators

1. a. Details of measures for the well-being of employees²⁹:

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	1447	1444	99.7	1447	100	0	0	0	0	0	0
Female	7	7	100	7	100	7	100	0	0	0	0
Total	1454	1451	99.7	1454	100	7	0.48	0	0	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

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 workers											
Male	4806	4748	98.79	4748	98.79	0	0	0	0	0	0
Female	10	10	100	10	100	10	100	0	0	0	0
Total	4816	4758	98.79	4758	98.79	10	0.21	0	0	0	0
Other than Permanent workers											
Male	1595	1595	100	1595	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	1595	1595	100	1595	100	0	0	0	0	0	0

²⁹ GRI 401-2

2. Details of retirement benefits, for Current FY and Previous Financial Year³⁰

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	NA
ESI	0	0	Yes	0	0	Yes

3. Accessibility of workplaces

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

While currently our establishments do have some provisions for differently abled persons, we are committed to improving our facilities and making them more inclusive gradually.

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?

At BCML, we are committed to ensuring equal opportunities for all individuals, regardless of their background or identity. Although we have not yet created a formal equal opportunity policy, we have integrated this principle into our Code of Conduct as part of our commitment to creating a diverse and inclusive workplace. You can find a link to our Code of Conduct below

https://chini.com/wp-content/uploads/2022/08/Code_of_Conduct.pdf

5. Return to work and Retention rates of permanent employees and workers that took parental leave³¹.

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	There are no benefits as parental leave.			
Female				
Total				

6. Is there a mechanism available to receive and redress grievances³² 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)	Details of the mechanism in brief
Permanent Workers- Yes		
Other than Permanent Workers -Yes	The Grievance Redressal Forum has been established in order to provide the best forum for open discussion and to settle all workplace related grievances at the local level with the involvement of labour representatives and the management.	
Permanent Employees-Yes	The major goal is to create the best working circumstances, a positive workplace culture and to help our employees form a relationship of trust with their employer.	
Other than Permanent Employees-Yes		

³⁰ GRI 201-3

³¹ GRI 401-3

³² GRI 2-25

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity³³ :

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/ A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1454	0	0	1446	0	0
- Male	1447	0	0	1409	0	0
- Female	7	0	0	37	0	0
Total Permanent Workers	4816	1547	32.12	4904	1662	34
- Male	4806	1545	32.14	4898	1659	34
- Female	10	2	20	6	3	50

8. Details of training given to employees and workers³⁴:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	1447	1102	76	1405	97	1442	1057	73	1348	93
Female	7	0	0	1	14	4	0	0	1	25
Total	1454	1102	76	1406	97	1446	1057	73	1349	93
Workers										
Male	6401	4150	65	2801	44	7648	4118	54	2164	28
Female	10	10	100	6	60	5	5	100	0	0
Total	6411	4160	65	2807	44	7653	4123	54	2164	28

9. Details of performance and career development reviews of employees and worker³⁵:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1447	1447	100	1442	1442	100
Female	7	6	86	4	4	100
Total	1454	1453	99	1446	1446	100
Workers						
Male	4806	1886	39	4898	1869	38
Female	10	0	0	6	0	0
Total	4816	1886	39	4904	1869	38

³³ GRI 2-30

³⁴ GRI 403-5, GRI 404-1, GRI 404-2

³⁵ GRI 404-3

10. Health and safety management system:

<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system³⁶</p>	<p>BCML is dedicated to ensuring a safe and productive workplace environment, prioritizing the minimization of accidents, injuries, and health risks. To achieve this, BCML has implemented several initiatives focused on occupational health and safety. These initiatives include the establishment of Emergency Response Teams, the display of comprehensive safety signage throughout the premises to highlight important guidelines and precautions, the identification of fire marshals, and the installation of firefighting systems. By implementing these measures, BCML strives to maintain a secure and healthy workplace for all employees.</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity³⁷</p>	<p>To identify work-related hazards and assess risks on a routine and non-routine basis, BCML implements the following processes: conducting regular workplace inspections, analyzing incident reports and near-miss events, engaging in hazard identification and risk assessment exercises, utilizing job safety analysis techniques, consulting with employees and safety committees, and continually monitoring and evaluating changes in work processes or conditions that may introduce new hazards or risks.</p>
<p>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)³⁸</p>	<p>BCML has implemented a system that encourages workers to promptly report work-related hazards and empowers them to remove themselves from risky situations. This system includes clear reporting channels, confidential reporting options, awareness campaigns to promote a reporting culture, and assurance of non-retaliation against workers who raise concerns about work-related hazards. Workers are actively encouraged to prioritize their safety and take necessary steps to remove themselves from any identified risks until appropriate measures are implemented.</p>
<p>d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)³⁹</p>	<p>An occupational health center (OHC) facility is provided at the site for employees and workers.</p>

11. Details of safety related incidents⁴⁰, in the following format:

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1	1
	Workers		
Total recordable work-related injuries	Employees	12	12
	Workers		
No. of fatalities	Employees	2	2
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers		

12. Describe the measures taken by the entity to ensure a safe and healthy workplace⁴¹

BCML has implemented numerous initiatives to ensure a safe and healthy workplace. These measures include but are not limited to: implementing a Permit System for non-routine activities, conducting risk assessments to identify and establish recommended controls, addressing gaps and ensuring compliance with legal requirements and best practices, conducting safety and health awareness programs and training, promoting the reporting of unsafe acts, unsafe conditions, and near misses, and implementing corrective measures accordingly. BCML also

³⁶ GRI 403-1, 403-3

³⁷ GRI 403-2

³⁸ GRI 403-2

³⁹ GRI 403-6

⁴⁰ GRI 403-9, GRI 403-10

⁴¹ GRI 403-2, GRI 3-3, GRI 403-9, GRI 403-10

conducts thorough incident investigations and implements corrective actions, conducts internal and external audits to assess the effectiveness of the safety management system, and conducts regular fire prevention drills to verify the effectiveness of the fire prevention and protective systems. Additionally, emergency preparedness procedures are in place to ensure a prompt and effective response in critical situations.

13. Number of Complaints on the following made by employees and workers⁴²:

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety	We have not received any complaints on working conditions and health and safety in both FY 2022-23 and FY 2021-22.					
	However, we do have processes and systems in place to address complaints and grievances of our employees and workers, which includes Grievance Redressal Forums.					
	Under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redress) Act, no complaints have been received during FY 2022-23 and FY 2021-22.					

14. Assessments for the year⁴³:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	We make sure that all rules are followed, and precautions are taken to make the workplace safe and healthy for our employees. As and when required measures like infrastructure improvement, cleanliness drives are taken up at all units & offices.

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 conditions⁴⁴.

We have a dedicated mechanism in place in order to address any safety related incidents and we also carry out safety audits in order to ensure assessment of the workplace in terms of health and safety practices and working conditions.

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). Company has provision for life insurance for all workers & employees & provision is there to extend it in event of death
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. Group insurance is provided to all workers & employees as ESI is not applicable as all factories are located in rural areas. ESI is deducted in case of workers at HO & rest all employees are covered in group insurance.

⁴² GRI 2-25

⁴³ GRI 3-3

⁴⁴ GRI 403-10

3	Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities, who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment ⁴⁵ :			
	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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	2	2	0	0
Workers				
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 ⁴⁵	Assessment has been carried out for 90% of the value chain partners (farmers) for health and safety and working conditions, however all rules and regulations are followed to avoid any health-related risks.		
	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 ⁴⁶ .			
	Corrective actions were undertaken, however, there were no significant risks/concerns observed.			

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 entity⁴⁷.

Stakeholders were identified from respective stakeholder groups relevant to our business. These include employees, vendors, government, shareholders, customers, and communities.

A comprehensive stakeholder engagement exercise was carried out to engage with prioritised stakeholders from each of these groups. The exercise helped us understand their concerns and feedback. On the basis of feedback received from respective stakeholder groups, appropriate action plans are developed to address their expectations. These concerns and expectations form a vital input for our materiality assessment and for developing short and long-term business goals.

⁴⁵ GRI 403-3, GRI 403-9, GRI 3-3

⁴⁶ GRI 414-2

⁴⁷ GRI 2-29

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group⁴⁸.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notice Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Government & Regulatory Authorities	No	<ul style="list-style-type: none"> • Submission of compliance reports • Communication with regulatory Bodies • Formal Dialogues • Advocacy meetings through associates 	Annually/ On-going/ need based	<ul style="list-style-type: none"> • Taxes and Charges • Timely disclosures • Compliance with laws and regulations • Policy advocacy and membership with industry bodies
Shareholders	No	<ul style="list-style-type: none"> • Company website • One-to-one meeting • Annual General Meeting • Investor/Analyst meet • Quarterly results • Stock Exchange updates 	Annually/ Quarterly/need based	<ul style="list-style-type: none"> • ESG performance • Financial performance • Future approach and projects • Disclosures in the public domain • Sustainable growth of business and profitability • Sound corporate governance mechanisms • Ethics and compliance • Economic Performance
Employees	No	<ul style="list-style-type: none"> • Awareness training • Performance appraisals • Annual employee satisfaction survey • Grievance redressal mechanism • Email Communication / newsletters 	Annually/ On-going/ need based	<ul style="list-style-type: none"> • Occupational health and safety • Rewards and recognition • Personal development and growth • Empowering work environment • Diversity at the workplace (gender, ethnicity, and differently abled) • Training and capacity building • Code of Conduct and corporate policies • Career planning and Development • Market-based compensation, benefits, and amenities • Employee welfare programs • Collective bargaining/ freedom of association

48 GRI 2-29, GRI 414-1

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notice Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Vendors (including farmers)	No	<ul style="list-style-type: none"> • Vendor meets • Training and awareness Programs • Pre-onboarding & Periodic Assessments • Balram App • Balrampur Kisan Suvidha Portal • Visits by cane personnel • Video, trainings and demonstration • Email Communication / newsletters 	Annually/ On-going/ need based	<ul style="list-style-type: none"> • Planning & Execution of work orders • Innovation & product development • Communication & engagement on sourcing plans • Sustainable sugar cane production and sourcing • Suppliers assessment and training • Access to latest farming technique and smart agriculture • Social accountability • Mitigate climate agricultural risk associated with agri production
Customers	No	<ul style="list-style-type: none"> • Market surveys • Website, emails, social media • Forums, meets 	Annually/ On-going/ need based	<ul style="list-style-type: none"> • Customer satisfaction • Product and service quality • Complaint resolution • On-time delivery • Product safety
Communities	Yes	<ul style="list-style-type: none"> • Community outreach programs • Impact assessment partner's visit • In-person meetings; Monitoring personnel visits 	Annually/ On-going/ need based	<ul style="list-style-type: none"> • Engagement and involvement in decision making • Investment in local communities • Livelihood and Women empowerment

Leadership Indicators

1	<p>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.</p> <p>We constantly work towards addressing the concerns that are most important to our stakeholders and our business in this rapidly changing environment. Understanding these challenges is something we always strive to achieve since doing so enables us to define our strategic priorities and communicate with our stakeholders about the topics that matter most to them. Additionally, we interact with various stakeholder groups to learn about their opinions and worries on the important issues that have been highlighted. It aids in the definition of these tangible elements and the construction of a roadmap for long-term value. Additionally, the material components are selected and shortlisted through this assessment.</p>
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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, stakeholder consultation is crucial to the Company's operations as it is committed towards addressing and safeguarding the interests and concerns of its stakeholders regarding the identification of the key issues which are material to their business. We ensure the same by investing in environmentally friendly processes and technologies that help us in mitigating and minimizing any negative impact. For its key stakeholder, the farmers, we have made efforts to address their concerns by improving their standard of living through our CSR initiatives and obtaining cane at fair and better prices.
3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.
	Farmers are one of the most important stakeholders for our business and we ensure that we maintain cordial relationships with them and ensure that their grievances and issues are addressed effectively. We have taken several initiatives to address concerns of our primary vendors i.e. the farmers by providing them with agriculture inputs, empowering education and sustainability and by working towards their livelihood enhancement by rural development.

PRINCIPLE 5: Businesses should respect and promote human rights



Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format⁴⁹:**

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1454	1454	100	1446	1446	100
Other than permanent	0	0	0	0	0	0
Total Employees	1454	1454	100	1446	1446	100
Workers						
Permanent	4816	4816	100	4904	4904	100
Other than permanent	0	0	0	0	0	0
Total Workers	4816	4816	100	4904	4904	100

⁴⁹ GRI 410-1, GRI 2-24

2. Details of minimum wages paid to employees and workers, in the following format⁵⁰:

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male	1447	1447	100	0	0	1409	1409	100	0	0
Female	7	7	100	0	0	37	37	100	0	0
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	6401	6401	100	0	0	7648	7648	100	0	0
Female	10	10	100	0	0	5	5	100	0	0
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages, in the following format⁵¹:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	39,70,000	2	24,80,000
Key Managerial Personnel	4	1,04,96,070	0	0
Employees other than BoD and KMP	1443	8,46,809	7	5,25,955
Workers	4806	3,16,083	10	2,58,524

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business⁵²? (Yes/No)

Yes, BCML has established a comprehensive Human Rights policy to address and manage human rights impacts, issues, and related matters. The company has implemented a robust Grievance Redressal mechanism to effectively address employee grievances concerning the company's policies and work environment. Additionally, BCML has formulated a policy specifically focused on the Prevention of Sexual Harassment, ensuring a safe and respectful workplace. Any reported incidents are thoroughly investigated by the Internal Complaints Committee, underscoring BCML's commitment to maintaining a workplace free from sexual harassment.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues⁵³.

BCML has established robust internal mechanisms to address and redress grievances related to human rights issues. These mechanisms include designated channels for grievance reporting, such as dedicated email addresses, ensuring confidentiality and anonymity if desired. The company has a designated grievance redressal team or committee responsible for promptly investigating and addressing reported grievances. Employees and stakeholders are provided with clear information on how to access these mechanisms and are assured of protection against any form of retaliation for reporting human rights concerns. Regular communication and awareness programs

50 GRI 405-2

52 GRI 2-13

51 GRI 2-19, GRI 2-21

53 GRI 2-25

are conducted to ensure widespread knowledge of the grievance redressal mechanisms and promote a culture of respect for human rights within the organization.

6. Number of Complaints on the following made by employees and workers⁵⁴:

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

No complaints were received regarding any of these human rights related issues in both FY 2022-23 and FY 2021-22.

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases⁵⁵.

To prevent adverse consequences to the complainant in discrimination and harassment cases, BCML has implemented specific mechanisms. These mechanisms include strict confidentiality protocols to protect the identity of the complainant, conducting thorough and impartial investigations, providing support and resources to the complainant throughout the process, offering alternative work arrangements if needed, and taking appropriate disciplinary action against the perpetrators if allegations are substantiated. BCML also ensures non-retaliation against the complainant and maintains open lines of communication to address any concerns or additional support required during and after the resolution of the case.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)⁵⁶

Yes, the principles and guidelines stated in our Code of Conduct highlight the importance of the various human rights aspects and ensures that those principles are adhered to by all the stakeholders to ensure respect towards human rights. All the matters related to human rights are addressed effectively by the concerned departments.

9. Assessments for the year:

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

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

No issue found during inspection by labour department which is being carried out on regular basis. We have a dedicated internal age verification program for all new employees & we have implemented works, grievance committees in each plant which are conducting quarterly meetings.

No such cases yet, but in case of any situation which arises we do have processes and policies to address concerns related to human rights, however in case of any unforeseen situation we will ensure that appropriate corrective action is taken.

⁵⁴ GRI 406-1

⁵⁵ GRI 2-25

⁵⁶ GRI 2-23, GRI 2-24

Leadership Indicators

1	Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.	
	No modification done as no complaint received	
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?	
	Our offices are accessible to differently abled visitors and we are working towards improving infrastructure further.	
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	90%
	Discrimination at workplace	
	Child Labour	
	Forced Labour/Involuntary Labour	
	Wages	
	Others – please specify	
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	
	No concerns have been reported in the current reporting cycle. Hence, no corrective actions were required	

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 format⁵⁷:

Parameter	FY 2022-23 (in GJ)	FY 2021-22 (in GJ)
Total electricity consumption (A)	59872.96	39806.96
Total fuel consumption (B)	19864.25	27270.70
Energy consumption through other sources (C)	46367202.11	36274232.89
Total energy consumption (A+B+C)	46446939.31	36341310.60
Energy intensity per rupee of turnover [(Total energy consumption/turnover in rupees) GJ/Rupee]	0.00098	0.00074

Notes: 1) SGS India Private Limited, an external agency have carried out independent assessment/evaluation/assurance for FY 23.

2) Energy consumption higher due to doubling of distillery capacity as well as due to higher crushing of cane

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.

Not-Applicable

⁵⁷ GRI 302-1, GRI 302-3, GRI 302-4

3. Provide details of the following disclosures related to water⁵⁸, in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	2975397	2608318
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2975397	2608318
Total volume of water consumption (in kilolitres)	2975397	2608318
Water intensity per rupee of turnover [(Water consumed / turnover) Litre/ Rupee]	0.062	0.053

Notes: 1) SGS India Private Limited, an external agency have carried out independent assessment/evaluation/assurance for FY 23

2) Condensate/recycled water for FY 22-23 is 2730773 KL and FY 21-22 is 1857166 KL. In 2022-23, since the cane crushing was higher and also the distillery capacity had doubled from 560 KLPD to 1050 KLPD, volume-wise withdrawal has nominally increased. However, ground water withdrawal on per MT basis has actually reduced due to extensive usage of recycled water.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation⁵⁹.

We have implemented zero liquid discharge (ZLD) process at all our distilleries to ensure that no industrial effluents are released into the environment.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Kg	0	0
SOx	Kg	0	0
Particulate matter (PM)	Kg	322.83	326.76
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	NA	0	0
Hazardous air pollutants (HAP)	mg/m ³	0	0
Others – please specify	PPM	0	0

Note: SGS India Private Limited, an external agency have carried out independent assessment/evaluation/ assurance for FY 23.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format⁶⁰:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	1485.85	2039.85
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	13554.57	9011.85
Total Scope 1 and Scope 2 Emissions	tCO ₂ e	15040.42	11051.70
Total Scope 1 and Scope 2 emissions per crore rupee of turnover	tCO ₂ e/Crore Rupee	3.18	2.26

Note: SGS India Private Limited, an external agency have carried out independent assessment/evaluation / assurance for FY 23.

58 GRI 303-3, GRI 303-5

59 GRI 303-1, GRI 303-2

60 GRI 302-5, GRI 305-1, GRI 305-2, GRI 305-4

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details⁶¹.

Company is committed to reduce GHG emissions resulting in investing 58.25 crores for lower steam consumption as following:

- i) installing SRTC (Short Retention Time Clarifier) units & addition of 5 falling film evaporators at Balrampur unit,
- ii) change of old Pan to new design at Rauzagaon,
- iii) addition of modular compartment in continuous Pan & installation of semi kastner at Mankapur,
- iv) installation of falling film at evaporator & modification in evaporator configuration at Kumbhi unit,
- v) installation of 3 falling films & 2 Robert bodies at Maizapur unit

thereby enabling steam consumption to 41% for FY 2022-23 from 42% in FY 2021-22 leading to less consumption of energy from non-renewable sources & leading to lower GHG emissions.

8. Provide details related to waste management by the entity, in the following format⁶²:

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)	1393208.23	921692
Plastic waste (A)	10371.18	184.72
E-waste (B)	5.16	1.49
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	4.1	2.43
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	751.05	1334.14
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)\	1382076.74	920168.82
Total (A+B + C + D + E + F + G + H)	1393208.23	921692
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	Hazardous & Non-Hazardous	Hazardous & Non Hazardous
(i) Recycled	19041.74	3918.62
(ii) Re-used	1367539.29	913200
(iii) Other recovery operations	0	0
Total	1386581.03	917118.62
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Non Hazardous	Non Hazardous
(i) Incineration	0	0
(ii) Landfilling	6627.22	4572.28
(iii) Other disposal operations	0	0
Total	6627.22	4572.28

Notes: 1) SGS India Private Limited, an external agency have carried out independent assessment/evaluation/assurance for FY 23.

2) We have improved data collection method which resulted in identification of appropriate waste categories and capacities were also ramped up pursuant to the Capex programme which resulted in higher waste generation this year.

61 GRI 305-5

62 GRI 306-1, GRI 306-3, GRI 306-4, GRI 306-5

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes⁶³.

We have capitalised on our integrated model by investing in cutting-edge technologies so that by-product or waste products of one constitutes raw material or process material for other.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format⁶⁴:

None of our operations/ offices are located in or around ecologically sensitive areas where environmental approvals / clearances are required.

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

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

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format⁶⁵:

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
Yes, we are compliant with applicable environment laws, regulations and guidelines.				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format⁵⁷:

Parameter	FY 2022-23 (in GJ)	FY 2021-22 (in GJ)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	46367202.11	36274232.89
Total energy consumed from renewable sources (A+B+C)	46367202.11	36274232.89
From non-renewable sources		
Total electricity consumption (D)	59872.96	39806.96
Total fuel consumption (E)	19864.25	27270.70
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	79737.21	67077.66

Note: SGS India Private Limited, an external agency have carried out independent assessment/evaluation /assurance for FY 23.

57 GRI 302-1

63 GRI 306-2, GRI 3-3

64 GRI 304-1

65 GRI 303-1

66 GRI 2-27

2. Provide the following details related to water discharged⁶⁷:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	6,11,913	5,59,366
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	6,11,913	5,59,366

Note: SGS India Private Limited, an external agency have carried out independent assessment/evaluation /assurance for FY 2023.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): None of our plant is located in water stress area

For each facility / plant located in areas of water stress, provide the following information⁶⁸:

- i. Name of the area NA
- ii. Nature of operations NA
- iii. Water withdrawal, consumption and discharge in the following format: NA

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water	NA	NA
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		

⁶⁷ GRI 303-4

⁶⁸ GRI 303-4

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(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	NA	NA
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: SGS India Private Limited, an external agency have carried out independent assessment/evaluation /assurance for FY 23.

4 Please provide details of total Scope 3 emissions & its intensity, in the following format⁶⁹:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover	tCO2e/Crore Rupee	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2e/MT	NA	NA

Note: SGS India Private Limited, an external agency have carried out independent assessment/evaluation /assurance for FY 2023.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities⁷⁰.

Since we do not have any operations in ecologically sensitive areas as mentioned above in essential indicator question 10, assessment of direct and indirect impact of our operations on biodiversity is not applicable to us.

⁶⁹ GRI 305-3, GRI 305-4

⁷⁰ GRI 304-2, GRI 304-3

- 6 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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of CPU Units to reduce water consumption.	We have installed a biological treatment base sugar vapour CPU unit in Kumbhi, achieving our target of zero ground water extraction. Fresh ground water used in the sugar process house was replaced with treated water (except for laboratory and drinking)	Kumbhi unit achieved zero ground water extraction

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

Yes, Business Continuity Plans are defined for risks corresponding to High Impact and High Velocity to enable rapid response to address the consequence of such risks when they materialize. Business Continuity Planning is embedded in the Internal Controls and Crisis Management framework for areas like manufacturing units, sales offices, information technology function, etc. Further the disaster management plan is part of the IT & Cyber security policy of the company.

- 8 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.

To conserve resources we promote sustainable farming practices in sugar cane cultivation areas and partly source Bonsucro certified sugar cane. For restoring the organic balance in soil and to enhance agricultural productivity, soil mapping and testing facilities are provided to farmers along with guidance on soil health. These practices result in water conservation and regeneration of soil.

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

Our cane team assist farmers (around 90%) in sustainable farming techniques through integrated cane management system and Balram app.

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/ associations⁷¹.

We are affiliated with 21 (Twenty One) trade and industry chambers including Federation of Indian Chambers of Commerce & Industry (FICCI), Indian Sugar Mills Association (ISMA) and UP Sugar Mill Association (UPSMA)

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	Indian Sugar Mills Association	National
2	UP Sugar Mill Association	National
3	Confederation of Indian Industry	National
4	Federation of Indian Chambers of Commerce	National
5	Indian Chamber of Commerce	National
6	Bharat Chamber of Commerce	National
7	Young President Organisation	National
8	IMC Chamber of Commerce & Industry	National
9	The Institute of Internal Auditors	National
10	MCC Chamber of Commerce & Industry	National

The Company, through its employees and representatives, actively participates in the deliberations at these trade/ chamber/ associations relating to environment, sustainability, trade and economic reforms etc. and making representations to the relevant regulatory bodies during the framing of legislations/ guidelines/ policies.

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 authorities⁷².

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

⁷¹ GRI 2-28

⁷² GRI 2-28

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
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Not Applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development



BCML's CSR vision is 'to contribute for bringing social and economic change to the underprivileged sections of the society in an equitable and sustainable manner and to contribute for livelihood enhancement initiatives for the weaker sections of the society. In doing so, we believe that we are contributing to develop the quality of human life and making a better India.'

BCML has enriched community lives through sustainable livelihoods, education, healthcare, sanitation, and rural infrastructure development in Uttar Pradesh (where its manufacturing facilities are located). The Company collaborates with governments, district authorities, village panchayats, NGOs and other likeminded stakeholders that widen its reach and help to leverage upon the collective expertise, wisdom and experience that these partnerships bring to the CSR activities.

The Company aims and endeavours to be a rural prosperity driver for and its CSR efforts, which are effectuated accordingly for the community members around the peripheral areas of its factories. The Company's efforts have been recognized and the company has been awarded two national level awards i.e. "The CSR Excellence Award", awarded by the ICSI and "Golden Peacock CSR", award by the Institute of Directors in FY 2022-23 for its CSR work.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year⁷³.

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
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Not Applicable

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

Rehabilitation and Resettlement (R&R) is not applicable.

⁷³ GRI 308-2, GRI 413-1

3. Describe the mechanisms to receive and redress grievances of the community⁷⁴.

Yes, we do have a redressal mechanism in place for the communities around our manufacturing units. However, no complaints or grievances were brought to the Company's notice.

Company's societal initiatives are structured in a way to get feedback on the interventions and also understand if communities have any views, issues, complaints and grievances related to these interventions.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers⁷⁵:

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers (Farmers)	100%	100%
Sourced directly from within the district and neighbouring districts	100%	100%

Note: The sugarcane is all purchased from MSME/small producers (farmers) within the district and neighbouring district.

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):

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
1.	Uttar Pradesh	Balrampur	Rs 4.02 crores

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

We do not have a preferential procurement policy, however sugar manufacturing being a major agricultural activity, farmers are the key vendors from whom we procure sugarcane.

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

We procure 100% of cane from farmers

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

100% of our procurement are from local farmers from within the districts

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
1.	We do not engage in intellectual property based on traditional knowledge			

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
Corrective action is not applicable since we do not engage in any intellectual property activities based on traditional knowledge.		

⁷⁴ GRI 2-25, GRI 413-1

⁷⁵ GRI 204-1

6 Details of beneficiaries of CSR Projects⁷⁷:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Quality Education	<ul style="list-style-type: none"> • 50,000+ Students Impacted • Infrastructure Support in 15+ Schools • 792 Mobile Science Lab visits 	100%
2.	Quality Health care	<ul style="list-style-type: none"> • 65,000+ Patients Benefitted • 3 Antenatal Care Centres Supported 	100%
3.	Gender Equality empowerment	<ul style="list-style-type: none"> • 1000 women empowered 	100%
4.	Sustainable Livelihood	<ul style="list-style-type: none"> • 6,500+ Agriculture Equipments distributed to Farmers • 52.5% Average Increase in Annual Agriculture Income 	100%
5.	Environmental conservation	<ul style="list-style-type: none"> • 1,84,000+ Trees Planted Across 40 Villages • 35+ Ponds Cleaned, renovated and recharged • 750+ Solar Lights Installed 	100%

Through its CSR interventions, BCML has impacted more than 12 Lakh+ beneficiaries, including the marginalised section of society, in 372 communities. The most significant impact has been observed with the farmers in Uttar Pradesh, where BCML has supported this community with farm mechanisation and better agricultural inputs.

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible



At BCML, we are committed to providing our consumers with goods and services that are not only safe to use but also create value for them.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback⁷⁶.

The Company ensures customer satisfaction by obtaining informal feedback from the whole sellers/agents from the market. Further, the website of the Company has a specific section where customers can post their queries, grievances, and feedback about the products of the Company which is then expeditiously resolved.

⁷⁶ GRI 2-25

⁷⁷ GRI 413-2

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	All necessary information as per regulatory requirements are disclosed on all our products. Information about FSSAI certification is disclosed on all packaged products.
Recycling and/or safe disposal	

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	12 complaints were received and resolved during the FY 22-23			4 complaints were received and resolved during the FY 21-22.		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						

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

No instances of product recalls on account of safety issues

	Number	Reasons for recall
Voluntary recalls	No instances of product recalls were recorded	No product recalls were received in terms of safety of our product
Forced recalls		

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 policy⁷⁸.

Company has a robust framework and policy in place concerning cybersecurity and risks associated with data privacy, the policy's availability is restricted to internal stakeholders and is not publicly accessible.

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.

At BCML, we have had no instances related to cyber security, data privacy, product recalls or regulatory actions, and therefore no corrective actions were required. Our team remains vigilant in ensuring that our systems, products and services adhere to the highest standards of quality and security, and we continue to work towards ensuring that our stakeholders have complete trust in our operations.

Leadership Indicators

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

Our website can be accessed for product-related details. The weblink is: <https://chini.com>

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

We are bulk manufacturers of sugar, ethanol & potash & since it is not consumer packing, hence we do not have any display of information over and above the regulatory requirements.

⁷⁸ GRI 2-23

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

We have established robust mechanisms to monitor and manage any potential risks of disruption or discontinuation of our essential services. In case of any such risk, we inform our customers through various channels, including our website and direct communication.

This helps us to ensure that our customers are well informed and can take the necessary steps to mitigate any potential impact.

Additionally, we continuously review and update our contingency plans to ensure that we are always prepared to manage any unexpected disruptions.

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)

Not applicable as we sell only in bulk packing

5 Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

We have not received any reports of data breaches

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

There are no instances of data breach in the present year.