



BALRAMPUR CHINI MILLS LIMITED

CIN - L15421WB1975PLC030118
Reg.Off. : FMC Fortuna, 2nd Floor, 234/3A, A. J. C. Bose Road, Kolkata - 700 020

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9th July, 2024

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 FY 2023-24. The BRSR forms an integral part of the Company's Integrated Annual Report for the financial year 2023-24, submitted to the Exchanges vide letter dated 9th July 2024.

This is for your information and records please.

Thanking you,

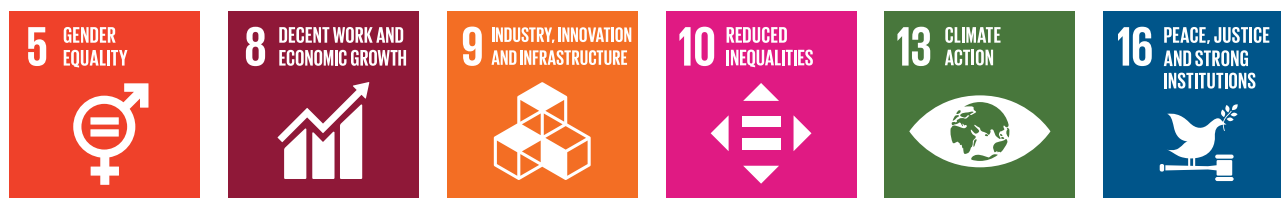
Yours faithfully,
For **Balrampur Chini Mills Limited**

Manoj Agarwal
Company Secretary & Compliance Officer

Business Responsibility and Sustainability Report (BRSR)

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

SECTION A- GENERAL DISCLOSURES



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

Sr. 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) 22874749
8.	Website	http://www.chini.com/
9.	Financial year for which reporting is being done ^[GRI 2-3]	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹20,17,49,245
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report ^[GRI 2-3]	Name: Mr. Manoj Agarwal, Company Secretary & Head CSR Tel: (033) 22874749 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 assurance provider	SGS India Private Limited ("SGS India")
15.	Type of assurance obtained ^[GRI 2-5]	Limited Assurance obtained from SGS India

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. This 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):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Sugar	The Company possesses the second largest sugar manufacturing capacity in India. The Company operates ten manufacturing plants in Uttar Pradesh.	64.35% (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.	28.91% (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.	2.89% (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]

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Sugar	10721	64.35%
2	Ethanol / Industrial Alcohol	11019	28.91%
3	Co-generated power	35106	2.89%

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]

Locations	Number
National (No. of States)	During the financial year 23-24, the Company served its products to 19 states and union territories of India.
International (No. of Countries)	During the financial year 23-24, the export of the Company was Nil.

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

During the financial year 23-24, the export of the Company was Nil.

c. A brief on types of customers

At Balrampur Chini Mills Limited, we have a diverse range of customers across our different product lines. The primary customers of the Company for the various products are:

- i. Sugar: Domestic sales of sugar are made to wholesale or institutional buyers within the country through chain of brokers. Export sales of sugar are mainly done via merchant exporters

- ii. Co-generated Power: Co-generated Power is supplied to distribution companies State Electricity Grid (UPPCL) and also under Open Access
- iii. Industrial Alcohol: Industrial Alcohol is sold to institutional buyers
- iv. Ethanol: Ethanol is supplied to Oil Marketing Companies, both public and private
- v. Agro: Agro products are distributed/sold to farmers and also to institutional buyers

IV. Employees

20. Details as at the end of Financial Year

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1435	1423	99.16	12	0.84
2	Other than Permanent (E)	14	13	92.86	1	7.14
3	Total employees (D + E)	1449	1436	99.10	13	0.90
WORKERS						
4	Permanent (F)	4621	4610	99.76	11	0.24
5	Other than Permanent (G)	3250	3218	99.02	32	0.98
6	Total Workers (F + G)	7871	7828	99.45	43	0.55

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	1	50	1	50
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	2	1	50	1	50
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	3	3	100	0	0
5	Other than Permanent (G)	2	2	100	0	0
6	Total differently abled workers (F + G)	5	5	100	0	0

Notes:

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

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

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	3	33.33
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 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.24%	8.33%	11.22%	9.61%	0%	9.56%	7.70%	0%	7.68%
Permanent Workers	2.91%	9.09%	2.92%	6.28%	20%	6.31%	3.63%	0%	3.63%

Note: Attrition rate of previous year was calculated on total number, this year it has been restated as per current year methodology.

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Auxilo Finserve Private Limited (AFPL)	Associate	33.72%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
(ii) Turnover (in ₹) : 4665.86 cr. (FY 23)
(iii) Net worth (in ₹) : 2822.43 cr. (FY 23)

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) <small>(GRI 2-16, GRI 2-25, GRI 2-26)</small>	FY 2023-24		FY 2022-23		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes, the Company has a structured process of getting feedback and grievances related to Communities. No grievances were raised during the financial year 2023-24.	0	0	0	0	0
Investors (other than shareholders)	Yes, the Company has a grievance redressal mechanism in place for all of its stakeholders.	0	0	0	0	0
Shareholders	Yes, the shareholders can contact investor Service Department or the Registrar & Share Transfer Agent Email: einwardris@kfintech.com Weblink: https://chini.com/ Tel: 1-800-309-4001	39	0	14	0	0
Employees and workers	Yes, the Company has an effective Whistle blower policy that covers all its employees (including workers) providing them with a channel to raise concerns to maintain the highest possible standards of ethical, morale and legal business conduct, as well as the Company's commitment to open, fearless and genuine communication. For safety of women at workplace, we also have set up an Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. https://chini.com/wp-content/uploads/2023/02/Prevention_Sexual_Harassment_Policy-1.pdf	0	0	0	0	0
Customers	Yes, we act in a way that adds value to our customers and contributes to the development of a trusting relationship. Any grievance from the customers can be raised through sales team via below mentioned website link: https://chini.com/contact-us/	5	0	12	0	0
Value Chain partners	Yes, we engage with our value chain partners for optimizing the resources. Further, we have a section dedicated in our website for feedback, which can be assessed via link mentioned below: https://chini.com/wp-content/uploads/2024/07/Supply-Chain-and-Responsible-Sourcing-Policy.pdf	0	0	0	0	0
Other (please specify)	Any other grievance can be sent via email accessible via below mentioned website link: https://chini.com/contact-us/					Not Applicable

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.

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	Supply Chain Management	Risk	The complexity of the supply chains, involving multiple stakeholders, widespread operations and detailed logistics, increases susceptibility to disruptions, quality issues, delays, increased costs and reputational damage.	Enhancing supplier relationships and communication, conduct frequent evaluations for compliance with ethical standards, diversify sources to decrease reliance on single sources and advance effective risk management practices.	Negative
		Opportunity	In supply chain management (SCM), every part of the chain may offer an opportunity to offer value addition along with reducing inefficiencies. A well-run SCM program framework can increase a Company's revenues, decrease its costs, and bolster its bottom line.		Positive
2	Community Relations	Opportunity	Strengthening ties with local communities, stakeholders and indigenous groups is essential for maintaining social acceptance, boosting reputation, reducing conflicts and facilitating access to resources, which promotes sustainability and beneficial economic and social partnerships. The Company is dedicated to comprehensive development through CSR initiatives, focusing on sustainability and community well-being.		Positive
3	Employee Health & Safety ^[GRI 416-1]	Risk	Working conditions involve exposure to hazards, operation of heavy machinery and risk of accidents, demanding prioritization of safety measures to protect employees and enhance their productivity.	Implementing comprehensive safety protocols, provide essential protective gear, maintain equipment regularly and promote safety awareness through communication and training.	Negative
4	Forced or compulsory labour	Risk	The labour- intensive nature of operations and the potential for exploitative conditions within the supply chain necessitate vigilance.	Increasing awareness through educational campaigns about rights and ethical labour practices, enforce strict penalties for violations, and bolster oversight through inspections and audits.	Negative

GRI 3-1, GRI 3-2, GRI 3-3, GRI 201-2, GRI 416-1

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	Product Quality & Safety	Risk	Consumer demand for high-quality and safe products is critical for maintaining customer satisfaction, loyalty and trust in the brand.	Applying stringent quality control measures like regular testing and adherence to industry standards, maintaining rigorous safety protocols.	Negative
		Opportunity	Quality products build trust among consumers, fostering long-term relationships with brands. Ensuring safety in products reduces the risk of accidents, injuries, and health hazards.		Positive
6	Climate change	Risk	Proactive actions to reduce greenhouse gas emissions, energy consumption and adapt to the long-term climatic changes affecting business operations, communities and ecosystems.	Employing a broad set of mitigation strategies including enhancing energy efficiency, shifting towards renewable energy, adopting sustainable operational practices and collaborating in advocacy and partnerships focused on climate change impacts.	Negative
		Opportunity	Climate-related opportunities relate to efforts to mitigate and adapt to climate change, such as resource efficiencies and cost savings, adoption of low-emission energy sources, development of new products and services, access to new markets, building resilience along the supply chain and/or technology investments.		Positive
7	Water Management	Risk	The challenges of water scarcity, heightened competition for water resources, and regulatory demands emphasize the necessity for effective and sustainable water management to address risks related to water shortages, conflicts and production interruptions.	Implementing Zero Liquid Discharge systems, utilizing recycled water for various purposes, and engaging in water conservation practices through techniques like water harvesting to manage water resources effectively.	Negative
		Opportunity	Effective water management strategies can help companies optimize their water usage, reduce operational costs and enhance overall efficiency. By conducting water audits and implementing water-saving technologies, businesses can identify and rectify inefficiencies in their water consumption.		Positive
8	Packaging Material & Waste	Risk	Inadequate packaging and waste management practices and the environmental toll of non-recyclable materials contribute to excessive waste production, pollution, noncompliance with regulations, reputation damage and supply chain issues.	The Company has adopted sustainable packaging initiatives-biodegradable & recyclable. Its packaging materials, particularly plastic bags are marked with logos indicating their recyclability or biodegradability and substituted by jute bags. Furthermore, all ten units of the Company employ these eco-friendly packaging solutions.	Negative

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]	<ol style="list-style-type: none"> Environment, Health and Safety Policy: https://chini.com/sustainability/governance/policies/ Policy on Prevention of Sexual Harassment: https://chini.com/wp-content/uploads/2023/02/Prevention_Sexual_Harassment_Policy-1.pdf Anti- Bribery Policy: https://chini.com/wp-content/uploads/2023/02/Anti-Bribery-Policy.pdf Familiarisation Programme for Independent Directors: https://chini.com/wp-content/uploads/2024/04/BCML_Familiarisation_Programme_2324.pdf BCML Code of Fair Disclosure: https://chini.com/wp-content/uploads/2023/02/BCML-Code-of-Fair-Disclosure-1.pdf Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons: https://chini.com/wp-content/uploads/2023/02/Code-of-conduct.pdf Code of Conduct for Employees (Hindi Version): https://chini.com/wp-content/uploads/2023/02/Code_of_Conduct_All_Employees_Section_Hindi.pdf Code of Conduct: https://chini.com/wp-content/uploads/2022/08/Code_of_Conduct.pdf 								

GRI 2-19, GRI 2-20, GRI 2-23

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	9.	CSR Policy: https://chini.com/wp-content/uploads/2021/07/CSR-Policy.pdf							
	10.	Dividend Distribution Policy: https://chini.com/wp-content/uploads/2022/08/Dividend_Distribution_Policy_2020.pdf							
	11.	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							
	12.	Policy on Related Party Transactions: https://chini.com/wp-content/uploads/2022/08/Policy_on_RPT.pdf							
	13.	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							
	14.	Policy on Preservation of Documents: https://chini.com/wp-content/uploads/2023/02/Policy_for_preservation_of_documents.pdf							
	15.	Risk Management Policy & Framework: https://chini.com/wp-content/uploads/2024/07/Risk-Management-Policy.pdf							
	16.	Vigil Mechanism Policy: https://chini.com/wp-content/uploads/2024/06/Vigil_Mechanism_Policy.pdf							
	17.	Human Right Policy: https://chini.com/wp-content/uploads/2024/07/Human-Rights-Policy.pdf							
	18.	Supply Chain and Responsible Sourcing Policy: https://chini.com/wp-content/uploads/2024/07/Supply-Chain-and-Responsible-Sourcing-Policy.pdf							
	19.	Succession Policy: https://chini.com/wp-content/uploads/2024/07/Succession-Policy.pdf							
	20.	Environmental, Social and Governance (ESG) Policy: https://chini.com/wp-content/uploads/2024/07/ESG-Policy.pdf							
2. Whether the entity has translated the policy into procedures. (Yes / No) ^[GRI 2-24]	Yes, the policies have been converted into procedures by the Company.								
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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	BCML's policies adhere to the National Guidelines for Responsible Business Conduct (NGRBC's), aligning with globally recognized standards such as ISO 9000, 14000, and 45001, principles of the United Nations Global Compact (UNGC), International Labour Organization (ILO) and the United Nations Sustainable Development Goals (UN SDGs). For evaluating and reporting its sustainability efforts, BCML has followed the Global Reporting Initiative (GRI) standards. The Company has also obtained the international Bonsucro certification for its Rauzagaon unit and the FSSC 22000 for three of its units. Mankapur unit was assessed by representatives from a third-party monitor approved by TCCC, against the standards set forth in TCCC's Supplier Guiding Principles (SGP) and has been rated GREEN – IN COMPLIANCE. The Company is all set to get the internationally credited Bonsucro Certificate for its Kumbhi Unit.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have set specific Environmental, Social, and Governance (ESG) goals, which serve as our strategy to deliver consistent competitive performance and create long term value for our stakeholders. We have set an ambitious sustainability agenda to tackle the issues that our consumers and stakeholders care deeply about, such as inter alia, related to Products stewardship, Water neutrality, Energy conservation, Green environment, Safe workplace, Energising, equitable & inclusive workplace, World Class Governance, Ethics, transparency, quality and accountability, and Sustainable supply chain management.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The Company has been one of the trailblazers among its peers in driving initiatives towards meeting its ESG commitments, goals and targets. BCML has implemented sustainable initiatives in its business operations aligning with UN SDGs and identified material issues for the Company. The Company reported ESG parameters as per GRI standards and has obtained Sustainability Assurance on its reporting practices</p> <ol style="list-style-type: none"> 1. BCML exhibited a strong governance performance in the reporting year driven by the implementation of effective governance practices with good representation of independent directors on the board and its committees efficient board functioning and adherence to ethical standards. Moreover, the Company is committed to incorporate ESG practices in its business operations and has obtained Sustainability Assurance from SGS India Private Limited. 2. BCML displayed a strong performer on the social pillar of ESG as it focused on the health and safety of the employees and has a Business Continuity Plan for which mock drills are conducted periodically. The Company has a Grievance Redressal Mechanism which cater to employees, customers and community grievances and has therefore achieved a 100% Customer Satisfaction Index in the reporting year and has been engaging with its employees through safety and skill-upgradation training. 3. BCML demonstrated a steady performance on the environmental theme of ESG as the Company disclosed policies and performance trends on water usage, waste management and GHG emissions. BCML has implemented energy efficiency initiatives to moderate energy consumption and enhance the use of green fuel. Additionally, the Company initiated energy audits and safety audits. It is noteworthy that BCML started computing for its Scope 3 emissions along with Scope 1 & 2 emissions from the current reporting year and is all set to prepare its decarbonization roadmap and net zero targets going forward. <p>This report further outlines our present performance across different matrix of business responsibility and sustainability. We are dedicated to establishing concrete objectives and benchmarks to direct our progress towards a more sustainable and responsible business framework. Additionally, by educating farmers and offering them subsidized organic manure, we are actively working to improve soil carbon content.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) ^[GRI 2-22]	<p>BCML's approach to sustainable development focusses on maintaining sustainable sugar production that not only benefits farmers and the community but also supports a thriving business ecosystem. In addition to sugar, we produce ethanol, which serves as biofuels and aid in environmental sustainability.</p> <p>In our commitment to environmental stewardship, we have established internal targets focused on water conservation, reducing energy consumption, enhancing resource efficiency and minimizing waste. We positively influence the lives of local communities by initiating various Corporate Social Responsibility (CSR) projects near our manufacturing sites, particularly targeting education, skills development and enhancing employability and entrepreneurship to uplift livelihoods and to foster community development.</p> <p>With sustainability as our core motivation, we are dedicated towards aligning our objectives with the Environment, Social and Governance (ESG) dimensions of our business and developing innovative business models. This commitment extends to the entire value chain, with efforts to reduce carbon emissions, minimize waste and adopt renewable energy sources.</p> <p>The Company's growth strategy integrates ESG considerations, with a focus on excelling in Environment, Health, and Safety (EHS) and making substantial progress towards a more sustainable future. This unwavering commitment to sustainability underscores the Company's aspiration to positively impact society and the environment.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). <small>[GRI 2-10, GRI 2-12, GRI 2-13, GRI 2-14]</small>	<p>The Board of Directors, guided by the Chairman and Managing Director, holds the foremost responsibility for strategic oversight aimed at safeguarding and augmenting shareholder value. Under the direction of the Board of Directors and its Committees, Mr. Praveen Gupta, the Whole Time Director and Head of Corporate Technical Team, serves as the principal authority responsible for implementing and supervising the ESG. Additionally, Units heads and Heads of Corporate Functions are tasked with ensuring the execution of the Sustainability Policies within their specific divisions or functions and communicating these policies to the employees.</p>								
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]	<p>The ESG Committee have been constituted with the task of overseeing sustainability-related matters.</p> <p>This Committee is responsible for:</p> <ul style="list-style-type: none"> • Guiding management in the development of ESG initiatives • Tracking the Company's progress and performance regarding its long-term ESG commitments and targets. • Ensure that the Company integrates industry best practices in environment, social and governance principles. • Adheres to applicable ESG regulations and standards. • Develop and implement ESG strategies and programs that comply with the letter and spirit of regulations and standards. 								

GRI 2-10, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-22, GRI 2-9

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.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The board committees conduct reviews, and if necessary, the Board of Directors also addresses these during their 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.

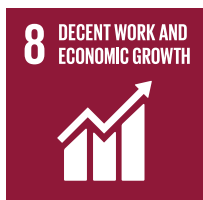
Sr. no	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Yes, CareEdge Analytics & Advisory has evaluated the policies of the Company.								

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	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	During the year, the Board of Directors and KMP of	100%
Key Managerial Personnel	6	the Company invested their time on the following <ul style="list-style-type: none"> • Insider Trading Code • Environment, Health and Safety (EHS) • Overview of business sectors • Legal & Statutory compliances • Environmental, Social and Governance (ESG) matrix such as GHG emissions, Life Cycle Assessment • ESG Reporting Standards such as GRI, UN SDG and IR • Visits to plants locations to provide an insight of the Company's operations. • Cyber security • Risk Management • Company policies, changes in the regulatory environment 	100%
Employees other than BoD and KMPs	1602	Technical/ Functional, Behavioural/ Leadership, Commercial, Cane, IT, EHS, BRSR, Employee Stock Appreciation Rights and various policies of the Company.	93%
Workers	700	Technical/ Functional, Cane, Environment, Health and Safety (EHS) and applicable policies of the Company.	83%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website) ^(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	1 & 2	Uttar Pradesh Excise Department	50,000	The fine was levied due to power alcohol lost by overturned tanker being more than the allowed limit of 0.5% and for delay in filing application with excise department.	No
	NA	GST	2,96,316	GST Authority has disallowed certain input tax credits in its assessment order passed for FY 2017-18.	Yes
Settlement	0	0	0	0	0
Compounding fee	1	Office of Molasses Controller and Excise Commissioner, Prayagraj.	50,000	The fine was levied due to a clerical error in the calculation of the annual molasses consumption capacity of the Balrampur distillery.	No

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	0	0	0	0
Punishment	0	0	0	0

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.

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	The Company has received an Assessment Order on 29.11.2023 u/s 143(3) of Income Tax Act, pertaining to AY 2020-21, wherein certain additions/disallowances with respect to the income shown in the ITR, have been proposed by the AO. The Company has filed an Appeal with CIT(A) on 19.12.2023 against the said disallowances and also filed petition on 05.01.2024 for stay of Demand. Further the Company has received Rectification order dated 06.02.2024 rectifying the prima facie errors of the said Assessment Order.	Income Tax Department
2	The Company has received an Assessment Order on 29.01.2024 u/s 143(3) of Income Tax Act, pertaining to AY 2021-22, wherein certain additions/disallowances with respect to the income shown in the ITR, have been proposed by the AO. The Company has filed an Appeal with CIT(A) on 19.02.2024 against the said disallowances and also filed petition on 20.02.2024 for stay of Demand. Further the Company has received Rectification order dated 19.03.2024 rectifying the prima facie errors of the said Assessment Order.	Income Tax Department

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
3	An Order has been passed under relevant provision of GST Act, for disallowing Input Tax Credit on non-filing of GST returns by the supplier and recovering the said Input tax credit along with interest and penalty. However, the Company has filed appeal on 11.03.2024 against the disallowance highlighted in said order.	The Joint Commissioner of State Tax, Ayodhya, Uttar Pradesh

Note: Point no. 1 & 2 are not related to question no. 2 above.

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]

The anti-bribery policy sets the responsibility for the directors and employees/ workers of BCML to maintain high standards of business practices. This policy applies to all the directors and employees/ workers of the Company across all its functions and locations. No director or employee of the Company engages directly or indirectly in bribery. Any violation or non-adherence of the policy is reported to the Managing Director or Audit Committee of the Board, who takes appropriate action, including but not limited to termination of services. The Executive Committee of the Board monitors and reviews the effectiveness of this policy, considering its suitability and adequacy. Anti-bribery policy link: <https://chini.com/wp-content/uploads/2023/02/Anti-Bribery-Policy.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption ^[GRI 205-3]

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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]

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	There were no cases received related to conflict of interest of directors during the financial year 2023-24.	0	There were no cases received related to conflict of interest of directors during the financial year 2022-23.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	There were no cases received related to conflict of interest of KMPs during the financial year 2023-24.	0	There were no cases received related to conflict of interest of KMPs during the financial year 2022-23.

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 corrective action has been identified nor is being 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.

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

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	22	28

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	Category	FY2023-24	FY2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	N.A.	N.A.
	b. Number of trading houses where purchases are made from	N.A.	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A.	N.A.
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	64.30%	69.68%
	b. Number of dealers / distributors to whom sales are made	20	21
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	74.18%	76.90%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	N.A.	N.A.
	b. Sales (Sales to related parties / Total Sales)	N.A.	N.A.
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	N.A.	N.A.
	d. Investments (Investments in related parties / Total Investments made)	96.62%	74.07%

Leadership Indicators

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

S. 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	Awareness Programmes were conducted to educate the farmers about varietal replacement, improved seed availability developed by Tissue Culture techniques, new agronomic technique required to increase yield, cane mechanisation, 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, BCML has robust processes in place to prevent and effectively manage conflicts of interest involving members of the Board. The Company has implemented stringent policies and procedures that require board members to disclose any potential conflicts. This ensures transparency, accountability, and the ethical handling of conflicts of interest within BCML's governance framework. The Company also has a code of conduct for senior management and directors in place to manage conflict of interests among them which can be accessed through the 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

- 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	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	Though we have soil testing labs and tissue culture lab, we do not have a separate department categorized as R&D.
Capex	-	-	This year we have made considerable investments in technologies and recycling infrastructure which would increase process efficiencies and reduce emissions and effluents. However, we have not separately accounted for this purpose.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) ^(GRI 308-1)

Yes, BCML as an entity has procedures in place for sustainable sourcing which includes a procurement strategy that focuses on the ethical, social and environmental aspects of its product's life cycle. In order to embrace sustainable sourcing, BCML as an entity is aligned with relevant UNSDGs with initiatives being driven to map and understand its supply chain by conducting supplier assessments and identifying opportunities to collaborate and improve on ESG parameters via capacity building and awareness sessions. We have procedures for sustainable sourcing as farmers constitute a vital part of our supply chain, and the close linkages between our Business and Indian agriculture provides a unique opportunity to engage with farmers. We engage in procuring the basic raw material i.e. sugarcane from the local farmers/ nearby farmers, supporting their individual livelihood. We have also complied with the internationally recognized Bonsucro standards of sourcing for one of our plant and are about to get one for another plant.

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

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

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

BCML has various processes in place to safely reclaim its products for reusing, recycling and disposing at the end of life, few of which include:

1. Sugar Manufacturing:

BCML's commitment to sustainability includes using bagasse (a waste product) as raw material for green power generation.

2. Ethanol & Alcohol:

BCML produces ethanol, a green fuel blended with petrol for vehicles. All ethanol-producing units use Zero Liquid Discharge technology. Molasses, a by-product, is used for ethanol production.

3. Power Generation:

BCML generates green power by utilizing bagasse (fibrous sugarcane residue) and slop, instead of fossil fuel. Total installed co-generation capacity is 288.47 MW.

4. Agri-Inputs and Sustainability:

Leftover ash waste from incineration boilers is converted into bio-potash granules, an essential fertilizer. Pressmud, a rich organic manure, is generated from waste and used in agriculture. We promote chemical-free farming through soil health bio-agents.

5. DDGS (Distillers Dried Grains with Solubles):

We produce DDGS, a valuable by-product from grain based ethanol production process. DDGS is suitable for livestock feed and contains protein, fiber, oil, and essential amino acids.

6. PLA Manufacturing:

BCML is venturing into Poly Lactic Acid (PLA) manufacturing, establishing India's first industrial bio-polymer plant to demonstrate its forward-thinking approach towards eco-friendly alternatives to traditional plastics. By venturing into PLA manufacturing, BCML aims to contribute to a more sustainable future while addressing environmental concerns associated with plastic wastes.

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 entity's activities. BCML understands that EPR is a policy approach that assigns producers responsibility for the end-of-life of products and includes both financial and operational responsibility. BCML as producers provide funding to manage covered products after their use phase. EPR target for 3742 MT of packaging plastic wastes generated in FY 23-24 by BCML was 100% and the waste collection plan aligns with the EPR plan submitted to the PCB.

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	64.35%	Cradle to Grave	Yes	Yes, in page no 70 of the integrated Annual Report.
11019	Ethanol	28.91%	Cradle to Grave	Yes	Yes, in page no 70 of the integrated Annual Report.

**Note: The numbers provided for this question above for % of total turnover contributed is for the entire Company. LCA was conducted for Kumbhi (sugar) and Gularia (Sugar & Ethanol) during the year.*

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

S. No.	Name of Product / Service	Description of the risk / concern	Action Taken
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No significant impact identified towards environment during the Cradle to Grave – Life Cycle Assessment study of the products – Sugar and Ethanol. In fact the results indicate that the products of the Company are having negative emissions, please refer to page no 70 of the 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 2023-24	FY 2022-23
<p>It is difficult to quantify the amount of reused or recycled input material due to the below reasons:</p> <ul style="list-style-type: none"> • Water coming through incoming raw material i.e. cane is recycled and reused to the maximum extent to minimize ground water extraction. • Similarly, fibre coming through input raw material i.e cane is also completely used as fuel for generation of steam and power. • Our packing materials used for bagging sugar materials are also recycled through our authorized vendor. 	NA	NA

- 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 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	4057.15	0	0	10371.18	0
E-waste	0	5.49	0	0	5.16	0
Hazardous waste	0	32.08	0	0	14.71	0
Other waste	9562.16	0	32166.05	10116.28	0	34988.35

* Note: Certain wastes have been re-categorised and accordingly the last year figures have been re-stated.

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

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1		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	1423	1423	100	1423	100	0	0	0	0	0	0
Female	12	12	100	12	100	12	100	0	0	0	0
Total	1435	1435	100	1435	100	12	0.84	0	0	0	0
Other than Permanent Employees											
Male	13	0	0	0	0	0	0	0	0	0	0
Female	1	0	0	0	0	0	0	0	0	0	0
Total	14	0	0	0	0	0	0	0	0	0	0

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	4610	4610	100	4610	100	0	0	0	0	0	0
Female	11	11	100	11	100	11	100	0	0	0	0
Total	4621	4621	100	4621	100	11	0.24	0	0	0	0
Other than Permanent workers											
Male	3218	0	0	3153	97.98	0	0	0	0	0	0
Female	32	0	0	32	100	32	100	0	0	0	0
Total	3250	0	0	3185	98	32	0.98	0	0	0	0

GRI 401-2, GRI 403-8

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

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.26%	0.26%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/N.A.). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/N.A.). (PY)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	NA
ESI	0	0.20	Yes	0	0.44	Yes
Others – please specify	NA	NA	NA	NA	NA	Yes

3. Accessibility of workplaces

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

While currently our establishments do have some provisions for differently abled persons, we are committed to improving our facilities and making them more inclusive gradually. Here are some steps, we as an entity are working on to make our premises more accessible in future:

- Providing easy access for wheelchair users.
- Widening doorways to accommodate wheelchairs and other mobility aids.
- Training and Awareness programs designed for educating staff about inclusivity and interacting with differently-abled colleagues with the intent to benefit the employees by creating a more inclusive environment for everyone who joins the organisation.

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

Yes, we are committed to ensuring equal opportunities for all individuals including differently abled for career progression and professional growth, regardless of their background, identity or gender. Although we have not yet created a formal equal opportunity policy, but we have covered it under our Code of Conduct policy as part of our commitment for creating a diverse and inclusive workplace. We are committed in providing fair remuneration to all employees, ensuring that compensation packages are equitable, competitive and commensurate with the nature of the work performed as well as the skills, qualifications and experience of the individual.

You can find the link to our Code of Conduct below:

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

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

Parental leave includes both maternity and paternity leaves. However, we only have the policy for maternity 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	<p>The Company's has a Vigil Mechanism Policy which is also called Whistle Blower Policy. It is applicable to all directors and employees to report concerns or misconduct on violation of the code of the conduct through vigil mechanism, a secured reporting mechanism administered by the Chairman of the Audit Committee.</p> <p>If the Whistle Blower believes that there is a conflict of interest between the Competent Authority and the Whistle Blower, he/she may send his/her protected disclosure directly to the Chairman of the Audit Committee. The Company's Vigil Mechanism Policy is available at https://chini.com/wp-content/uploads/2022/08/Vigil_Mechanism_Policy.pdf</p> <p>Further, a Grievance Redressal Forum has been established in order to provide a platform for open discussion for settling all workplace related grievances at the local level with the involvement of labour representatives and the management. The Company ensures confidentiality in the entire process of grievance redressal protecting the identity and grievance related information.</p>
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 2023-24			FY 2022-23		
	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	1435	0	0.00%	1454	0	0.00%
- Male	1423	0	0.00%	1447	0	0.00%
- Female	12	0	0.00%	7	0	0.00%
Total Permanent Workers	4621	1626	35.19%	4816	1547	32.12%
- Male	4610	1624	35.23%	4806	1545	32.14%
- Female	11	2	18.18%	10	2	20.00%

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	1436	775	53.97%	1019	70.96%	1447	1102	76.00%	1405	97.00%
Female	13	3	23.08%	2	15.39%	7	0	0.00%	1	14.00%
Total	1449	778	53.69%	1021	70.46%	1454	1102	76.00%	1406	97.00%
Workers										
Male	7828	2066	26.39%	2174	27.77%	6401	4150	65.00%	2801	44.00%
Female	43	4	9.30%	6	13.95%	10	10	100%	6	60.00%
Total	7871	2070	26.30%	2180	27.70%	6411	4160	65.00%	2807	44.00%

Notes:

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

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1436	1370	95.40%	1447	1447	100.00%
Female	13	6	46.15%	7	6	86.00%
Total	1449	1376	94.96%	1454	1453	99.00%
Workers						
Male	7828	6904	88.20%	6401	3481	54.38%
Female	43	39	90.70%	10	0	0.00%
Total	7871	6943	88.21%	6411	3481	54.30%

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]

BCML follows an occupational Health Safety Management System (HSMS) for minimizing risks and fostering a safe working environment at all our site locations. All the BCML's policies are aligned to the National Guidelines for Responsible Business Conduct (NGRBC's) along with globally recognized standards such as ISO 9000, 14000, and 45001, principles of the United Nations Global Compact (UNGC), International Labour Organization (ILO), and the United Nations Sustainable Development Goals (UN SDGs).

The key steps, BCML follows to implement an effective Health and Safety Management System (HSMS) include:

- 1. Planning Phase (PLAN):** Have established a health and safety management standard based on overall risk assessment and statutory requirements.
- 2. Performance Phase (DO):** Prepared action plans and implementing the plans to achieve the objectives and standards.

3. **Performance Assessment Phase (CHECK):** Tracking the progress against identified KPIs periodically to measure progress with plans and compliance with standards.
4. **Performance Improvement Phase (ACT):** Continuously evaluate, analyse and improve the HSMS system. Systematically assessing hazards and implementing risk control measures, has helped BCML to continually reduce workplace injuries and incidents, improve compliance with regulations, improvement in employee confidence, enhance Company's reputation and reduced costs.

Additionally, BCML is also in the process of attaining the ISO 45001:2018 certification with an aim to provide a framework to manage risks and improve occupational health and safety (OH&S) performance. By attaining this certification, we aim to attain leadership commitment, worker participation, hazard identification, risk assessment, legal compliance, emergency planning, incident investigation and continual improvement.

- 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]

BCML employs a comprehensive approach to identify work-related hazards and assess risks on both routine and non-routine bases. This includes regular workplace inspections to identify hazards and ensure safety compliance. Incident reports and near-miss events are analyzed to prevent future occurrences. Routine hazard identification and risk assessment exercises are conducted to proactively mitigate risks. Job safety analysis techniques are used to evaluate the safety of specific tasks, identifying and mitigating hazards at each step. Regular consultations with employees and safety committees gather insights and develop effective risk mitigation strategies.

Additionally, BCML continuously monitors and evaluates changes in work processes or conditions to identify new hazards or risks, ensuring that safety measures are updated and adapted to the evolving work environment. This integrated approach ensures a thorough and dynamic method of maintaining workplace safety.

- 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. BCML has established a robust system designed to encourage workers to promptly report work-related hazards and empower them to remove themselves from risky situations. This system features clear and accessible reporting channels, including confidential options, to ensure that workers feel secure in raising their concerns. Awareness campaigns are regularly conducted to foster a strong culture of reporting, emphasizing the importance of proactive hazard identification and communication. The system also guarantees non-retaliation, assuring workers that they will not face any negative consequences for reporting safety issues. Employees are actively encouraged to prioritize their well-being and take immediate action to remove themselves from any identified risks, halting work activities if necessary until appropriate safety measures are implemented. This comprehensive approach not only promotes a safer work environment but also instils confidence in workers to actively participate in maintaining workplace safety.

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

Access to non-occupational medical and healthcare services is essential for employees' well-being. Here are some key non-occupational medical and healthcare services provided by BCML.

- **Non-Occupational Medical Leave:** BCML provides its employees time off due to their own health conditions (not work-related), categorised as non-occupational medical leave. Reasons for such leave may include accidents, injuries, illnesses or pregnancy-related, etc.
- **Return-to-Work Programs:** Encouraging employees to return to work (even in a limited capacity) soon after an injury or illness or parental leave.

GRI 403-2, GRI 403-4, GRI 403-5, GRI 403-7

- **Integrated Health and Disability Management:** Coordinating health and disability programs to reduce costs.
- **Wellness Initiatives:** Promoting employee health and taking preventive actions.
- **Medicclaim policies:** Also known as health insurance policies, are offered by companies to provide financial coverage for medical expenses.
- **Third-Party Administrators:** Carefully selecting and managing third-party administrators to handle claims.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.57	0.55
	Workers	0	0
Total recordable work-related injuries ^[GRI 403-9]	Employees	4	11
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	8	2
High consequence work-related injury or ill-health (excluding fatalities) ^[GRI 403-10]	Employees	0	0
	Workers	0	0

Notes: 1. Including the contractual workforce

2. 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

BCML understands that ensuring a safe and healthy workplace is crucial for employee well-being and productivity. Here are some processes we have in place:

- Information disbursal on safe and healthy work environment via regular training sessions and signages.
- Set well defined and measurable Safety Goals: BCML tracks and monitors the progress around safety goals regularly and creates action plans for continuous improvement.
- The Company has an employee health & safety senior officer to supervise safety initiatives across all its units. Each unit has under him dedicated and qualified safety professionals supported by fire officer and fire men in each unit.
- The Company defined safety indicators (leading, current and lagging) to report each incident, unsafe behaviour, near - miss, accident case, loss of work, medical treatment, disaster and bottlenecking.
- The Company defined safety training criteria and prepares safety modules. It mandated safety inductions as compulsory for employees, following this the Company defined around 12 kind of safety modules.
- The Company's unit safety committee comprises of workers and senior management, which met once in each quarter to discuss safety agenda.
- The senior management met plant workers before the closure of the sugar season to identify safety concerns.
- The Company conducted mock drills according to the statutory requirements.

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

	FY 2023-24			FY 2022-23		
	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

There are no such corrective action underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessment of health & safety practices and working conditions in the recent past.

However, while addressing safety-related incidents in the workplace, BCML proactively ensures the following corrective actions to prevent future occurrences and improve safety standards.

1. Investigation of Incidents:

- Employers investigate incidents (including near miss incidents) to identify hazards and shortcomings in safety programs.
- The focus is on root causes, not blame to improve workplace morale and productivity.
- Managers and employees collaborate for a comprehensive understanding.

2. 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.

3. Develop Corrective Action Plans (CAPA):

- Based on investigation findings, create a plan to address identified deficiencies.
- Corrective actions can be immediate (eliminating hazards) or long-term (policy revisions).

4. Evaluate Effectiveness of CAPA periodically:

- Implement the corrective action plan.
- Continuously assess its effectiveness through periodic evaluations.

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 has provision for life insurance for all workers & employees and the provisions extends till the event of death as part of their compensation packages. It covers:

1. **Life Insurance as an Employee Benefit:** Provides financial protection to their families in the event of the employee's death demonstrating care for employees' financial well-being and helps us to enhance retention.
2. **Coverage Considerations:** The type and amount of coverage vary based on existing company policies, hierarchy and budget constraints.
3. **Administration and Vendors:** We have assigned suitable insurance vendors that ensure proper administration plans.

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

Ensuring that statutory dues are correctly deducted and deposited by value chain partners is crucial for compliance and ethical business practices of BCML. The concerned team cross verified the deduction and payment of statutory dues within the stipulated time limit.

Here are some measures that entities often take:

1. Internal Controls and Audits:

- Regular internal audits were undertaken to assess whether value chain partners comply with statutory dues.
- These audits verify that partners have appropriately deducted and deposited dues such as Provident Fund, Income Tax, GST, and other applicable statutory payments.

2. Supplier Code of Conduct:

- BCML has an updated policy in place to emphasize labour law compliance to value chain partners through a Supplier Code of Conduct. The code outlines expectations related to statutory dues, safety practices and working conditions.

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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	2	2	2	0

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

No

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Available
Working Conditions	Not Available

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

Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders



Essential Indicators

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

BCML identified stakeholders from key groups relevant to its business, such as employees, vendors, government bodies, shareholders, customers, and local communities. The Company conducted a comprehensive stakeholder engagement exercise to engage with prioritized stakeholders from each group, allowing for the collection of valuable insights into their concerns and feedback. This exercise was instrumental in understanding the specific needs and expectations of each stakeholder group. Based on the feedback received, BCML developed tailored action plans to address these expectations effectively. The concerns and expectations of stakeholders play a crucial role in the Company's materiality assessment, guiding the development of both short and long-term business goals. This process ensures that BCML's strategic objectives are aligned with the interests of its stakeholders, fostering a more responsive and responsible business approach.

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

GRI 2-29, GRI 407-1

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

Leadership Indicators

1. 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)

BCML is dedicated to continually addressing the concerns that are most significant to its stakeholders and its business, especially in this rapidly evolving environment. Recognizing and understanding these challenges is a priority, as it allows the Company to define its strategic priorities and effectively communicate with stakeholders about the issues that matter most to them. By engaging with various stakeholder groups, BCML gains valuable insights into their perspectives and concerns regarding key issues. This engagement helps the Company to clearly define these critical elements and develop a roadmap for long-term value creation. Through this thorough assessment, the most material components are identified and prioritized, ensuring that BCML's strategic planning is aligned with stakeholder expectations and focused on sustainable growth.

- 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-

Stakeholder consultation is essential to BCML's operations, reflecting the Company's commitment towards addressing and safeguarding the interests and concerns of its stakeholders. This involves identifying key issues that are material to their business. BCML ensures this commitment by investing in environmentally friendly processes and technologies that helps to mitigate and minimize negative impacts. For one of its key stakeholder group, the farmers, BCML has taken significant steps to address their concerns by improving their standard of living through various initiatives including payment of cane before the due time. These efforts demonstrate BCML's dedication to fostering strong, positive relationships with its stakeholders while promoting sustainable and responsible business practices.

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

The Company regularly interacts with vulnerable and marginalized groups in local communities, striving to maintain positive relationships and address their concerns effectively. An appropriate grievance redressal mechanism is in place to resolve any grievances that arise. BCML has implemented various initiatives to support them, including providing agricultural inputs, promoting awareness and enhancing livelihoods through rural development programmes. This comprehensive approach highlights BCML's commitment in fostering strong, positive relationships with farmers and contributing to their overall well-being.

PRINCIPLE 5 Businesses should respect and promote human rights



Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1435	1435	100	1454	1454	100.00
Other than permanent	14	14	100	0	0	0.00
Total Employees	1449	1449	100	1454	1454	100.00
Workers						
Permanent	4621	4621	100	4816	4816	100.00
Other than permanent	3250	1301	40.03	0	0	0.00
Total Workers	7871	5922	75.24	4816	4816	100.00

GRI 410-1

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male	1423	0	0%	1423	100%	1447	1447	100%	0	0.00%
Female	12	0	0%	12	100%	7	7	100%	0	0.00%
Other than Permanent										
Male	13	0	0%	13	100%	0	0	0%	0	0.00%
Female	1	0	0%	1	100%	0	0	0%	0	0.00%
Workers										
Permanent										
Male	4610	1222	26.51%	3388	73.49%	6401	6401	100%	0	0.00%
Female	11	8	72.73%	3	27.27%	10	10	100%	0	0.00%
Other than Permanent										
Male	3218	1535	47.70%	1683	52.30%	0	0	0%	0	0.00%
Female	32	31	96.88%	1	3.12%	0	0	0%	0	0.00%

3. Details of remuneration/salary/wages

a. 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)	6	38,38,000	3	30,03,000
Key Managerial Personnel	4	1,66,77,087	1	66,00,000
Employees other than BoD and KMP	1419	9,52,461	11	9,47,396
Workers	4610	3,60,716	11	3,52,468

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

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	0.27	0.16

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, BCML has developed an extensive Human Rights policy designed to address and manage human rights impacts, issues and related concerns. To effectively handle employee grievances regarding the Company's policies and work environment, BCML has put in place a robust Grievance Redressal mechanism. Furthermore, the Company has established a dedicated policy aimed at preventing sexual harassment, ensuring a safe and respectful workplace for all employees. Reported incidents of sexual harassment are rigorously investigated by the Internal Complaints Committee, highlighting BCML's strong commitment for upholding a workplace free from harassment. This approach underscores the Company's dedication for creating a secure, fair and inclusive environment for its workforce.

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

BCML has established comprehensive internal mechanisms to effectively address and resolve grievances related to human rights issues. These mechanisms include designated channels for reporting grievances, such as specific email addresses, which ensure confidentiality and provide the option for anonymity, if preferred. The Company has a dedicated grievance redressal team or committee tasked with promptly investigating and addressing any reported concerns. Employees and stakeholders receive clear guidance on how to access these mechanisms and are assured of protection against any form of retaliation for reporting human rights issues. Additionally, BCML conducts regular communication and awareness programs to ensure that all employees are well-informed about the grievance redressal processes, thereby fostering a culture of respect for human rights within the organization. This proactive approach underscores BCML's commitment towards maintaining a fair, respectful and safe working environment.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	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:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
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

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

BCML has established a robust Whistle Blower policy to ensure transparency and ethical business conduct, allowing all employees and management to voice their concerns without fear. The Company has implemented specific measures to protect complainants in cases of discrimination and harassment, strictly prohibiting retaliation against those who report or provide information on such issues. This includes ensuring the complete protection of whistleblowers from any unfair practices. The Company has instituted strict confidentiality protocols to protect the identity of the complainant, conducts thorough and impartial investigations and provides support and resources throughout the process. Additionally, the Company offers alternative work arrangements if needed and takes appropriate disciplinary action against perpetrators, if allegations are substantiated. Open lines of communication are maintained to address any concerns or additional support required during and after the resolution of the case, ensuring a safe and supportive environment for all employees.

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

Yes, BCML expects its suppliers, vendors and contractors to uphold the same high standards of ethical conduct that the Company maintains internally. This includes adhering to human rights principles, such as the prohibition of child labour, forced labour and discrimination. BCML engages in transparent and fair procurement practices and actively monitors the human rights performance

GRI 2-25, GRI 406-1, GRI 408-1, GRI 409-1

of its suppliers, vendors and contractors. The principles and guidelines outlined in BCML’s Code of Conduct emphasize the importance of various human rights aspects and ensure that all stakeholders respect these principles. Any matters related to human rights are effectively addressed by the relevant departments, ensuring a commitment to ethical conduct and respect for human rights throughout the supply chain.

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	NA

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 such significant risk identified by the Company.

Leadership Indicators

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

No such business process being modified / introduced as a result of addressing human rights grievances/complaints.

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

No such Human rights due-diligence has been conducted as yet.

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 premise/office of the entity accessible to differently abled visitors, and we are further working towards improving the infrastructure.

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]

Not Applicable

GRI 2-27, GRI 414-1, GRI 414-2

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



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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	29,721,662.47	24,790,023.82
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	29,721,662.47	24,790,023.82
From non-renewable sources		
Total electricity consumption (D)	13,482.57	-
Total fuel consumption (E)	23,263.21	19,864.25
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	36,745.78	19,864.25
Total energy consumption (A+B+C+D+E+F)	29,758,408.25	24,809,888.05
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00053	0.00051
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0119	0.0114
Energy intensity in terms of physical output (GJ/tons of sugar cane crushed)	2.744	2.649
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Notes:

- 1: For FY 23-24, we determined the calorific value of bagasse to be 9.51 MJ/kg based on our test report, changed from 17.78 MJ/kg considered in FY 22-23.
- 2: In FY 22-23, for the section on energy use from renewable sources we had reported use of bagasse, slop & other biomass as 'Energy consumption through other sources (C)'; we have changed the category now to 'Total Fuel Consumption(B)'.
- 3: We have revised our figure for FY 22-23 "Total electricity consumption(D)" as we did not purchase any electricity from grid and had only used the banked power with the grid.
- 4: 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-

No, the entity does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	2430623	2975397
(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)	2430623	2975397
Total volume of water consumption (in kilolitres)	1462218	2363484
Water intensity per rupee of turnover (Water consumed (lts) / turnover (₹))	0.0261	0.0507
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.59	1.12
(Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output (litres/ per tonne cane crushed)	144.91	229.34
Water intensity (optional) – the relevant metric may be selected by the entity.	NA	NA

Notes:

1: 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 2023-24	FY 2022-23
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	240576	188766
(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	727829	423147
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	968405	611913

Notes:

1: The level of treatment is 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]

All the five distilleries in Balrampur, Babhnan, Mankapur, Maizapur and Gularia have implemented the mechanism for Zero Liquid Discharge. Further, two sugar units have also achieved ZLD during sugarcane operations. BCML is one of the trailblazer companies to have installed incinerators at distilleries to achieve zero liquid discharge of effluents, empowering the Company to operate the distillery for an additional 60 days a year. All the water used in the distillery's process are recycled and used across different functions.

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	Current Financial Year	Previous Financial Year
NOx	mg/Nm ³	38.7	51.6
SOx	mg/Nm ³	25.4	31.2
Particulate matter (PM)	mg/Nm ³	66.2	76.4
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

Notes:

1: No independent assessment/evaluation/assurance has been carried out by an external agency.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MTCO₂E & its intensity, in the following format: ^[GRI 305-1, GRI 305-2, GRI 305-4]

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	3961.41	1,485.85
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	2,681.53	-
Total Scope 1 and Scope 2 emissions	TCO ₂ e	6,642.94	1,485.85
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	TCO ₂ e / rupee of turnover	0.00000012	0.00000003
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 ₂ e / rupee of turnover	0.00000026	0.00000007
Total Scope 1 and Scope 2 emission intensity in terms of physical output (optional)	TCO ₂ e / ton sugarcane crushed	0.00061	0.00016
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Notes:

1: In FY 2022-23, the CH₄ –and N₂O emissions from biomass and fugitive emissions was not included in Scope 1 emissions calculation. In FY 2023-24, CRISIL was appointed for computation of Scope 1 & 2. As per them the emissions due to CH₄ –and N₂O arising from biomass combustion (bagasse, slop, biogas & firewood) accounted to 52,763 tCO₂e. Hence the total Scope 1 emissions including the biomass combustion stands to 56724.41 tCO₂e. But since it was not computed for last year, hence its shown as a note. Considering the same, the emissions intensities per rupee of turnover, PPP and per ton of sugarcane crust will be 0.0000011, 0.000002 and 0.0055 respectively.

2: We have revised our Scope 2 emissions for FY 22-23 as we did not purchase any electricity from grid and had only used the banked power with the grid.

3: 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]

BCML has relied on bagasse, slop & biogas as sustainable alternatives to fossil fuel. This has helped BCML to avoid GHG emissions by around 2.9 million tonnes of carbon dioxide equivalent (TCO₂e).

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4057.15	10371.18
E-waste (B)	5.49	5.16
Bio-medical waste (C)	0.10	0.06
Construction and demolition waste (D)	333.50	1596.86
Battery waste (E)	11.32	7.47
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	32.08	14.71
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	41728	45105
Total (A+B + C + D + E + F + G + H)	46167.64	57100.44
Waste intensity per rupee of turnover [Total waste generated (kg) / Revenue from operations (₹)]	0.00083	0.00122
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.01849	0.02713
Waste intensity in terms of physical output (kg/ per ton cane crushed)	4.57520	5.54082
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	3765.22	2359.40
(ii) Re-used	9562.16	10116.28
(iii) Other recovery operations	320.49	8020.85
Total	13647.87	20496.53
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Hazardous & Non-hazardous waste	Hazardous & Non-hazardous waste
(i) Incineration	0	0
(ii) Landfilling	333.50	1596.86
(iii) Other disposal operations	32186.33	35006.68
Total	32519.83	36603.54

Notes:

1. Certain wastes have been re-categorised and accordingly the last year figures have been re-stated.
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 adopted the following waste management practices and strategy to reduce usage of hazardous and toxic chemicals in products and processes:

1. Source Reduction and Reuse:

- Reuse or recycle items.
- Buy in bulk to reduce packaging.
- Opt for lightweight packaging.

2. Substitution:

- Replace hazardous chemicals with safer alternatives.
- Opt for non-toxic materials in manufacturing processes.
- Evaluate product compositions and alter them to minimize risks.
- Sugar produced was also bagged in jute bags in place of PP bags.

3. Recycling:

- Recycling involves collecting used items, processing them into raw materials and creating new products.
- Achieved 100% EPR compliance for plastic.

4. Energy Recovery (Waste-to-Energy):

- Convert non-recyclable waste into heat, electricity or fuel.
- Reducing carbon emissions and offering alternative to fossil fuel energy needs.

5. Continuous Improvement:

- Staying informed about safer alternatives and technologies and making investments accordingly.

The Company reuses waste products and by products to reduce disposal, emissions and discharge. It makes use of waste/by-products like bagasse and molasses to manufacture downstream products. The filter cake generated during the operations is also distributed among the farmers as organic manure.

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: ^[GRI 304-1]

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	0	0	0

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

S. 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	0	0	0	0	0	0

GRI 304-1

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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): Not Applicable** (GRI 303-1, GRI 303-3, GRI 303-4)

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

Parameter	FY 2023-24	FY 2022-23
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)		
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) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	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: No independent assessment/evaluation/assurance has been carried out by an external agency.

2. Please provide details of total Scope 3 emissions (MTCO2E) & its intensity, in the following format: ^[GRI 305-3, GRI 305-4]

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	914,021	-
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/INR	0.000016	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity – (tCO ₂ e / tons of cane crushed)	tCO ₂ e/MT	0.084	-

Notes:

- 1: CRISIL was appointed for computation of Scope 3 emissions from FY 2023-24.
- 2: The purchased sugarcane by BCML is estimated to have sequestered approximately 4.27 million tonnes of carbon dioxide during the cane growth phase (from seeding till harvest).
- 3: 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- ^[GRI 304-2]

No ecologically sensitive areas reported in the nearby vicinity of BCML operations.

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:

Sr. 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 II of the Board Report at page no 139 and under Carbon Footprint at page no. 68 of the Annual Report	

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

Yes, the Company has in place a Business Continuity and Disaster Management Plan to enable rapid response to address the consequences of crisis as and when they materialize. Focus is made on laying out crisis response mechanism, communication protocol and periodic training at all levels of the organization.

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]

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

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

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

^{GRI 305-3, GRI 305-4, GRI 304-2, GRI 308-2, GRI 308-1}

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 22 (Twenty-Two) trade and industry chambers including Federation of Indian Chambers of Commerce Industry (FICCI), Indian Sugar Mills Association (ISMA) and UP Sugar Mill Association (UPSMA)

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Sugar & 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	Young President Organisation	
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]

S. No.	Name of authority	Brief of the case	Corrective action taken
1	NA	NA	NA

Leadership Indicators

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

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

GRI 2-28, GRI 206-1

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]

S. 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
1	Quality Education- BCML is committed to promoting quality education by addressing infrastructure challenges in government schools, such as toilet construction, RO water installation and provision of furniture and computers, benefiting 15 schools. Through partnerships with organizations like Agastya Foundation, BCML implements mobile science labs to enhance science education in rural areas of Uttar Pradesh, reaching underserved communities. Furthermore, BCML promotes menstrual hygiene in schools by installing sanitary pad dispensers and incinerators, contributing to improved hygiene practices among girls and fostering a conducive environment for learning.	NA	NA	Yes	Yes	https://chini.com/sustainability/social/

S. 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
2	Rural Development and Transformation- BCML's community development initiatives encompass providing lighting solutions to enhance quality of life, including the installation of street lights and high mast lights in rural areas. We also focus on promoting better sanitation through toilet construction, establishing gender-friendly pink toilets, conducting waste management sessions and installing dustbins in rural market areas. These efforts contribute to improving safety, education, sanitation and overall well-being in under-served communities across Uttar Pradesh.	NA	NA	Yes	Yes	https://chini.com/sustainability/social/
3	Quality Health Care- BCML contributes to developing quality healthcare by renovating healthcare facilities providing essential infrastructural support and organizing health camps in underserved communities. These efforts enhance access to medical services and improve healthcare outcomes for residents in the surrounding areas of its operations.	NA	NA	Yes	Yes	https://chini.com/sustainability/social/
4	Sustainable Livelihood- BCML promotes sustainable livelihoods through skill training programs such as stitching training and providing access to sewing machines, enabling women to acquire stitching skills and generate income. These initiatives empower women financially, improve household financial stability and enhance economic independence. Additionally, the agricultural equipment and training provided to farmers contribute to agricultural development and improve livelihoods in rural communities.	NA	NA	Yes	Yes	https://chini.com/sustainability/social/
5	Environmental Conservation- BCML's initiatives in pond cleaning, water recharge and tree plantation drive contribute to environmental conservation and sustainable water management, benefiting rural communities and ecosystems. Furthermore, the installation of solar lights in community spaces has advanced the adoption of clean and renewable energy sources.	NA	NA	Yes	Yes	https://chini.com/sustainability/social/

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

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

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

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

Certainly, the Company has established a redressal mechanism to address any grievances raised by the community. Each of the 10 units and also other places where CSR activities are implemented has a dedicated Point of Contact to ensure smooth implementation, maintenance and monitoring. Additionally, the Company maintains regular communication with local authorities, key stakeholders and resource persons to address any discrepancies or concerns within the community. Though, there has been no such grievances received from the community but this structured approach allows the Company to receive feedback on its initiatives and address any challenges raised by the community effectively.

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

Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	100%	100%
Directly from within India	100%	100%

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

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	86.10%	87.30%
Semi-urban	0%	0%
Urban	3.13%	3.16%
Metropolitan	10.77%	9.53%

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):

S. No.	Details of negative social impact identified	Corrective action taken
1	0	Nil

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

S. No.	State	Aspirational District	Amount spent
1	Uttar Pradesh	Balrampur	206.33 (in Lacs)

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

Procurement is done on policy stated every year by State Government, however sugar manufacturing being a major agricultural activity, farmers are the key vendors from whom we procure sugarcane.

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

BCML procures 100% of its cane from local farmers.

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

100% of our procurement are from local farmers from within the command area.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1	0	0	0	0

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.

S. No.	Name of authority	Brief of the Case	Corrective action taken
1	0	0	0

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Quality Education	<ul style="list-style-type: none"> 16,682+ Students Impacted 6,022 Students had the exposure of Mobile Science Lab 63 Schools had Mobile Science Labs operational Infrastructure support in 19+ Schools 	100%
2	Quality Healthcare	<ul style="list-style-type: none"> 78,834+ Patients Benefited 7 Healthcare Facilities Supported 3 General Health Camps Conducted 	100%
3	Rural Development and Transformation	<ul style="list-style-type: none"> 70,902 Beneficiaries Impacted 16 RO Water Units Installed 4 Pink Toilets Constructed 5 Buildings, waiting halls constructed 18 high mast & street lights (non solar) 134 Hand pumps installed 17 CCTV systems installed. 	100%
4	Sustainable Livelihood	<ul style="list-style-type: none"> 11,818 Agriculture Equipment and Training Provide to farmers 110 Women were provided with livelihood opportunities 	100%
5	Environment Sustainability	<ul style="list-style-type: none"> 40,910 Beneficiaries impacted in 72 villages 1,66,773 Trees Planted 2327 Solar Fencing / Jhatka Machines provided 172 Solar Lights Installed 18 Ponds Cleaned, Renovated and Recharged 	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 two options of receiving the complaints online (website) and offline (through our authorised agents). To mention, we receive most of the complaints in offline mode only. BCML diligently obtains customer feedback and grievances by obtaining informal feedback from the whole sellers/agents from the market. BCML has dedicated section in its website for its customers who can post their queries, grievances and feedback about the products of the Company. We always encourage active participation of our customers, sugarcane farmers and value chain partners in utilizing the Company's redressal mechanism and processes for immediate response and resolution of their concerns.

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

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

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	5	0	-	12	0	-

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

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

GRI 2-25, GRI 416-2, GRI 417-3, GRI 417-2

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 maintains an internal policy on cyber security and risks related to data privacy, that is not published on the website and is intended solely for internal distribution; therefore, a web link cannot be provided for privacy reasons. The following key elements are covered in our internal policy on cyber security.

- **Confidentiality**- Access to data and information assets to only authenticated and authorized individuals.
- **Integrity**- IT systems to be kept upgraded with data and information assets kept intact.
- **Availability**- Users should be able to access information or systems as and when required.

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 such incident was identified, hence no corrective action is required to be 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.

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

a. Number of instances of data breaches:

NIL. There are no reported instances of data breaches in the FY 2023-24.

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

0%

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

Not Applicable, as there are no reported data breaches in the FY 2023-24. Therefore, impact assessment is not required.

Leadership Indicators

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

One can access information about BCML and its products and services through the various channels like the Company website through www.chini.com, press releases and various social media platforms like twitter, facebook and instagram

1. **Website:** Visit the official Balrampur Chini Mills website to explore their offerings. www.chini.com

2. **Recent Developments:** BCML has partnered with global players like Sulzer AG, Alpine Engineering GmbH, and Jacobs for an upcoming PLA-Biopolymer manufacturing facility. This facility aims to produce 75,000 tonnes of compostable, fully recyclable biopolymers, annually, using sugar cane as the primary feedstock.

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

As we are bulk manufacturers of sugar, ethanol and potash and do not directly interact with consumers in form of consumer packing, we do not display any information over and above the regulatory requirements.

However, BCML has implemented several measures to inform and educate its consumers about safe and responsible product usage. Mechanisms in place to inform our consumers (like dealers) of any risk of disruption/discontinuation of essential services include:

1. Water Conservation and Environmental Impact:

BCML invests in advanced water management technologies to address environmental challenges. State-of-the-art condensate polishing units recycle water for industrial processes, reducing reliance on groundwater.

2. Waste Management and By-product Utilization:

BCML proactively invests in waste incineration, water consumption moderation and effluent recycling. By maximizing the reuse of resources, they minimize environmental impact.

3. Product Safety and Quality Assurance:

BCML recognizes that sugar is an edible product connected to consumers' health. We maintain high standards to ensure safe and quality products.

4. Sustainable Manufacturing Practices:

BCML advocates sustainability through eco-friendly products and responsible manufacturing practices.

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

BCML has implemented several measures to inform consumers about any potential risks related to essential services through various channels, including our website, various reports and intimations by the Company and direct communication. We proactively review and update our contingency plans to ensure that we are always prepared to manage any unexpected disruptions/discontinuation of essential services.

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

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

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

[GRI 417-1]

BCML goes beyond local legal requirements by providing comprehensive information about its products and services. However, the above is not applicable as we are bulk manufacturers of sugar, ethanol & potash and we do not directly interact with consumers in form of consumer packing that would require us to display product information on the product cover.