21st August, 2026

National Stock Exchange of India Limited Listing Department, 'Exchange Plaza', C/1, G Block, Bandra Kurla Complex, Bandra (E), Mumbai 400051	**BSE Limited** The Corporate Relationship Department 1st Floor, New Trading Wing, Rotunda Building, Phiroze Jeejeebhoy Towers Dalal Street, Fort, Mumbai- 400001
Symbol: **BALRAMCHIN**	Scrip Code: **500038**

Dear Sir/Madam,

Subject: **Business Responsibility and Sustainability Report**

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015 ("Listing Regulations"), please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') of the Company for Financial Year 2025-26. The BRSR forms an integral part of the Company's Integrated Annual Report for the Financial Year 2025-26, submitted to the Exchanges vide letter dated 21st August 2026.

This is for your information and records please.

Thanking you,

Yours faithfully,
For **Balrampur Chini Mills Limited**

MANOJ AGARWAL
Digitally signed by MANOJ AGARWAL
Date: 2026.08.21 19:37:57 +05'30'

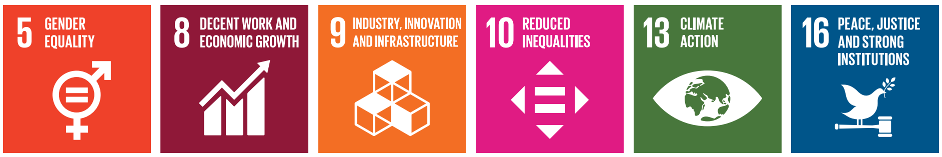
Manoj Agarwal
Company Secretary & Compliance Officer

Encl: A/a

ANNEXURE VI TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A - GENERAL DISCLOSURES



I. Details of the listed entity [GRI 2-1, GRI 2-3]

Sl. No.	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the listed entity	L15421WB1975PLC030118
2.	Name of the listed entity	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) 2287 4749
8.	Website	http://www.chini.com/
9.	Financial year for which reporting is being done[GRI 2-3]	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited
11.	Paid-up Capital	₹20,19,50,436
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report[GRI 2-3]	Name: Mr. Manoj Agarwal Designation: Company Secretary & Head CSR Tel: (033) 2287 4749 Email: esg@bcml.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)[GRI 2-2]	The disclosures made under this report are on a standalone basis for Balrampur Chini Mills Limited
14.	Name of assessment or assurance provider	SGS India Private Limited ("SGS India")
15.	Type of assessment or assurance obtained[GRI 2-5]	BRSR Core: Reasonable BRSR (other indicators): Limited

GRI 2-4: *There are certain restatements due to change in approach and methodology. The effects and reasons have been included under the respective Principles of this report. These restatements would enable consistency and comparability of information for the current year and previous year*

II. Products/services [GRI 2-6]

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

Sl. 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.	65.37% (Sugar sales as a % of total revenue from operations)
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.	26.29% (Industrial alcohol sales as a % of total revenue from operations)
3	Co-generated Power	The Company uses bagasse as primary input for production of green power (electricity) for captive use majorly.	2.93% (Co-generated power sales as a % of total revenue from operations)

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover): [GRI 2-6]

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Sugar	10721	65.37%
2.	Ethanol / Industrial Alcohol	11019	26.29%
3.	Co-generated Power	35106	2.93%

III. Operations[GRI 2-1]

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

Location	Number of Plants	Number of Offices	Total
National	10	4	14
International	0	0	0

19. Markets served by the entity:

a. Number of locations[GRI 2-1]

Location	Number
National (No. of States)	19 States and Union Territories.
International (No. of Countries)	Primarily, sugar for export is supplied through merchant exporters. During the current year part of sugar was exported to Nepal.

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

During the financial year 25-26, the export of the Company was ₹36.57 crores representing 0.58% of total revenue from operations of the Company.

c. A brief on types of customers

At Balrampur Chini Mills Limited, we cater to a diverse customer base across our various product lines:

i. **Sugar –** Our sugar is sold domestically to authorised agents/ institutional buyers only through an extensive network of brokers. For exports, we primarily supply sugar through merchant exporters.

ii. **Co-generated Power –** The power generated from our facilities is supplied to distribution companies via the State Electricity Grid (UPPCL) and also under the Open Access system.

iii. **Industrial Alcohol –** This product is distributed to institutional buyers for various industrial applications.

iv. **Ethanol –** We supply ethanol to both public and private Oil Marketing Companies (OMCs).

v. **Agro Products –** Our agro-based products are sold directly to farmers as well as institutional buyers.

This structured approach ensures seamless distribution and a strong market presence across all our business segments.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled): [GRI 2-7, GRI 2-8]

Sl. No	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
Employees						
1	Permanent (D)	1572	1543	98.16	29	1.84
2	Other than Permanent (E)	49	47	95.92	2	4.08
3	**Total employees (D + E)**	**1621**	**1590**	**98.09**	**31**	**1.91**
Workers						
4	Permanent (F)	4413	4408	99.89	5	0.11
5	Other than Permanent (G)	3471	3462	99.74	9	0.26
6	**Total workers (F + G)**	**7884**	**7870**	**99.82**	**14**	**0.18**

b. Differently abled Employees and workers:

Sl. No	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
Differently Abled Employees						
1	Permanent (D)	5	4	80	1	20
2	Other than Permanent (E)	0	0	0	0	0
3	**Total differently abled employees (D + E)**	**5**	**4**	**80**	**1**	**20**
Differently Abled Workers						
4	Permanent (F)	8	8	100	0	0
5	Other than Permanent (G)	1	1	100	0	0
6	**Total differently abled workers (F + G)**	**9**	**9**	**100**	**0**	**0**

21. Participation/Inclusion/Representation of women [GRI 405-1]

Particulars	Total(A)	No. and percentage of Females	
		No(B)	%(B/A)
Board of Directors	7	3	42.86
Key Management Personnel	5	1	20

22. Turnover rate for permanent employees and workers. *(Disclose trends for the past 3 years)* [GRI 401-1]

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.37%	8.00%	10.33%	12.07%	36.36%	12.34%	11.24%	8.33%	11.22%
Permanent Workers	2.40%	20.00%	2.42%	3.34%	23.53%	3.38%	2.91%	9.09%	2.92%

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures. [GRI 2-2]

Sl. 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	Associate	30.47	No

VI. CSR Details

24.	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii)	Turnover (in ₹.)	₹62,71,14,64,846.70
	(iii)	Net worth (in ₹.)	₹38,39,29,59,199.62

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) [GRI 2-16, GRI 2-25, GRI 2-26]	FY 2025-26			FY 2024-25		
		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, the Company has open channels for communication through regular consultation for receiving and resolving community grievances and feedback. Web-link: https://chini.com/wp-content/uploads/2021/07/CSR-Policy.pdf	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes, the Company has a well-defined grievance redressal mechanism in place to receive, address and resolve concerns and complaints raised by its stakeholders in a timely and transparent manner. Web-link: https://chini.com/contact-us/	0	0	Nil	0	0	Nil
Shareholders	Yes, shareholders may reach out to the Company or our Registrar and Share Transfer Agent via: Email: einward.ris@kfintech.com / investorgrievances@bcml.in Website: www.chini.com Tel: 1800-309-4001	5	0	Nil	13	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) [GRI 2-16, GRI 2-25, GRI 2-26]	FY 2025-26			FY 2024-25		
		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
Employees and workers	Yes, the Company has implemented an effective Whistle Blower covering all employees providing a secure and confidential mechanism to report concerns or unethical practices. Further, to ensure a safe and respectful workplace, the Company has constituted an Internal Complaints Committee in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Policies can be accessed at: https://chini.com/sustainability/governance/policies/	0	0	Nil	0	0	Nil
Customers	Yes, Customers may raise grievances or share feedback through the Sales Team via the contact channels available on the Company's website, via: https://chini.com/contact-us/	9	0	Nil	10	0	Nil
Value Chain Partners	Yes, the Company actively engages with its value chain partners. A dedicated channel is provided on our website for value chain partners to share feedback, raise concerns and seek resolution in a timely manner. Web-link: https://chini.com/wp-content/uploads/2024/07/Supply-Chain-and-Responsible-Sourcing-Policy.pdf	0	0	Nil	0	0	Nil
Other (please specify)	Any other grievances can be communicated via email through the contact details available at the following link: https://chini.com/contact-us/	-	-	-	-	-	-

26. Overview of the entity's material responsible business conduct issues. [GRI 3-1, GRI 3-2]

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.

Balrampur uses Materiality Assessment process to identify business conduct and sustainability issues related to environmental and social matters that pose either a risk or an opportunity to the Company. Independent external agency conduct these assessments periodically. The most recent assessment was completed in 2025.

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 [GRI 3-3]	Financial implications of the risk or opportunity (Indicate positive or negative implications) [GRI 201-2]
1.	GHG Emission	Risk	• Increasing regulatory scrutiny and evolving climate policies heighten compliance obligations. • Managing emissions is critical to strengthening long-term resilience and competitiveness.	• Regular computation and monitoring of Scope 1, 2 and 3 emissions and implementation of a decarbonisation roadmap to achieve carbon neutrality by 2047 and net zero emissions by 2055. • Enhanced utilization of bagasse and molasses for renewable energy generation and ethanol production to reduce fossil fuel dependence and lower carbon intensity.	Negative
2.	Water Management	Risk	• Water scarcity and declining groundwater levels can impact cane cultivation and industrial water requirements. • High dependence on water increases operational vulnerability during dry seasons.	• Adoption of water conservation and water-efficient practices, including reuse, recycling, rainwater harvesting, condensate recovery, cooling tower optimisation and support for drip irrigation among farmers. • Strengthen effluent treatment systems and ensure compliance with zero liquid discharge (ZLD) norms at all our distilleries.	Negative
		Opportunity	• Reusing treated wastewater for non-potable applications reduces freshwater dependency. • Collaboration with communities and stakeholders on watershed initiatives supports shared value creation and local goodwill.		Positive

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 [GRI 3-3]	Financial implications of the risk or opportunity (Indicate positive or negative implications) [GRI 201-2]
3.	Energy Management	Risk	• Dependence on reliable energy availability is critical for uninterrupted manufacturing operations. • Inefficient energy management may adversely impact operational efficiency and climate commitments.	• Continuously improve energy efficiency through process optimisation and adoption of energy-efficient technologies. • Sustain the use of renewable energy, including bagasse-based co-generation, to reduce dependence on conventional fuels.	Negative
		Opportunity	• Efficient energy management lowers operating costs and improves resource efficiency. • Increased utilisation of renewable energy strengthens energy security and supports long-term sustainability goals.		Positive
4.	Climate Change	Risk	• Erratic rainfall patterns and extreme weather conditions impact sugarcane crop cycles, risks to supply chain continuity and plant operations. • Long-term changes in agro-climatic conditions may reduce suitability of traditional cane-growing regions.	• Promotion of climate-resilient farming practices, supported by the Balram App providing real-time weather forecasts and advisories on rainfall, storms and temperature. • In cane areas where the water drainage is not there & where there is water stagnation, growers are advised to keep varieties like CoLK 94184 which can perform even on plots with flood water. Further, every year it is ensured that proper desilting & cleaning of all water bodies & drainage areas is done.	Negative
		Opportunity	• Adoption of climate-smart agriculture in collaboration with farmers improves crop resilience and supply stability. • Aligning with climate goals attracts green financing and improves ESG performance in global markets.		Positive

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 [GRI 3-3]	Financial implications of the risk or opportunity (Indicate positive or negative implications) [GRI 201-2]
5.	Waste Management	Risk	• Increasingly stringent waste management regulations and improper handling or disposal of waste may result in environmental liabilities, regulatory penalties and increased compliance costs. • Rising stakeholder expectations regarding sustainable waste management practices may pose reputational risks and adversely impact stakeholder confidence if waste streams are not managed efficiently and responsibly.	• Implementation of an Environmental Management System (EMS) certified under ISO 14001, with periodic monitoring and compliance mechanisms to ensure effective waste handling, disposal and adherence to applicable environmental regulations. • Regular identification and assessment of environmental aspects and impacts under the ISO framework, coupled with initiatives for responsible waste utilisation, resource recovery and continuous improvement in waste management practices.	Negative
6.	Circular Economy	Opportunity	• Efficient utilisation of sugarcane and its by-products maximises resource efficiency and minimises waste. • Development of bio-based PLA strengthening circular economy practices and creating new sustainable business opportunities.		Positive
7.	Community Engagement	Opportunity	• Strengthening community engagement enhances social license to operate and fosters long-term goodwill. • Collaborating with local stakeholders supports inclusive development and strengthens rural economies with targeted CSR initiatives improving quality of life and regional stability.		Positive

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 [GRI 3-3]	Financial implications of the risk or opportunity (Indicate positive or negative implications) [GRI 201-2]
8.	Occupational Health & Safety	Risk	• Operations involving high temperatures, chemicals and heavy machinery expose occupational hazards, increasing the risk of workplace accidents, injuries and operational disruptions. • Extended working hours in high-temperature environments and physical strain arising from manual handling activities may adversely impact employee health, safety and well-being.	• Implementation of site-specific safety protocols, emergency response drills and provision of certified PPE to strengthen workplace safety and minimise occupational hazards across operational areas. • Undertaking preventive maintenance of machinery, along with regular health check-ups, safety trainings and awareness programmes, particularly those engaged in high-risk operations.	Negative
		Opportunity	• Strengthening occupational health and safety practices through implementation of Hazard Identification and Risk Assessment (HIRA) protocols can help proactively identify risks, reduce workplace incidents and enhance operational resilience. • Adoption and continual improvement of the ISO 45001 Occupational Health and Safety Management System enhance employee well-being, strengthen safety culture and reinforce stakeholder confidence in the Company's responsible business practices.		Positive

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 [GRI 3-3]	Financial implications of the risk or opportunity (Indicate positive or negative implications) [GRI 201-2]
9.	Supply Chain Management	Risk	• Reduced sugarcane availability due to decline in cane cultivation area and farmer preference towards alternate crops. • Variations in cane quality parameters like sucrose content, extraneous matter affects production efficiency and product quality.	• Maintaining engagement with farmers through timely payments, assured procurement, technical support and regular village and factory meetings to strengthen long-term supply relationships and cane availability. • Enhancing supply chain resilience through irrigation support, promotion of climate-resilient cane varieties, timely issuance of supply tickets and facilitation of labour and transportation arrangements to ensure uninterrupted cane procurement and minimise cut-to-crush time.	Negative
		Opportunity	• Each part of the supply chain presents potential for value addition and reduce inefficiencies. • Implementation of a well-structured SCM framework can boost revenues and reduce operational costs.		Positive
10.	Product Quality	Risk	• Non-compliance with quality standards can lead to regulatory actions and reputational damage, affecting consumer trust and brand credibility. • Improper storage, handling or transportation of finished product may cause deterioration in product quality.	• Implementation of robust quality management systems aligned with FSSAI requirements and FSSC 22000 standards, along with end-to-end traceability mechanisms to monitor raw material sourcing and handling from farm to factory, ensuring consistent product quality and food safety. • Monitor warehouse condition, ensure proper packaging, labeling and handling procedures.	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 [GRI 3-3]	Financial implications of the risk or opportunity (Indicate positive or negative implications) [GRI 201-2]
		Opportunity	• Consistently delivering high-quality products strengthens brand loyalty and market differentiation. • Enhanced safety and hygiene standards support compliance with domestic and international food regulations.		Positive
11.	Customer Relations	Risk	• Failure to meet customer expectations in terms of quality, timely delivery or service may impact customer confidence and business relationships. • Non-compliance with product quality and regulatory requirements may adversely affect the Company's reputation.	• Maintain stringent quality control and food safety standards. • Ensure timely grievance redressal and regular engagement with customers to address concerns and strengthen relationships.	Negative
		Opportunity	• Strengthening relationships with institutions, agents and business partners enhancing customer retention and long-term business growth reinforcing the Company's reputation as a preferred supplier. • Strong customer relationships support market expansion and create opportunities for sustained business partnerships.		Positive

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 [GRI 3-3]	Financial implications of the risk or opportunity (Indicate positive or negative implications) [GRI 201-2]
12.	Human Capital	Risk	• Inability to attract, retain and develop skilled talent may affect operational efficiency, leadership continuity and long-term business resilience. • Inadequate training and awareness may lead to operational errors, safety incidents affecting quality deviations and lower employee morale and retention.	• Focus on talent retention, employee development, diversity and inclusion, health and safety, succession planning and nurturing of HiPOT employees to ensure workforce stability and leadership continuity. • Enhancing workplace safety through HIRA-based risk assessments and controls under the ISO 45001 Occupational Health and Safety Management System.	Negative
		Opportunity	• Strengthening workforce capabilities, enhance productivity and operational efficiency. • A diverse and inclusive workforce strengthens organisational reputation.		Positive

SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

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

Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No) [GRI 2-23]	Yes								
b. Has the policy been approved by the Board? (Yes/ No)	Yes								
c. Web Link of the Policies, if available [GRI 2-19, GRI 2-20, GRI 2-23]	1. Water Conservation Policy: https://chini.com/wp-content/uploads/2025/06/Water-Conservation-Policy-Protocols-2025.pdf 2. Environmental, Social and Governance (ESG) Policy: https://chini.com/wp-content/uploads/2025/03/ESG-POLICY.pdf 3. Environment, Health and Safety Policy: https://chini.com/wp-content/uploads/2025/03/EHS-Policy.pdf 4. Policy on Prevention of Sexual Harassment: https://chini.com/wp-content/uploads/2023/02/Prevention_Sexual_Harassment_Policy-1.pdf 5. Anti Bribery Policy: https://chini.com/wp-content/uploads/2023/02/Anti-Bribery-Policy.pdf 6. BCML Code of Fair Disclosure: https://chini.com/wp-content/uploads/2023/02/BCML-Code-of-Fair-Disclosure-1.pdf 7. Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons and their Immediate Relatives: https://chini.com/wp-content/uploads/2025/06/CODE-OF-CONDUCT-TO-REGULATE-MONITOR-AND-REPORT-TRADING-BY-DESIGNATED-PERSONS-AND-THEIR-IMMEDIATE-RELATIVES-NEW.pdf 8. Code of Conduct for Employees (Hindi Version): https://chini.com/wp-content/uploads/2023/02/Code_of_Conduct_All_Employees_Section_Hindi.pdf								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	9. Code of Conduct: https://chini.com/wp-content/uploads/2022/08/Code_of_Conduct.pdf 10. CSR Policy: https://chini.com/wp-content/uploads/2021/07/CSR-Policy.pdf 11. Dividend Distribution Policy: https://chini.com/wp-content/uploads/2022/08/Dividend_Distribution_Policy_2020.pdf 12. Policy for Determination of Materiality of Events: https://chini.com/wp-content/uploads/2023/08/BCML_POLICY-FOR-DETERMINATION-OF-MATERIALITY-OF-EVENTS-INFORMATION-1.pdf 13. Policy on Materiality of Related Party Transaction and on Dealing with Related Party Transactions: https://chini.com/wp-content/uploads/2026/04/RPT-Policy_20.03.2026.pdf 14. Policy on Selection & Remuneration of Directors, KMP and Other Employees: https://chini.com/wp-content/uploads/2023/02/Policy-on-Selection-Remuneration-of-Directors-KMP-and-Other-Employees-T....pdf 15. Policy on Preservation of Documents: https://chini.com/wp-content/uploads/2023/02/Policy_for_preservation_of_documents.pdf 16. Risk Management Framework & Policy: https://chini.com/wp-content/uploads/2026/04/Risk-Management-Framework-Policy_August-2025.pdf 17. Vigil Mechanism Policy: https://chini.com/wp-content/uploads/2024/06/Vigil_Mechanism_Policy.pdf 18. Human Rights Policy: https://chini.com/wp-content/uploads/2024/07/Human-Rights-Policy.pdf 19. Supply Chain and Responsible Sourcing Policy: https://chini.com/wp-content/uploads/2024/07/Supply-Chain-and-Responsible-Sourcing-Policy.pdf 20. Policy on Succession Plan for the Board & Senior Management: https://chini.com/wp-content/uploads/2024/07/Succession-Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)[GRI 2-24]	Yes, the Company has embedded its policies into structured procedures and operational processes to ensure effective implementation across the organisation.								
3. Do the enlisted policies extend to your value chain partners? (Yes/ No) [GRI 2-23]	Yes, some of the enlisted policies extend to our value chain partners.								
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	The Company remains committed to responsible and sustainable business practices. The Company's policies are aligned with the National Guidelines for Responsible Business Conduct (NGRBCs). BCML has obtained ISO 14001:2015 (Environmental Management System) and ISO 45001:2018 (Occupational Health & Safety Management System) certifications, reinforcing its focus on environmental stewardship and employee well-being. BCML's sustainability approach is further guided by the principles of the United Nations Global Compact (UNGC), International Labour Organization (ILO) conventions, and the United Nations Sustainable Development Goals (UN SDGs). The Company also follows the Global Reporting Initiative (GRI) standards for evaluating and disclosing its sustainability performance. In terms of third-party certifications, the Company has obtained the Bonsucro certification for its Rauzagaon unit, and FSSC 22000 certification for three of its manufacturing units. The Mankapur unit underwent an assessment by a third-party auditor approved by The Coca-Cola Company (TCCC) and received a "GREEN – IN COMPLIANCE" rating under TCCC's Supplier Guiding Principles (SGP).								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Additionally, BCML is in the process of securing Bonsucro certification for its Kumbhi unit, further strengthening its commitment to sustainable and responsible operations.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company's sustainability strategy is centred on improving energy efficiency, increasing the use of renewable energy and embedding sustainable business practices across its operations and value chain. As part of its voluntary commitment towards climate action, the Company has established FY 2024 as the baseline year for its long-term decarbonisation journey and has pledged to achieve Carbon Neutrality by 2047 and Net Zero emissions by 2055, in alignment with India's broader climate ambitions. The Company is also committed to advancing circular economy principles. These commitments reflect the Company's long-term vision of integrating sustainability into its business strategy and creating enduring value for all stakeholders. As a part of long term sustainability roadmap - 2030, the Company targets near zero freshwater withdrawal across most sugar units through water reuse and recycling. It aims to achieve a 40% reduction in freshwater withdrawal across sugar and distillery units by 2030, against FY 2023 baseline. Targets has also been established to achieve a 10% reduction in overall waste generation by FY 2030 taking FY 2024 as baseline.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	BCML has continued to strengthen its ESG performance through focused efforts towards its sustainability goals and commitments. The Company has identified key material issues and aligned its operations to support long-term sustainable growth, while reporting its ESG disclosures in accordance with the Global Reporting Initiative (GRI) Standards. The Company continues to make steady progress towards its sustainability commitments through focused implementation of its decarbonisation and resource efficiency initiatives. Renewable sources continued to account for over 99% of the Company's total energy consumption. The Company remains on track to achieve its long-term decarbonisation targets and continues to strengthen its greenhouse gas management in line with its Carbon Neutrality by 2047 and Net Zero by 2055 commitments. As part of progression towards circular economy, the Company is progressing with the establishment of its Poly Lactic Acid (PLA) manufacturing facility and has also secured its first order from the Lucknow Cantonment Board, marking an important milestone in advancing sustainable and bio-based product solutions.								
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) [GRI 2-22]	BCML's approach to sustainable development is firmly embedded within its business strategy, with a strong focus on creating long-term value while advancing environmental and social priorities. The Company continues to expand its presence in the green economy through ethanol production, a clean biofuel that contributes towards reducing dependence on fossil fuels and lowering carbon emissions. Further reinforcing its commitment towards innovation and circular economy principles, BCML is progressing with its PLA project for manufacturing biodegradable and bio-based alternatives to conventional plastics from renewable resources. As a responsible corporate entity, BCML continues to focus on water conservation, energy efficiency, resource optimisation and waste management through integrated sustainability initiatives across its operations and value chain. The Company also undertakes impactful CSR initiatives focused on education, healthcare, skill development and rural development in communities surrounding its manufacturing facilities, thereby supporting inclusive growth and sustainable community development.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Further, BCML continues to strengthen its Environment, Health and Safety (EHS) practices as part of its broader commitment towards responsible growth, environmental stewardship and long-term value creation.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). [GRI 2-10, GRI 2-12, GRI 2-13, GRI 2-14]	The Board of Directors has the overall responsibility for overseeing the implementation and effectiveness of the Company's policies and sustainability commitments. While the oversight of specific policies and related matters has been delegated to the respective Board Committees and, any significant changes, revisions or recommendations to such policies are placed before the Board for its consideration and approval.								
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. [GRI 2-9]	Yes, the Environmental, Social and Governance Committee has been constituted with the task of overseeing sustainability-related matters. The details of the composition of the committee is provided below:								

Name	DIN	Designation
Mr. Chandra Kishore Mishra	02553126	Chairperson, Independent Director
Mr. Vivek Saraogi	00221419	Chairman & Managing Director
Dr. Indu Bhushan	09302960	Lead Independent Director
Mr. Praveen Gupta	09651564	Whole–Time Director
Ms. Veena Hingarh	00885567	Independent Director
Ms. Avantika Saraogi	03149784	Executive Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Performance is assessed and follow-up actions are taken for each principle as applicable, based on the mentioned policies and their respective SOPs.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Committees of the Board conduct reviews, and if necessary, the Board of Directors also addresses these during its meetings.									Annually and/ as per latest amendments in regulations as and when required.								

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.

Sr. no	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Yes, CARE Analytics & Advisory Private Limited has evaluated the policies of the Company.								

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)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	16	• Executive Presence • Artificial Intelligence and New Labour Codes • Risk Management • Insider Trading and Company's Policies • Overview of business sectors • EHS and ESG topics including GHG emissions, Life Cycle Assessment, Decarbonisation Roadmap • ISO 14001 and ISO 45001 • Regulatory Updates • On-site plant visit for Safety Orientation	100%
Key Managerial Personnel			100%
Employees other than BoD and KMPs	1317	Technical/ Functional, Behavioural/ Leadership, Commercial, Cane, IT, EHS, POSH and other Company's Policies	97%
Workers	1357	Technical/ Functional, Behavioural, EHS	97%

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) [GRI 2-27]

Monetary

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	NIL				
Settlement					
Compounding fee					

Note: During FY 2025-26, no fines or penalties were imposed on or paid by the Company that exceeded the materiality thresholds prescribed under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Non-Monetary

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

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.

Sl. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NIL		

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy[GRI 205-2]

Yes, the Company has an Anti-Bribery Policy that reinforces its commitment to maintaining high standards of ethics, integrity and responsible business conduct. The Policy is applicable to all Directors, employees across all functions and locations of the Company and prohibits any direct or indirect involvement in bribery or corrupt practices.

Any violation or non-compliance with the Policy shall be reported to the Managing Director/ the Audit Committee of the Board. Web-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/ corruption:[GRI 205-1, GRI 205-3]

Category	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest: [GRI 2-15]

Category	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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:

No fines, penalties or actions were imposed by regulators, law enforcement agencies or judicial institutions concerning cases of corruption or conflicts of interest.

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

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	20	23

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	64.73%	68.03%
	b. Number of dealers / distributors to whom sales are made	22	22
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	71.42%	70.88%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	96.58%	96.61%

Notes:

1. *The percentage of purchases from RPTs is negligible. Hence, we have not disclosed in the above table*
2. *SGS India Private Limited, an external agency has carried out independent assessment/evaluation.*

Leadership Indicators

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

Sl. No.	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
1.	15000	The Company conducted awareness programmes to educate the farmers about varietal replacement, improved seed availability developed by Tissue Culture techniques, new agronomic technique required to increase yield, cane mechanization, disease & pest control, soil testing.	90%

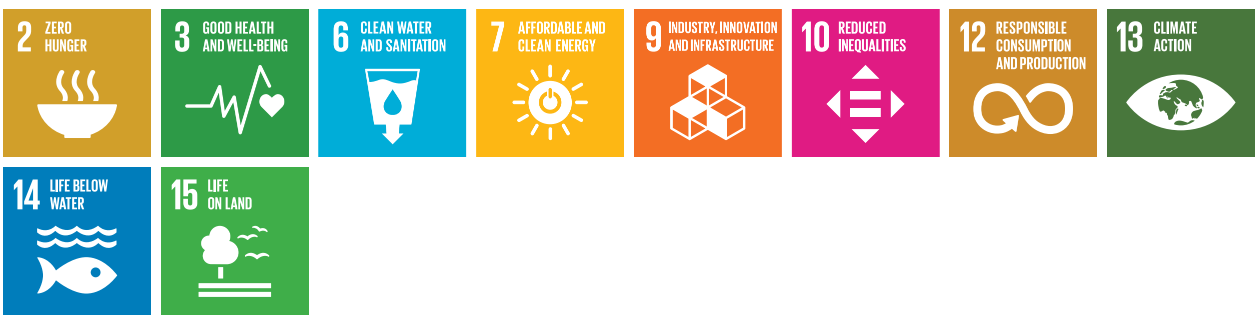
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has adopted a comprehensive Code of Conduct applicable to Directors and Senior Management Personnel, which lays down the standards of integrity, professional conduct and governance expected while discharging their responsibilities.

The Directors are required to make timely disclosures of any actual or potential conflicts of interest, thereby ensuring transparency, accountability and ethical decision-making.

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

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



Essential Indicators

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

Category	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Though we have soil testing labs and tissue culture lab, however, no separate department is categorized as R&D.

Category	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
Capex	Negligible	Nil	Significant investments have been made in technologies and infrastructure aimed at improving process efficiencies and reducing emissions and effluents. However, these investments have not been separately accounted for. Additionally, capital expenditure is being incurred for the ongoing PLA plant, which is expected to enhance the environmental and social impact of the product.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)[GRI 308-1]

Yes, the Company has established procedures for sustainable sourcing and has adopted a Supply Chain and Responsible Sourcing Policy. The Company promotes improved agronomic practices and climate-resilient agriculture through continuous farmer engagement and its network of cane centres, along with distribution of soil health cards and organic manure to enhance soil health and productivity. Our Rauzagaon unit was Bonsucro certified during FY 2025-26, reaffirming the commitment to sustainable sourcing. Further, the Life Cycle Assessment (LCA) of sugarcane indicates net negative greenhouse gas emissions, reflecting a positive attribute associated with the Company's sugarcane value chain.

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

Yes, 100% of the Company's key raw material requirements are sourced sustainably from local and nearby farmers. The Company maintains close engagement with farming communities and has established procurement and collection mechanisms to facilitate efficient sourcing and transportation of sugarcane from nearby villages and cane centres to the manufacturing units.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste[GRI 306-2]

BCML has implemented a structured waste management system following ISO:14001 and aligned with circular economy principles to ensure safe reuse, recycling, and disposal of wastes and by-products, with continuous focus on waste reduction and resource recovery.

1. **Plastic Waste:** Plastic waste is segregated at source into recyclable and non-recyclable categories. Reusable containers such as drums are cleaned and reused internally. Non-reusable plastics are disposed of through authorized recyclers in compliance with Plastic Waste Management Rules, 2016 and Extended Producer Responsibility (EPR).
2. **E-waste:** E-waste is tracked through inventory systems and disposed off through CPCB/SPCB authorized recyclers. Recent improvisation regarding refurbishment and reuse of IT equipment, promotion of digitalization, and maintenance of disposal records.
3. **Hazardous Waste:** Hazardous waste is stored in designated areas with proper labelling and spill control. Disposal is carried out through authorized TSDFs using manifest tracking as per regulatory requirements.
4. **Bio-medical Waste:** Bio-medical waste is segregated and disposed off through authorized agencies as per regulatory norms. Regular audits and staff training is done for safe handling.
5. **Construction & Demolition Waste:** Mostly Construction & Demolition waste is reused for construction works such as road base and concrete applications wherever feasible.
6. **Sugar Manufacturing & Bioenergy:** Bagasse is used for renewable power generation. Boiler ash is used in fertilizer manufacturing, and CO_2 is recovered for industrial use.
7. **Ethanol & Alcohol Production:** Operations follow Zero Liquid Discharge (ZLD) technology. Press mud and filter cake are converted into bio-manure and utilized for CBG generation.
8. **Power Generation:** Green power is generated from biomass residues i.e. Bagasse, Slop, Biogas reducing fossil fuel dependency.

9. **DDGS Production:** DDGS is recovered as a valuable by-product in our grain-based ethanol plant which is used for making animal feed.

10. **PLA Manufacturing:** Bio-based PLA is produced as a biodegradable alternative to conventional plastics thereby promoting sustainable materials and supporting circular packaging solutions.

11. **Monitoring & Governance:** Waste management systems are regularly reviewed under the Integrated Management System (IMS). Internal audits, waste tracking, vendor compliance verification, and waste reduction targets are also followed to keep track of the same.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's operations, wherever mandated. The Company remains compliant with the applicable EPR plan submitted to the Pollution Control Boards. BCML recognises its responsibilities under the EPR framework and remains committed towards responsible recycling and environmentally sound end-of-life management practices.

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.
10721	Sugar	65.37%	Cradle to Grave	Yes	Yes, in page no. 87 of the Integrated Annual Report
11019	Ethanol	26.29%	Cradle to Grave	Yes	Yes, in page no. 87 of the Integrated Annual Report

Notes: The numbers provided are % of total turnover contributed by the products for the entire Company. LCA was conducted for Kumbhi (Sugarcane and Sugar) and Gularia (Sugarcane, Sugar & Ethanol) earlier. The same is reported in page no 87.

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

Sl. No.	Name of Product / Service	Description of the risk / concern	Action Taken

No significant environmental concerns or risks were identified through the Life Cycle Assessment (LCA) conducted for the Company's products, namely Sugar and Ethanol (Cradle-to-Grave), as well as its key raw material, Sugarcane (Cradle-to-Gate). The assessment indicates that the products manufactured and sold by the Company do not have any material adverse environmental impact across the assessed lifecycle stages.

For a detailed overview of the Life Cycle Assessment (LCA), please refer to page no. 87 of the Integrated Annual Report.

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). [GRI 301-2]

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25

It is currently difficult to quantify the amount of reused or recycled input material due to the following reasons:

- Water received through incoming raw material i.e. sugarcane, is recycled and reused to the maximum extent to minimize ground water extraction.
- Similarly, fiber generated from sugarcane is utilized as fuel for generation of steam and power.
- Packing materials used for sugar bags are recycled through authorized vendor.

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: [GRI 301-3]

Particulars	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	1288	1932	0	2997.11	0
E-waste	3.64	8.75	0	4.25	9.32	0
Hazardous waste	0	123.59	0	0	83.74	0
Other waste	25102.73	18645.77	0	17867.41	22399.70	0

Note: From FY 2025–26 the EPR obligations under the Plastic Waste Management Rules (PWMR), 2016 have been revised and the target has been divided into two categories: Recycling Target (40%) and End-of-Life (EOL) Disposal Target (60%).

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category [GRI 301-3]

Sl. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable	

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

Essential Indicators

1. a.Details of measures for the well-being of employees: [GRI 401-2]

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	1543	1543	100	1543	100	0	0	1543	100	0	0
Female	29	29	100	29	100	29	100	0	0	0	0
Total	**1572**	**1572**	**100**	**1572**	**100**	**29**	**1.84**	**1543**	**98.16**	**0**	**0**

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)
Other than Permanent Employees											
Male	47	0	0	2	4.26	0	0	0	0	0	0
Female	2	0	0	0	0	0	0	0	0	0	0
Total	**49**	**0**	**0**	**2**	**4.08**	**0**	**0**	**0**	**0**	**0**	**0**

b. Details of measures for the well-being of workers: [GRI 403-8]

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	4408	4408	100	4408	100	0	0	4408	100	0	0
Female	5	5	100	5	100	5	100	0	0	0	0
Total	**4413**	**4413**	**100**	**4413**	**100**	**5**	**0.11**	**4408**	**99.89**	**0**	**0**
Other than Permanent Workers											
Male	3462	0	0	3382	97.69	0	0	3382	97.69	0	0
Female	9	0	0	9	100	9	100	0	0	0	0
Total	**3471**	**0**	**0**	**3391**	**97.70**	**9**	**0.26**	**3382**	**97.44**	**0**	**0**

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.31%	0.31%

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

2. Details of retirement benefits, for Current FY and Previous Financial Year. [GRI 201-3]

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees.	No. of workers covered as a % of total workers.	Deducted and deposited with the authority (Y/N/N.A.).	No. of employees covered as a % of total employees.	No. of workers covered as a % of total workers.	Deducted and deposited with the authority (Y/N/N.A.).
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	0.95	0.88	Yes	0	0.30	Yes
Others – please specify	NA	NA	NA	NA	NA	NA

Note: Seasonal industry is not covered under ESI. While some division of some units are applicable for ESI. However ESI is applicable to Head Office which is under Shop Establishment.

3. Accessibility of Workplace

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.

The Company is committed to fostering an inclusive and accessible workplace and continues to enhance accessibility across its offices and units. Measures undertaken include the provision of ramps and lifts, wherever feasible, to facilitate mobility for persons with disabilities, along with ensuring adequate lighting, safe walkways and barrierfree access in common areas. Accessibility considerations are incorporated into infrastructure development and upgradation initiatives, reflecting the Company's ongoing commitment to creating a safe, supportive and inclusive work environment for all.

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

The Company is committed to fostering a diverse, equitable and inclusive workplace that provides equal opportunities to all individuals, including persons with disabilities. Our commitment to non-discrimination, diversity and inclusion is embedded in our Code of Conduct and ESG Policy.

The Company follows fair and equitable remuneration practices based on role, qualifications, experience and performance, and continues to promote an inclusive work environment through appropriate policies, awareness initiatives and measures aimed at strengthening diversity and inclusion across the organisation.

Organisations policies can be assessed at the following link: https://chini.com/sustainability/governance/policies/

5. Return to work and Retention rates of permanent employees and workers that took parental leave. [GRI 401-3]

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	**100%**	**100%**	**100%**	**100%**

Note: Parental Leave includes both maternity and paternity leaves

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief. [GRI 2-25]

Category	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The Company has established a Vigil Mechanism Policy applicable to all Directors and employees, providing a secure and confidential mechanism to report concerns relating to unethical conduct, misconduct or violation of the Code of Conduct. The mechanism operates under the oversight of the Chairman of the Audit Committee and provides safeguards against retaliation, thereby promoting a culture of transparency, integrity and accountability. The policy is available at: https://chini.com/wp-content/uploads/2024/06/Vigil_Mechanism_Policy.pdf
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity: [GRI 2-30]

Category	FY 2025-26			FY 2024-25		
	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	1572	0	0	1483	0	0
- Male	1543	0	0	1463	0	0
- Female	29	0	0	20	0	0
Total Permanent Workers	4413	981	22.23	4537	1570	34.60
- Male	4408	981	22.25	4530	1570	34.66
- Female	5	0	0	7	0	0

8. Details of training given to employees and workers: [GRI 404-2]

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1590	1542	96.98	1141	71.76	1486	1456	97.98	1082	72.81
Female	31	30	96.77	12	38.71	21	21	100	10	47.62
Total	**1621**	**1572**	**96.98**	**1153**	**71.13**	**1507**	**1477**	**98.01**	**1092**	**72.46**
Workers										
Male	7870	7634	97.00	3492	44.37	7906	7748	98.00	2685	33.96
Female	14	14	100	3	21.43	41	40	97.56	6	14.63
Total	**7884**	**7647**	**96.99**	**3495**	**44.33**	**7947**	**7788**	**98.00**	**2691**	**33.86**

Note: Employees and Workers include both permanent & non-permanent.

9. Details of performance and career development reviews of employees and worker: [GRI 404-3]

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (C / D)
Employees						
Male	1590	1283	80.69	1486	1359	91.45
Female	31	19	61.29	21	10	47.62
Total	**1621**	**1302**	**80.32**	**1507**	**1369**	**90.84**
Workers						
Male	7870	6152	78.17	7906	6808	86.11
Female	14	12	85.71	41	41	100
Total	**7884**	**6164**	**78.18**	**7947**	**6849**	**86.18**

Note: For the purpose of career development, we consider only permanent employees and workers.

10. Health and Safety Management System

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system? [GRI 403-1, GRI 403-3, GRI 403-6]

Yes, Health and safety management system usually covers the following areas:

1. **Policy Development:** Establishment of a clear Occupational Health and Safety (OHS) Policy demonstrating the organization's commitment to ensuring a safe and healthy workplace.
2. **Risk Assessment:** Systematic identification of workplace hazards, assessment of associated risks, and implementation of appropriate control measures to mitigate them.
3. **Legal Compliance:** Ensuring adherence to relevant health and safety legislation and regulations.
4. **Training and Awareness:** Conducting regular training programs, toolbox talks, and awareness sessions for employees and contractors on safe work practices and emergency procedures.
5. **Incident Reporting:** Establishing procedures for reporting and investigating health and safety incidents, near miss unsafe act and unsafe condition.
6. **Emergency Preparedness:** Developing and implementing emergency response plans and procedures to effectively handle accidents, fires, and other emergencies.
7. **Performance Monitoring:** Regular monitoring and evaluation of health and safety performance through inspections, audits, and review of key performance indicators (KPIs).

8. **Continuous Improvement:** Ensuring continual improvement through periodic review of safety procedures, incorporating feedback, and learning from incident investigations.

9. **Implementation of ISO 14001 & 45001:** For strengthening the safety management system across all sites and the Head Office, an Integrated Management System (IMS) for Environmental Management and Occupational Health & Safety has been implemented in line with ISO 14001 and ISO 45001 standards.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? [GRI 403-2]

Identifying work-related hazards and assessing associated risks is a key element of maintaining a safe working environment. The organization has established structured processes for both routine and non-routine activities, as detailed below:

Routine Hazard Identification and Risk Assessment

1. **Inspections and Audits:**
   - Conduct regular workplace inspections to identify potential hazards.
   - Carry out safety audits at all distillery units to assess compliance with health and safety regulations and internal policies.
2. **Risk Assessment Frameworks:**
   - A standardized framework for Hazard Identification and Risk Assessment (HIRA) has been developed and implemented across all sites.
   - Risk assessment is carried out using defined methodologies, including risk matrices to evaluate the likelihood and severity of potential incidents.
3. **Employee and Worker Involvement:**
   - Safety committee meetings and mass communication programs are conducted to enhance workforce participation.
   - Suggestion schemes are in place to encourage inputs from employees on EHS and productivity improvements.
   - Engage employees and worker during regular awareness/ promotional programs.
   - Encourage reporting potential hazards and near misses through established channels.
4. **Review of Incident Reports:**
   - Analyse past incidents, near misses, and unsafe act/ condition to identify recurring hazards.
   - Learnings from such analyses are incorporated into risk assessment and control measures.
5. **Training and Awareness Programs**:
   - Conduct training sessions to educate employees and worker on recognizing hazards and understanding safety protocols.
   - Toolbox talks and safety briefings are conducted to reinforce awareness on a continuous basis.
6. **Health and Safety Walkthroughs:**
   - Periodic safety walkthroughs are conducted by management and safety personnel to identify potential risks and ensure compliance.

Non-Routine Hazard Identification and Risk Assessment

1. **Permit to Work Systems:**
   - A structured PTW system is implemented for high-risk and non-routine activities to ensure hazards are identified and controlled prior to commencement of work.
   - Permits include detailed requirements for risk assessment, hazard identification, and control measures.
2. **Task-Specific Risk Assessments:**
   - Develop thorough risk assessments for non-routine tasks, ensuring that all potential hazards are considered.
   - Involve relevant experts or personnel in these assessments to gather insights on potential risks.

3. **Pre-Job Safety Meetings:**
   - Pre-job safety briefings are conducted before initiating non-routine activities to discuss hazards and control measures.
   - Encourage input from all workers involved, including those with specific expertise or insight.
4. **Contingency Planning:**
   - Prepare contingency plans for non-routine scenarios that could lead to unexpected hazards or situations.
   - Identify emergency response procedures and safety equipment needed for these tasks.
5. **Monitoring and Review:**
   - Continuous monitoring is carried out during execution of non-routine tasks to identify emerging risks.
   - Post-job reviews are conducted to evaluate effectiveness and capture lessons learned.
6. **Documentation and Continuous Improvement**
   - All risk assessments, incident reports, inspection findings, and audit records are documented and maintained for tracking and compliance.
   - Risk assessments and safety procedures are periodically reviewed and updated to reflect changes in processes, equipment, and regulatory requirements.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)[GRI 403-4, GRI 403-5]

Yes, the Company has established mechanisms that enable workers to report work-related hazards, unsafe conditions and safety concerns without fear of retaliation.

A structured system is in place for reporting unsafe acts, unsafe conditions, near-misses, and incidents. All reported cases are thoroughly investigated, and appropriate corrective and preventive actions (CAPA) are implemented based on root cause analysis. EHS Policy allows workers to stop work or remove themselves from any situation they perceive as unsafe, without fear of retaliation or disciplinary action.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) [GRI 403-7]

Yes, employees and workers have access to non-occupational medical and healthcare services. As part of its commitment to employee well- being, the Company provides healthcare support beyond work-related medical requirements, including periodic health check-ups, access to medical consultations and health awareness; few initiatives are listed below:

- Provision of comprehensive healthcare benefits covering medical services such as general health insurance, wellness programs such as yoga day, etc.
- Organization provides medical support for both occupational and non-occupational injuries and illnesses, ensuring timely treatment and care.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.43	0.38
	Workers		
Total recordable work-related injuries[GRI 403-9]	Employees	1	7
	Workers	8	0
No. of fatalities	Employees	0	0
	Workers	3	1
High consequence work-related injury or ill-health (excluding fatalities)[GRI 403-10]	Employees	1	0
	Workers	0	0

Note: SGS India Private Limited, an external agency has carried out independent assessment/ evaluation

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

The Company follows a comprehensive approach towards workplace health and safety, encompassing the following policies, practices and capacity-building initiatives:

1. **Safety Policies and Procedures:** Developing and implementing comprehensive health and safety policies that is easily accessible to all employees. This may include protocols for emergency situations, reporting accidents, and responding to hazardous materials.
2. **Training & Awareness:** Providing regular training sessions for employees/ worker on workplace safety, emergency response, proper equipment handling. Specialized training may be necessary for Job.
3. **Personal Protective Equipment (PPE):** Adequate PPE is provided to all employees and workers, along with training on proper usage. Mandatory PPE includes safety helmets, reflective jackets, and safety shoes. Job-specific PPE such as gloves, aprons, goggles, safety harnesses, and respiratory protection are provided based on risk assessment.
4. **Health Programs:** Implementing wellness initiatives, such as programs for mental health, stress management, and healthy living, to promote overall employee well-being.
5. **Risk Assessments:** Conducting regular risk assessments to identify potential hazards in the workplace and taking appropriate measures to mitigate them.
6. **Clean Work Environment:** Maintaining a clean and organized workspace to prevent accidents and reduce the risk of illness. This includes proper waste disposal, sanitation, and regular cleaning schedules.
7. **Regular Audits/ Inspections:** Periodic safety audits and inspections are carried out to ensure compliance with regulatory requirements, internal standards, and identify opportunities for improvement.
8. **Open Communication:** Effective communication channels such as safety committees, meetings, and suggestion schemes are established to encourage employees to report safety concerns without fear of retaliation.
9. **Emergency Preparedness:** Creating and practicing emergency response plans, including fire drills, mock drill, evacuation procedures and first aid training. Ensuring that emergency exits are clearly marked and accessible.
10. **Health Screenings:** Providing regular health screenings or assessments to monitor employee health and identify potential issues early.

13. Number of Complaints on the following made by employees and workers: [GRI 2-25]

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

While addressing safety-related incidents in the workplace, BCML adopts a proactive and systematic approach to implement corrective actions, prevent recurrence, and continuously improve safety standards.

1. **Investigation of Incidents:** A standardized protocol for incident investigation has been developed at the Head Office and is implemented across all units. Incidents are broadly categorized into:
   - Fatal incidents
   - Non-fatal but critical incidents, including reportable incidents, major property damage, and serious near-miss cases

   All such incidents are thoroughly investigated to identify root causes and develop effective action plans to prevent recurrence across all units.

   Root Cause Analysis (RCA):
   - Look beyond immediate causes (e.g., carelessness) to discover underlying factors.
   - Ask why a shortcoming existed and why it wasn't addressed earlier.
   - Factors may include equipment issues, outdated procedures or inadequate training.

   Develop Corrective Action Plans (CAPA):
   - Based on investigation findings, both immediate and long-term corrective actions are defined.
   - Actions may include hazard elimination, process improvements, or policy revisions.

   Evaluate Effectiveness of CAPA periodically:
   - CAPA implementation is tracked, and its effectiveness is periodically evaluated to ensure sustained improvement.

2. **Health and Safety Policy:** Health and Safety Policy is periodically reviewed and updated in line with changing requirements. The policy clearly defines roles and responsibilities at all levels and includes mandatory safety rules, such as the use of reflective jackets as mandatory PPE.

3. **HIRA Protocol and LOTOTO:** Introducing HIRA protocols along with the LOTOTO implementation in all units for proper hazard identification and risk assessment accordingly. Similarly for maintenance activities proper energy isolation is also mandated in all BCML sites.

4. **Training & Awareness:** Training and education is very important aspects for any injury/ incident prevention programs and here, detailed exercise is being done to identify the TNI (Training Need Identification) under the consultation with concerned HODs/ Sectional Heads. EHS related training is to be executed round the year on different topics and according to requirements and learning from other incidents. In addition of above, mandate safety induction programme, visitor induction programmes also implemented at all sites.

5. **Other Measures:**
   - **Leadership Commitment:** Ensure management demonstrates a commitment to safety, setting the tone for the entire organization.
   - **Employee Involvement:** Foster a culture where employees are encouraged to participate in safety discussions and provide feedback.
   - **Engineering Controls:** Invest in redesigning processes or equipment to eliminate hazards (e.g., installing guards or automated systems).
   - **Administrative Controls:** Change work procedures or policies to minimize risks, such as job rotation or increased rest breaks to reduce fatigue.
   - **Continuous Monitoring:** Use technology and systems to monitor safety compliance and incident trends continuously.
   - **Feedback Mechanisms:** Establish and promote channels for employees and worker to report safety concerns or near misses without fear of repercussions.
   - **Regulatory Compliance (Adhered to Standards):** Ensure compliance with applicable safety regulations and standards.
   - **Engagement with Regulators:** Maintain open communication with regulatory bodies for guidance and updates on best practices.

BCML management is taking proactive and systematic approach to health and safety management. It's essential to not only react to incidents but also to establish a framework that prevents future occurrences and fosters a safe working environment.

Leadership Indicators

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

Yes, the Company provides life insurance coverage to employees and workers as part of its employee welfare framework, offering financial security to their families in the event of an unforeseen demise. The coverage is administered through empanelled insurance providers in accordance with the Company's policies and applicable guidelines. In addition, in the event of a workplace incident, the Company extends support through accident compensation, life insurance and medical claim benefits in line with its internal policies.

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

BCML adopts a diligent approach to ensure compliance by its value chain partners with respect to statutory deductions and deposits. Payments are released only after required compliance documents are submitted as per the required SOPs set by the Company.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	1	0	In cases of high-consequence injury or ill health, BCML makes every effort to assign a suitable job role to the affected employee/ worker, subject to their medical fitness and capability. In the event of a fatality, all statutory dues along with additional monetary support to the deceased employee's family. However, employment to a family member is considered only if the family member possesses the required qualifications/skills for a suitable position, subject to availability of suitable vacancy within the organisation.	
Workers	3	1		

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)

Currently, the Company does not have a formal transition assistance programme to facilitate continued employability following retirement or separation from service. However, the Company ensures that all statutory obligations, employee benefits and full-and-final settlements are processed in accordance with applicable laws and internal policies.

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	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. Assessment has been carried out for value chain partners (farmers) to evaluate health and safety and working conditions. All applicable rules and regulations are followed to mitigate 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.

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 entity

During the year, the Company, through an independent third-party undertook a comprehensive materiality assessment, engaged with key stakeholder groups, including employees, vendors, shareholders, customers and local communities, to understand the material issues relevant for the Company by conducting an online survey. The insights gathered helped identify and prioritise material ESG issues and served as an important input for the Company's sustainability strategy and action plans. By embedding stakeholder perspectives into its business decisions and reporting practices, the Company seeks to foster long-term value creation and sustainable growth.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group [GRI 2-29, GRI 407-1]

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Government & Regulatory Authorities	No	• Communication with regulatory Bodies • Regulatory filings and disclosures • Advocacy meetings through associates • Engagement through industry associations and chambers	Annually/ On-going/ need based	• Compliance with laws, rules and regulations • Obtaining permissions, licenses, waivers, clarifications, business development approvals • Submission of regular statutory reports, returns and disclosures
2.	Shareholders	No	• Company website • Annual General Meeting • Investor/Analyst meet • Quarterly results • Stock Exchange Disclosures • Press Releases and Public Announcements	On-going/ need based	• Financial and operational performance • ESG performance, sustainability commitments and related risks/ opportunities • Corporate governance practices • Transparency, quality and timeliness of disclosures in the public domain • Resolution of shareholder queries, concerns and grievances

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
3.	Employees	No	• Training & Awareness • Performance appraisals • Grievance redressal mechanism • Email Communication/ newsletters • Human Resource Portals • Surveys and Feedback Forms	On- going/ need based	• Occupational health and safety • Rewards and recognition • Empowering work environment • Training and capacity building • Code of Conduct and corporate policies • Employee welfare programs
4.	Vendors (including farmers)	Yes	• Vendor & Farmer meets • Training and awareness Programs • Periodic Assessments • Balram App • Kisan Suvidha Portal • Visits by cane personnel for on ground support • Video, trainings and demonstration • Email Communication/ newsletters	On-going / need based	• Align on timely delivery schedules and material requirements • Innovation & product development • Sustainable sugar cane production and sourcing • Supplier assessment and training • Access to latest farming technique and smart agriculture
5.	Customers	No	• Company website • Social media channels and online engagement • Forums, meets	Annually/ On-going/ need based	• Gather feedback on product satisfaction • Complaint resolution • On-time delivery • Product safety • Communicate about product specifications & guidelines

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
6.	Communities	Yes	• Community outreach programs • Engagement through local NGOs • Impact Assessment • In-person meetings • Monitoring personnel visits.	Annually/ On-going/ need based	• Awareness Drives • Sustainable Livelihood and Women empowerment • Employment, Education, and Health • Address environmental impacts • Infrastructure development

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board[GRI 2-12]

The Company regularly engages with its stakeholders through investor concalls, interactions of cane personnel with farming communities and direct engagement by senior management and Executive Directors. Insights derived from these engagements and the independent materiality assessment are considered in identifying material issues and aligning the Company's strategic priorities with stakeholder expectations and sustainable business practices.

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

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 the 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 procuring cane at fair prices.

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

Farmers are among the Company's key stakeholders, and the Company remains committed to strengthening farmer welfare and promoting sustainable sugarcane cultivation. Initiatives such as issuance of Soil Health Cards, operation of tissue culture laboratories, provision of agricultural inputs, farmer awareness programmes and rural development interventions help address farmer concerns, enhance productivity and improve livelihoods.

PRINCIPLE 5 - Businesses should respect and promote human rights

1 NO POVERTY | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 10 REDUCED INEQUALITIES

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format: [GRI 410-1]

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	%(B / A)	Total(C)	No. of employees / workers covered (D)	%(D / C)
Employees						
Permanent	1572	646	41.09	1483	948	63.92
Other than permanent	49	3	6.12	24	3	12.50
Total Employees	**1621**	**649**	**40.04**	**1507**	**951**	**63.11**
Workers						
Permanent	4413	1839	41.67	4537	2825	62.27
Other than permanent	3471	841	24.23	3410	1043	30.59
Total Workers	**7884**	**2680**	**33.99**	**7947**	**3868**	**48.67**

Note: Only structured training programmes have been considered.

2. Details of minimum wages paid to employees, in the following format: [GRI 405-2, GRI 202-1]

Category	FY 2025-26					FY2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C / A)		No.(E)	% (E /D)	No.(F)	% (F /D)
Employees										
Permanent										
Male	1543	2	0.13	1541	99.87	1463	0	0	1463	100
Female	29	1	3.45	28	96.55	20	0	0	20	100
Other than Permanent										
Male	47	0	0	47	100	23	0	0	23	100
Female	2	0	0	2	100	1	0	0	1	100
Workers										
Permanent										
Male	4408	194	4.40	4214	95.60	4530	1109	24.48	3421	75.52
Female	5	1	20	4	80	7	3	42.86	4	57.14
Other than Permanent										
Male	3462	2442	70.54	1020	29.46	3376	2055	60.87	1321	39.13
Female	9	9	100	0	0	34	6	17.65	28	82.35

3. a. Details of remuneration/salary/wages, in the following format: Median remuneration/wages: [GRI 2-19, GRI 2-21, GRI 405-2]

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	84,81,973	3	42,50,000
Key Managerial Personnel	4	1,57,69,473	1	73,04,585.50
Employees other than BoD and KMP	1,539	9,97,088	28	7,65,000
Workers	4,408	4,07,052	5	3,50,004

b. Gross wages paid to females as % of total wages paid by the entity, in the following format: [GRI 2-13]

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	0.88	0.55

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No) [GRI 2-13]

Yes, the Company has a Board-approved Human Rights Policy covering various human rights aspects across its operations and value chain. Appropriate grievance mechanisms are in place for timely redressal of human rights concerns under the oversight of the ESG Committee. Additionally, the Company has implemented a Policy on Prevention of Sexual Harassment and constituted an Internal Complaints Committee to promote a safe and inclusive workplace.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues. [GRI 2-25]

The Company has instituted appropriate grievance redressal mechanisms for reporting and addressing human rights concerns in a timely and confidential manner. Compliance with the Human Rights Policy is monitored through internal mechanisms implemented by the Human Resource Department, with periodic oversight by the ESG Committee. The Company also undertakes awareness initiatives to promote respect for human rights and an inclusive workplace culture.

6. Number of Complaints on the following made by employees and workers: [GRI 406-1]

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour [GRI 408-1]	0	0	-	0	0	-
Forced Labour/Involuntary Labour [GRI 409-1]	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. [GRI 2-25]

To prevent adverse consequences to complainants in cases of discrimination and harassment, the Company has established appropriate safeguards, including confidentiality of proceedings, fair and impartial investigation processes, protection against retaliation and access to appropriate support mechanisms. Complaints are addressed through defined procedures, and suitable corrective or disciplinary actions are taken wherever required. The Company also maintains open channels of communication to ensure concerns are effectively addressed and resolved in a timely manner.

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

Yes, respect for human rights is embedded within the Company's Code of Conduct and Supply chain and Responsible Sourcing Policy which set out the standards of ethical behaviour and responsible business conduct. The Company is committed to upholding human rights across its operations, and any concerns relating to human rights are addressed through established governance and grievance redressal mechanisms.

10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	Not Applicable

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above. [GRI 2-27]

No significant risks or concerns were identified through the assessments conducted during the reporting period. Accordingly, no corrective actions were required or undertaken.

Leadership Indicators

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

No human rights grievances or complaints were reported during the reporting period. Consequently, no business processes were required to be modified or introduced in response to human rights-related concerns. The Company remains committed to upholding human rights across its operations and continues to maintain appropriate policies and grievance redressal mechanisms to address any such issues.

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

No specific human rights due diligence assessment was undertaken during the reporting period. However, the Company remains committed to upholding human rights across its operations and conducts its business in accordance with applicable laws and internal policies.

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

Yes, the Company's premises are accessible to differently abled visitors in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. Facilities such as ramps, lifts, and accessible pathways are in place at key locations, wherever applicable, to ensure ease of access and promote an inclusive environment.

4. Details on assessment of value chain partners: [GRI 414-1]

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company has initiated the assessment of value chain partners on the listed parameters
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. [GRI 414-2]

No significant risks or concerns were identified from the assessment of value chain partners during the reporting period. Accordingly, no corrective actions were required or undertaken.

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

3 GOOD HEALTH AND WELL-BEING
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format: [GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4]

Parameter	FY 2025-26 (in GJ)	FY 2024-25 (in GJ)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	2,63,07,867.51	2,58,35,966.00
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**2,63,07,867.51**	**2,58,35,966.00**

Parameter	FY 2025-26 (in GJ)	FY 2024-25 (in GJ)
From non-renewable sources		
Total electricity consumption (D)	5,915.79	10,340.00
Total fuel consumption (E)	33,217.17	2,41,939.00
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**39,132.96**	**2,52,279.00**
Total energy consumption (A+B+C+D+E+F)	**2,63,47,000.47**	**2,60,88,245.00**
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	**0.00042**	**0.00048**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	**0.009**	**0.010**
Energy intensity in terms of physical output (GJ/tons of sugar cane crushed)	**2.55**	**2.52**
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

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.

As of now, the sugar sector in India is not yet part of the Perform, Achieve, and Trade (PAT) scheme. Although studies and a proposal to include the sugar sector (along with others) are under review by the Ministry of Power, the sector remains outside the scheme. Despite this, BCML has independently implemented various energy efficiency measures across its units.

3. Provide details of the following disclosures related to water, in the following format: [GRI 303-3, GRI 303-5]

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	21,60,941.56	20,86,269.46
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**21,60,941.56**	**20,86,269.46**
Total volume of water consumption (in kilolitres)	**12,20,063.6**	**7,99,542.46**
Water intensity per rupee of turnover (Water consumed (litres)/ turnover (₹))	**0.0195**	**0.0148**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	**0.40**	**0.31**
Water intensity in terms of physical output (Litres/ per tonne cane crushed)	**118.27**	**80.63**
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Notes:

1. *Water consumption increased in some of the units due to trials for new FFE installation, firefighting system recharging, addition of two new bottling lines and CPU revamping activities. The increased water consumption is attributable to higher operating days in GCM and MCM distilleries, driven by higher feedstock availability compared to FY 2024–25.*
2. *SGS India Private Limited, an external agency has carried out independent assessment/evaluation.*

4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres) [GRI 303-4]

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	1,00,397	4,70,921
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	8,40,481	8,15,806
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**9,40,878**	**12,86,727**

Notes:

1. *The level of treatment is primary, secondary and tertiary.*
2. *SGS India Private Limited, an external agency has carried out independent assessment/evaluation.*

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. [GRI 303-1, GRI 303-2]

Yes, BCML is one of the trailblazer companies to have installed incinerator boilers at all its distilleries to achieve zero liquid discharge of effluents. Our sugar plants are also adopting technologies and practices for maximum reuse and recycling of water. At BCML the overall water discharge has reduced as compared to last year.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format: [GRI 305-7]

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Nox	mg/Nm^3	21.04	30.3
SOx	mg/Nm^3	11.69	16.1
Particulate matter (PM)	mg/Nm^3	59.62	59.7
Persistent organic pollutants (POP)	ug/m^3	0	0
Volatile organic compounds (VOC)	PPM	0	0
Hazardous air pollutants (HAP)	mg/Nm^3	0	0
Others – please specify	-	NA	NA

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: [GRI 305-1, GRI 305-2, GRI 305-4]

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	**tCO_2e**	3,756.90	3,492
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	**tCO_2e**	1,189.14	2,088
Total Scope 1 and Scope 2 emissions	**tCO_2e**	**4,946.04**	**5,580**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	**tCO_2e / rupee of turnover**	0.0000000789	0.00000010
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	**tCO_2e / rupee of turnover**	0.0000016042	0.0000021
Total Scope 1 and Scope 2 emission intensity in terms of physical output	**tCO_2e / ton sugarcane crushed**	0.00048	0.00054
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	**-**	-	-

Notes:

1. *CRISIL was appointed for computation of Scope 1 & 2 for this year too. As per them the emissions due to CH_4 and N_2O arising from biomass combustion (bagasse, slop, biogas & firewood) accounted to 45,874.1 tCO_2e. Hence, the total Scope 1 emissions including the biomass combustion stands to 49,631 tCO_2e for FY 2025-26 and 49,084.1 tCO_2e for FY 2024-25 including the biomass combustion part of 45,592.4 tCO_2e.*
2. *SGS India Private Limited, an external agency has carried out independent assessment/evaluation.*

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details [GRI 305-5]

Yes, BCML has undertaken multiple initiatives and projects aimed at reducing GHG emissions.

1. For reducing dependence on fossil fuels BCML using the biofuel for co-generation of electricity.
2. Production of ethanol supports blending with petrol, contributing to reduction in vehicular fossil fuel emissions and supporting national clean fuel initiatives.
3. Organic wastes such as press mud and other residues are utilized for Compressed Bio-Gas (CBG) generation, reducing methane emissions and promoting waste-to-energy practices.
4. ZLD technology in distillery operations enhances water reuse and reduces environmental impact associated with wastewater discharge.
5. Implementation of energy-efficient boilers, turbines, and process optimization measures, steam and power reduction technologies, etc. reduces overall energy consumption and associated GHG emissions.
6. Carbon dioxide generated during fermentation is captured and utilized for industrial purposes such as dry ice and liquid CO_2 production.
7. Development of bio-based products such as PLA promotes the use of sustainable alternatives to conventional plastic based materials.
8. Utilization of bio-manure, organic fertilizers, and soil health products supports improved soil carbon management and reduced dependence on chemical fertilizers.
9. BCML regularly monitors energy consumption, emission performance, and implements improvement initiatives to enhance resource efficiency and reduce carbon footprint.

9. Provide details related to waste management by the entity, in the following format: [GRI 306-1, GRI 306-3, GRI 306-4, GRI 306-5]

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	3,220	2,997.11
E-waste **(B)**	12.39	14.57
Bio-medical waste **(C)**	0.47	0.22
Construction and demolition waste **(D)**	10,239.79	6,167.24
Battery waste **(E)**	19.10	15.15
Radioactive waste **(F)**	0.00	0.00
Other Hazardous waste. Please specify, if any. **(G)**	125.13	83.74
Other non-hazardous waste generated **(H)**. Please specify, if any (Break Up by composition i.e. by materials relevant to the sector)	1,01,841.62	88,092.26
Total (A + B + C + D + E + F + G + H)	**1,15,458.50**	**97,370.29**
Waste intensity per rupee of turnover (Total Waste Generated (Kg) / Revenue from operations (₹))	**0.0018**	**0.0018**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	**0.000091**	**0.00008**
Waste intensity in terms of physical output (kg/ per tonne cane crushed)	**11.19**	**9.82**
Waste intensity (optional) the relevant metric may be selected by the entity	NA	NA
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 waste**	**Hazardous & Non-hazardous waste**
(i) Recycled	20,067.66	22,399.70
(ii) Re-used	25,178.48	17,924.41
(iii) Other recovery operations	1,932.00	0.00
Total	**47,178.14**	**40,324.11**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	0.00	0.00
(ii) Landfilling	57,195.45	49,581.52
(iii) Other disposal operations	11,085.73	7,464.66
Total	**68,281.18**	**57,046.18**

Notes:

1. *The increase in waste generation during the current financial year can be attributed to improved waste management practices, enhanced monitoring and reporting mechanisms, operational expansion, and higher production and renovation activities across units. The key contributing factors are as follows:*
    i. *Enhanced awareness and better compliance with hazardous waste management requirements, leading to improved segregation, collection, and reporting.*
    ii. *Inclusion of metallic waste in the reporting scope during the current financial year.*
    iii. *Renovation and refurbishment activities carried out in the old buildings of BBN, ACM, and KCM units, resulting in additional construction-related waste.*
    iv. *Increase in sugar season duration and higher production operating days, contributing to greater waste generation.*
    v. *Higher purchase and storage of plastic bags due to increased production requirements.*
2. *SGS India Private Limited, an external agency has carried out independent assessment/evaluation.*

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

BCML has implemented an integrated waste management system focused on waste minimization, resource recovery, and reduction of hazardous chemical usage across its operations.

- **Source Reduction and Safer Processes:** Waste generation is minimized through bulk procurement, minimal packaging, and use of reusable materials. Five out of ten sugar units produce refined sugar without Sulphur usage, and certain units have transitioned from Sulphitation to refined sugar production or 100% syrup diversion for ethanol production, reducing hazardous chemical use thereby reducing sulphur usage. Safer alternatives and eco-friendly materials, such as jute bags, are adopted wherever feasible.
- **By-product Utilization:** By-products such as bagasse and molasses are utilized for co-generation of power and ethanol production, while filter cake and sludge are used as organic manure. Fly ash is supplied for beneficial reuse.
- **Recycling and Compliance:** Recyclable waste is segregated and disposed of through authorized recyclers, ensuring compliance with Extended Producer Responsibility (EPR) requirements and other applicable regulations.
- **Wastewater Treatment and Reuse:** All units operate Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs), and treated water is reused for greenbelt development and agricultural purposes.
- **Hazardous Waste Management:** Hazardous waste is stored in designated areas with proper labelling and containment and disposed of through authorized TSDF facilities in compliance with regulatory norms.
- **Continuous Improvement:** The Company continuously adopts improved technologies and best practices to enhance waste management efficiency and reduce environmental impact.

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

Sl. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Nil			

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

Sl. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1.	Proposed expansion of existing sugar unit from 8000 TCD TO 10000 TCD without change in Co-gen power plant 25.75MW. Within existing premises at village Rauzagaon, Block & Tehsil Rudauli, District Ayodhya, Uttar Pradesh M/s Balrampur Chini Mills Limited (Unit Rauzagaon)	SIA/UP/ IND2 / 535855 /2025	22.09.2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FUP%2FIND2%2F535855%2F2025&proposal=125879027

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

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1.	Yes. The Company is compliant with the applicable laws pertaining to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.			

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): [GRI 303-1, GRI 303-3, GRI 303-4]

(i) Name of the area- NIL

(ii) Nature of operations-NIL

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(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)	**0**	**0**
Total volume of water consumption (in kilolitres)	**0**	**0**
Water Intensity per rupee of turnover (Water consumed / turnover)	**0**	**0**
Water Intensity (optional) – the relevant metric may be selected by the entity	**0**	**0**
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**0**	**0**

Notes:

1. *All the figures are zero, as none of our plants are located in water stress area.*
2. *SGS India Private Limited, an external agency has carried out independent assessment/evaluation.*

2. Please provide details of total Scope 3 emissions ($MTCO_2E$) & its intensity, in the following format: [GRI 305-3, GRI 305-4]

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	4,81,427.97	7,10,707
Total Scope 3 emissions per rupee of turnover	tCO_2e/INR	0.0000077	0.000013
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity – (tCO^2e / tons of cane crushed)	tCO_2e/MT	**0.047**	**0.069**

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

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

No ecologically sensitive areas have been reported in the nearby vicinity of the Company's operations and no significant biodiversity impacts have been identified. The Company continues to implement responsible environmental management practices, including regulatory compliance, environmental monitoring, efficient waste management and development of greenbelt areas, to minimise ecological impacts and promote biodiversity conservation.

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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Details are given in Annexure III of the Board Report at Page No 197 of the Integrated Annual Report		

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

Yes, the Company has established a Business Continuity and Disaster Management framework to ensure preparedness and effective response to emergencies and crisis situations. As an ISO 45001:2018 certified organisation, each manufacturing unit has a site-specific Onsite Emergency Plan that is regularly reviewed and monitored. The Company conducts periodic mock drills, safety training programmes and emergency preparedness exercises to strengthen response capabilities. These plans cover potential scenarios such as fire incidents, chemical emergencies, natural disasters and operational disruptions, ensuring the safety of employees, protection of assets and continuity of critical business operations.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard. [GRI 308-2]

No, significant adverse impact to the environment from the company's activities. However, BCML recognizes that environmental impacts may arise across its value chain, particularly from agricultural practices, raw material sourcing, and logistics. The Company has implemented the following mitigation measures:

- Monitoring and reporting of Scope 3 emissions to assess value chain impacts.
- Promotion of sustainable sugarcane farming practices, including partial sourcing of BONSUCRO & SEDX certification of units.
- Soil mapping and testing support farmers, enabling improved soil health, reduced chemical usage, and water conservation.
- Agricultural and plastic waste management, including crop residue utilization and plastic waste minimization.
- Implementation of a Supplier Code of Conduct covering environmental and sustainability requirements.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. [GRI 308-1]

Our primary value chain partners are sugarcane farmers, who play a crucial role in our operations. Our cane team assists farmers (around 90%) in sustainable farming techniques through an integrated cane management system. The Company actively engages farmers through its Cane Development Team to promote sustainable agricultural practices and environmental risk mitigation. Farmers are supported through sustainable farming initiatives under the Integrated Cane Management System and digital platforms such as the Balram App.

Regular field visits, training programs, and digital guidance are provided to promote soil health management, water conservation, efficient irrigation practices, and reduced use of agrochemicals. These initiatives enable indirect monitoring of environmental practices across a significant portion of the value chain.

The Company is progressively advancing toward the formalization of a structured environmental impact assessment framework aimed at strengthening the scope and effectiveness of monitoring environmental performance. This includes comprehensive analysis of soil, groundwater, and surface water across areas associated with its farming communities, ensuring improved oversight, risk identification, and sustainable management practices.

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

a. **By the listed entity :** Nil

b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners :** No

PRINCIPLE 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. [GRI 2-28]

We are affiliated with 12 (Twelve) trade and industry chambers including Federation of Indian Chambers of Commerce Industry (FICCI), Indian Sugar & Bio-energy Manufacturers 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.

Sl. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Sugar & Bio-energy Manufacturers Association	State/National
2	U.P. Sugar Mills Association	
3	U.P. Sugar Mills Cogen Association	
4	Confederation of Indian Industry	
5	Federation of Indian Chambers of Commerce	
6	Indian Chamber of Commerce	
7	Bharat Chamber of Commerce	
8	All India Plastics Manufacturers Association	
9	IMC Chamber of Commerce & Industry	
10	Material Recycling Association of India (MRAI)	

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities. [GRI 206-1]

Sl. No.	Name of authority	Brief of the case	Corrective action taken
NIL			

Leadership Indicators

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

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

PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. [GRI 413-1]

Sl. No.	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
NIL						

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA						

3. Describe the mechanisms to receive and redress grievances of the community. [GRI 2-25]

The Company has a structured grievance redressal mechanism in place to address concerns raised by communities. Each of the Company's 10 units, as well as locations where CSR initiatives are undertaken, has a designated Point of Contact responsible for implementation, monitoring and follow-up of community-related matters. Regular engagement with local authorities, stakeholders and community representatives helps ensure transparency, responsiveness and effective resolution of concerns. While no formal grievances were reported during the year, the mechanism facilitates continuous feedback and enables timely response to the emerging issues, thereby strengthening trust and accountability in the Company's community engagement efforts.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers: [GRI 204-1]

Category	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	97%	97%
Sourced directly from within India	100%	100%

Notes:

1. *Input materials includes sugarcane purchased.*
2. *SGS India Private Limited, an external agency has carried out independent assessment/evaluation.*

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

Location	FY 2025-26	FY 2024-25
Rural	84.88%	82.56%
Semi-urban	0%	0%
Urban	3.51%	3.87%
Metropolitan	11.61%	13.57%

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):

Sl. No.	Details of negative social impact identified	Corrective action taken
1.	Not Applicable	

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

Sl. No.	State	Aspirational District	Amount spent (₹ in Lakhs)
1.	Uttar Pradesh	Balrampur	239.92

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

The Company does not have a preferential procurement policy. Procurement of sugarcane is undertaken in accordance with the cane procurement policy notified by the State Government from time to time. Given the nature of the sugar industry, local farmers constitute the Company's key suppliers, and the Company procures sugarcane from farmers within its designated cane area.

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 is from local farmers from the area allotted by state government.

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:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NIL				

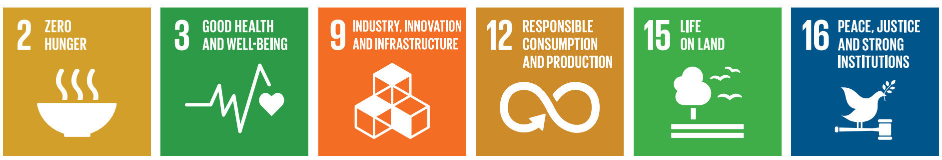
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property-related disputes wherein usage of traditional knowledge is involved.

Sl. No.	Name of authority	Brief of the Case	Corrective action taken
NIL			

6. Details of beneficiaries of CSR Projects: [GRI 413-2]

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Quality Education	22,000+	100
2.	Rural Development and Transformation	80,000+	100
3.	Quality Healthcare	70,000+	100
4.	Sustainable Livelihood	30,000+	100
5.	Environment Sustainability	50,000+	100

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



Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. [GRI 2-25]

We have option of receiving the complaints both online (website) and offline (through our authorised agents). Primarily, most complaints are received in offline mode only.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: [GRI 416-2]

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	All relevant information required under applicable laws and regulations is disclosed on the Company's products and packaging. Such disclosures include product identification, ingredient details, net quantity, storage and handling instructions, etc. Details relating to applicable FSSAI licensing and compliance are also displayed on packaged products, wherever applicable. In addition, recycling-related markings are provided on the packaging to encourage responsible disposal practices and promote environmental awareness among consumers.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following: [GRI 417-3]

Category	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	9	0	-	10	0	-

4. Details of instances of product recalls on account of safety issues: [GRI 417-2]

Category	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes, the Company has a framework and policy governing cyber security and data privacy risks. The policy is designed to safeguard the confidentiality, integrity and availability of information assets by ensuring authorised access to data, maintaining secure and updated IT systems enabling reliable access to information and critical systems when required. Further, Cyber Security & Information Technology Risk is identified in the Risk Register of the Company, mapped through Impact Likelihood matrix and Risk Heat Map. The Company is already working with external experts to further improve our policies and process in light of India's Digital Personal Data Protection (DPDP) Act, 2023. As the Cyber Security Policy is intended solely for internal purposes, therefore no web link is provided. However, the Privacy Policy can be accessed through the following web-link: https://chini.com/privacy-policy/

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. [GRI 417-3]

No incidents were identified during the reporting period that required corrective action in relation to advertising and delivery of essential services, cyber security and customer data privacy, product recalls, or any penalties/actions imposed by regulatory authorities concerning the safety of products or services. Accordingly, no corrective actions were required or are currently underway.

7. Provide the following information relating to data breaches: [GRI 418-1]

a. Number of instances of data breaches: NIL

b. Percentage of data breaches involving personally identifiable information of customers: 0%

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

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

Leadership Indicators

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

Information relating to the Company, its products can be accessed through multiple channels, including the Company's website - www.chini.com, investor presentations, annual reports, press releases and official social media platforms. The Company's website serves as the primary source of information and provides details on its products and business operations.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. [GRI 416-1]

The Company primarily caters to institutional and business customers and, therefore, has limited direct interaction with end consumers. Accordingly, the Company ensures that all applicable product information, labelling requirements and disclosures are provided in compliance with the applicable regulatory requirements.

To promote safe and responsible product usage, BCML maintains stringent quality control and product safety standards across its manufacturing operations. Product specifications, storage requirements, handling instructions and other relevant information are displayed on packaging.

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

The Company maintains appropriate communication channels to keep its customers informed of any material developments that may affect the supply of its products. Information, where relevant, is communicated through direct engagement with customers, the Company's website, public disclosures and other established communication channels.

Further, the Company has implemented robust business continuity and risk management processes to minimise operational disruptions and ensure continuity of supply. These processes are periodically reviewed and updated to enhance preparedness and enable timely communication with stakeholders in the event of any significant disruption affecting business operations.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA) 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) [GRI 417-1]

As a bulk manufacturer of sugar, ethanol and other by-products, the Company primarily caters to institutional and business customers and therefore has limited direct interaction with end consumers through packaging. Nevertheless, all statutory product-related information and regulatory disclosures are provided in accordance with applicable requirements.