

Annexure - F to the Board's Report

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

| | | |
|-----|--|---|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | L21019WB1981PLC034161 |
| 2. | Name of the Listed Entity | EMAMI PAPER MILLS LIMITED |
| 3. | Year of incorporation | 1981 |
| 4. | Registered office address | 687, Anandapur, 1st Floor, E M Bypass, Kolkata - 700107 |
| 5. | Corporate address | 687, Anandapur, 1st Floor, E M Bypass, Kolkata - 700107 |
| 6. | E-mail id | investor.relations@emamipaper.com |
| 7. | Telephone | +91 33 6613 6264 |
| 8. | Website | www.emamipaper.in |
| 9. | Financial year for which reporting is being done | 2022-23 |
| 10. | Name of the Stock Exchange(s) where shares are listed | 1. The National Stock Exchange of India Limited (NSE) 2. BSE Limited (BSE) |
| 11. | Paid-up Capital | • Equity share capital – ₹ 12.10 Crores • Optionally Convertible Redeemable Preference Shares – ₹ 243.52 Crores |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Mr. Vivek Chawla Whole-time Director & CEO Contact number : +91 33 6613 6264 Email : investor.relations@emamipaper.com |
| 13. | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | Standalone Basis |

II. Products/services

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

| Sl. No. | Description of Main Activity | Description of Business Activity | % of turnover of the Company |
|---------|---|----------------------------------|------------------------------|
| 1. | Manufacturing of paper and paperboard including newsprint | Paper and Paper Products | 100% |

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

| Sl. No. | Product/Service | NIC Code | % of total Turnover contributed |
|---------|--|----------|---------------------------------|
| 1. | Paper and Paperboard including Newsprint | 1701 | 100% |

III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 1 | 4 | 5 |
| International | - | - | - |

17. Markets served by the entity

a. Number of locations

| Location | Number |
|----------------------------------|--------|
| National (No. of States) | 26 |
| International (No. of Countries) | 23 |

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

11.70%

c. Types of customers

The Company specialises in the production of newsprint, writing and printing paper, as well as Multilayer Coated Packaging Board. We serves Business-to-Business (B2B) customers. Our customer base consists of front-line printers/converters, renowned brands, end-use customers, Indian media houses, as well as retail and institutional consumers.

IV. Employees

18. Details as at the end of Financial Year, i.e. March 31, 2023:

a. Employees and workers (including differently abled):

| Sl. No. | Particulars | Total (A) | Male | | Female | |
|------------------|------------------------------|--------------|--------------|---------------|-----------|--------------|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 690 | 674 | 97.68% | 16 | 2.32% |
| 2. | Other than Permanent (E) | - | - | - | - | - |
| 3. | Total employees (D+E) | 690 | 674 | 97.68% | 16 | 2.32% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 421 | 421 | 100% | - | - |
| 5. | Other than Permanent (G) | 1,838 | 1,838 | 100% | - | - |
| 6. | Total workers (F+G) | 2,259 | 2,259 | 100% | - | - |

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--|-----------|-------------------------------|---------|
| | | No. (B) | % (B/A) |
| Board of Directors | 11 | 2 | 18% |
| Key Management Personnel (including Whole-time Director) | 6 | - | - |

20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

| | FY 2023 | | | FY2022 | | | FY2021 | | |
|---------------------|---------|--------|-------|--------|--------|-------|--------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 10% | 6% | 10% | 14% | 8% | 14% | 6% | - | 6% |
| Permanent Workers | - | - | - | - | - | - | - | - | - |

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

21. Name of holding/subsidiary/associate companies/joint ventures

| Sl. No. | Name of the holding/subsidiary/associate companies/joint ventures (A) | Indicate whether Holding/Subsidiary/Associate/Joint Venture | % of shares held by the Company | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No) |
|---------|---|---|---------------------------------|---|
|---------|---|---|---------------------------------|---|

The Company does not have any Subsidiary or Joint Venture or Associate Companies

VI. CSR Details

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

(ii) Turnover (in Rs.) ₹ 2,308,12,16,217.71

(iii) Net worth (in Rs.) ₹ 698,71,55,773.79

VII. Transparency and Disclosure Compliances

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

| Stakeholder group from whom compliant is received | Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy) | FY 2023 | | | FY2022 | | |
|---|---|---|---|---------|---|---|---------|
| | | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks |
| Communities | Yes, the Company has a structured process to understand and address the concern of the communities. The CSR team interacts with the Community leaders to understand their concerns. | NIL | NIL | NA | NIL | NIL | NA |

| Stakeholder group from whom compliant is received | Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy) | FY 2023 | | | FY2022 | | |
|---|---|---|---|--|---|---|--|
| | | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks |
| Investors (other than shareholders) Shareholders | Yes, The Company has engaged the services of a Registrar & Share Transfer Agent (RTA), who is registered with the SEBI as a Share Transfer Agent. The RTA has effective systems and processes in place to guarantee timely resolution of any investor grievances. Link : http://www.emamipaper.in/registrar-share-transfer-agent.html | NIL | NIL | NA | NIL | NIL | NA |
| Employees and workers | Yes, the company has Vigil Mechanism and Whistle Blower Policy Link: http://www.emamipaper.in/downloads/epml_vigil_mechanism_policy.pdf | NIL | NIL | NA | NIL | NIL | NIL |
| Customers/ Value Chain Partners | Yes, there is a structured process to continuously gather feedback and address the concerns of the customers. The same is covered in contracts/agreements entered with dealers/ Agents of the Company. A dedicated team is in place to understand and resolve any product related query/grievance. Link: www.emamipaper.in | 359 | NIL | All complaints have been resolved for the FY 2022-23 | 264 | NIL | All complaints have been resolved for the FY 2021-22 |

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

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

| Sr. no. | Material issues identified | Indicate whether risk or opportunity(R/O) | Rationale for identifying risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (indicate positive or negative implications) |
|---------|--|---|--|--|--|
| | Please refer , "Management Discussion and Analysis" section and "Environment Management" section of the Board's Report for the financial year ended 31st March,2023,which forms part of the Company's Annual Report. | | | | |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as under:

| | | |
|--|---|--|
| <p>Businesses should conduct and govern themselves with ethics, transparency and accountability</p> <p>P1</p> | <p>Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle</p> <p>P2</p> | <p>Businesses should promote the well-being of all employees</p> <p>P3</p> |
| <p>Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised</p> <p>P4</p> | <p>Businesses should respect and promote human rights</p> <p>P5</p> | <p>Businesses should respect, protect and make efforts to restore the environment</p> <p>P6</p> |
| <p>Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner</p> <p>P7</p> | <p>Businesses should support inclusive growth and equitable development</p> <p>P8</p> | <p>Businesses should engage with and provide value to their customers and consumers in a responsible manner</p> <p>P9</p> |

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

| Disclosure Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | | |
| 1. | a. Whether the Entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| | b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| | All the statutory policies are approved by the of Directors upon the recommendation of the Board Committees (as applicable). All other policies are approved by the Whole-time Director & CEO | | | | | | | | | |
| | c. Weblink of Policies , if available | http://www.emamipaper.in/corp_governance.html | | | | | | | | |
| 2. | Whether the entity has translated the policy into procedures. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. | Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4. | Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the entity and mapped to each principle. | ISO 45001:2018 - Occupational Health & Safety Management System ISO 14001:2015 - Environment Management System ISO 9001:2015 - Quality Management System | | | | | | | | |

| Disclosure Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|----|----|----|----|----|----|----|----|
| Policy and management processes | | | | | | | | | | |
| 5. | Specific commitments, goals and targets set by the entity with defined timelines, if any. | At Emami Paper Mills Limited, we prioritises investments in Environment, Social and Governance (ESG) strengthening holistic business growth, quality, sustainability and respect. The details are given under each of the principles. The long term sustainability goals and targets have been identified and the action plan for achieving the same is reviewed periodically by the Senior Management Team. Please also refer, "Environment Management" Section of the Board's Report for the Financial year ended 31st March, 2023, which forms part of the Company's Annual Report. | | | | | | | | |
| 6. | Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met. | | | | | | | | | |
| Governance, leadership and oversight | | | | | | | | | | |
| 7. | Statement by Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) | At Emami Paper Mills Ltd., we progressively manufactures paper and paperboard using responsible alternatives, having made significant investments in low-carbon technologies. These investments have resulted in improved resource and energy efficiency. The Company has outlined risk mitigation policies that align with its long-term vision while promoting enhanced sustainability-driven prosperity. Moreover, the Company prioritizes reducing its environmental footprint, preserving the planet, and practicing moderated resource consumption. This commitment is demonstrated through proactive investments in modern technologies, practices, methodologies, and standards . | | | | | | | | |
| 8. | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). | | | | | | | | | |
| 9. | Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | | | | | | | | | |
| | | Mr. Vivek Chawla, Whole-time Director & CEO,(DIN-02696336), under the guidance of the Board of Directors and various Committees is responsible for implementation and oversight of the Business Responsibility Policies. He reports to the Board and updates them on the business performance review and ESG updates. | | | | | | | | |

10. Details of review of NGRBCs by the Company:

| Subject for review | Indicate whether review was undertaken taken 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 | All the statutory policies are reviewed periodically or a need basis by the concern Committees of the Board of Directors and recommended to the Board for its approval. All other policies are reviewed periodically or on a need basis by the senior management team and recommended to the Whole-time Director & CEO for approval. The Company complies with the regulations and principles as are applicable. | | | | | | | | | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |

| 11. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|----|----|----|----|----|----|----|----|
| Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency. | The Policies/Codes and its implementation are regularly evaluated/assessed by the independent internal and statutory Auditors 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 Principle material to its business (Yes/No) | | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| The entity does not have the financial or/ human and technical resources available for the task (Yes/No) | | | | | | | | | |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |

Not Applicable

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 Key Managerial Personnel | | <p>During the year, the Board of Directors & KMP's of the Company dedicated significant time to staying informed and updated on various matters related to the business, regulations, environmental issues, social responsibility, and governance matters. These topics provided valuable insights that align with the Principles and Core Elements. The updates and discussions conducted by the Board of Directors & KMP's encompassed:</p> <ol style="list-style-type: none"> 1. Business Updates: <ul style="list-style-type: none"> - Reviewing and analysing the company's financial performance, strategic initiatives, and market trends. - Assessing the impact of industry developments and technological advancements on the company's operations and competitiveness. 2. Regulatory Compliance: <ul style="list-style-type: none"> - Monitoring changes in regulations and laws relevant to the company's industry. - Ensuring the company's activities and practices align with legal requirements and regulatory frameworks. 3. Environmental Considerations: <ul style="list-style-type: none"> - Examining the company's environmental footprint and identifying opportunities for reducing environmental impact. - Reviewing sustainability practices, such as resource conservation, waste management, and energy efficiency. 4. Social Responsibility: <ul style="list-style-type: none"> - Discussing initiatives related to corporate social responsibility, community engagement, and philanthropic endeavours. - Evaluating the company's social impact and exploring ways to contribute positively to society. 5. Governance Matters: <ul style="list-style-type: none"> - Assessing the effectiveness of corporate governance practices and procedures. - Discussing board composition, independence, transparency, and accountability. <p>Through these discussions and updates, the Board of Directors aimed to enhance their understanding of the Principles and Core Elements, integrate them into the company's decision-making processes, and ensure alignment with social, environmental, and ethical responsibilities. The insights gained from these discussions and updates informed the Board's strategic direction, policies, and initiatives, further reinforcing the company's commitment to being socially, environmentally, and ethically responsible.</p> | |

| 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 |
|--|--|---|--|
| Employees other than Board of Directors and KMPs | 182 | Safety, Behavioural & Functional | 88% |
| Workers | 139 | Safety, Behavioural & Functional | 91.50% |

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

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

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

| Case Details | Name of the regulatory/enforcement agencies/judicial institutions |
|----------------|---|
| Not Applicable | |

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

Yes, the Company has robust policies in place to deal with issues associated with ethics, bribery, and corruption. The company has implemented Vigil Mechanism and Whistleblower policy to effectively address these issues. The policy can be accessed on the company's website at http://www.emamipaper.in/downloads/epml_vigil_mechanism_policy.pdf

The Company has a "Code of Conduct" on its website, the web link of which is <http://www.emamipaper.in/downloads/revise-code-of-conduct-sebi-lodr.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:

| Particulars | FY 2022-23 | FY 2021-22 |
|-------------|------------|------------|
| Directors | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | Nil | Nil |
| Workers | Nil | Nil |

6. Details of complaints with regard to conflict of interest

| Particulars | FY 2022-23 | | FY 2021-22 | |
|--|------------|---------|------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | NA | Nil | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | NA | Nil | NA |

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 conflict of interest.

Not Applicable

Principle 2: Business should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

| | FY2022-23 | FY2021-22 | Details of improvements in environmental and social impacts |
|-------|-----------|-----------|--|
| R&D | 1.77% | 0.36% | Efficient equipment for testing and quality control improve environmental and social impact of products and processes. |
| Capex | 57.67% | 0.44% | Technological advancement in Product process, water management and waste management improve environmental and social impact of products and processes. |

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

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

Yes, the Company sources its major raw material from waste paper, which is environmentally friendly, thereby promoting sustainability. The procedures are in place for sustainable sourcing. The company utilizes FSC-certified imported wood pulp to ensure the replenishment of forests and greenery that may have been depleted due to the use of pulp wood.

Abundant coal resources are available to the company from talcher and other collieries of MCL located nearby, enabling a sustainable fuel supply at low transportation costs. The company also actively encourages the local sourcing of inputs, depending on the availability of required quality inputs and places importance on selecting suppliers who demonstrate a conscientious commitment to sustainable sourcing of resources.

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

The Company has defined procedure for waste management at plant site. The Company believes that waste created in operations is a potential resources for various other activities. Hence, it has strategically shifted its focus towards harnessing this potential resource to the best use within the operations by optimizing existing processes. This has furthered the commitment towards reducing environmental impact of business activities via waste minimization and re-use.

All the ETP sludge is utilised as fuel with coal in the power boiler. All fly ash generated from the boiler is supplied to brick manufacturing plants. Plastic reject is provided to authorised cement plants for co-processing in lime kilns.

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.

1. Yes, EPR registration for Plastic Packaging(PP) is applicable to us under “Importer” category i.e imports plastic packaging Product or products with plastic packaging or carry bags or multi-layered packaging or plastic sheet. Submitted application for EPR registration for PP on 04.05.2023. Awaiting for approval of the same and EPR certificate by CPCB. EPR registration for E-Waste(Electric & Electronic) is not applicable.
2. The plastic waste and E-Waste generation, collection and disposal practices of the mill are in line with Pollution Control Board directions issued vide CTO order dated 28.03.2023 and in compliance with Plastic Waste Management Rules, 2016 & E-Waste Management Rules, 2016.
 - Plastic waste is being disposed to authorized cement plants for incineration.
 - E-Waste is being channelized/disposed for recycling through CPCB/SPCB authorized agencies.

Principle 3: Business should respect and promote the well-being of all employees, including those in their value chains

Essential indicators:

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

| Category | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|-------------|--------------------|-------------|--------------------|-------------|--------------------|----------|---------------------|-----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent employees | | | | | | | | | | | |
| Male | 674 | 674 | 100% | 674 | 100% | NA | NA | - | - | - | - |
| Female | 16 | 16 | 100% | 16 | 100% | 16 | 100% | NA | NA | 16 | 100% |
| Total | 690 | 690 | 100% | 690 | 100% | 16 | 100% | - | - | 16 | 2% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | NIL | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |

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

| Category | % of employees covered by | | | | | | | | | | |
|--------------------------------------|---------------------------|------------------|-------------|--------------------|-------------|--------------------|----------|--------------------|----------|---------------------|----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 421 | 421 | 100% | 421 | 100% | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | 421 | 421 | 100% | 421 | 100% | - | - | - | - | - | - |
| Other than Permanent Workers. | | | | | | | | | | | |
| Male | 1,838 | 1,838 | 100% | 1,838 | 100% | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | 1,838 | 1,838 | 100% | 1,838 | 100% | - | - | - | - | - | - |

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

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

3. Accessibility of workplaces

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

Yes.

4. Does the Company 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.

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

| Gender | Permanent Employees | | Permanent Workers | |
|--------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention Rate | Return to work rate | Retention Rate |
| Male | - | 100% | - | 100% |
| Female | 100% | 100% | - | 100% |

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

| | Yes/No (If yes, then give details of the mechanism in brief) |
|------------------------------------|---|
| Permanent workers | Yes. The Works committee has been constituted at plant site to resolve the grievances of workers. |
| Other than permanent workers | |
| Permanent employees | Yes. HR Helpdesk (Sparsh). |
| For other than permanent employees | NA |

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

| Category | FY2022-23 | | | FY2021-22 | | |
|----------------------------------|--|---|--------|--|---|--------|
| | Total employees/workers in respective category (A) | No. of employees /workers in respective category, who are part of association(s) or Union (B) | %(B/A) | Total employees/workers in respective category (C) | No. of employees /workers in respective category, who are part of association(s) or Union (D) | %(D/C) |
| Total Permanent Employees | | | | | | |
| - Male | - | - | - | - | - | - |
| - Female | - | - | - | - | - | - |

| Category | FY2022-23 | | | FY2021-22 | | |
|--------------------------------|--|--|--------|--|--|--------|
| | Total employees/workers in respective category (A) | No. of employees/workers in respective category, who are part of association(s) or Union (B) | %(B/A) | Total employees/workers in respective category (C) | No. of employees/workers in respective category, who are part of association(s) or Union (D) | %(D/C) |
| Total Permanent Workers | 421 | 421 | 100% | 427 | 427 | 100 |
| - Male | 421 | 421 | 100% | 427 | 427 | 100 |
| - Female | - | - | - | - | - | - |

8. Details of training given to employees and workers:

| Category | FY2022-23 | | | | | FY2021-22 | | | | |
|------------------|------------|-------------------------------|------------|----------------------|------------|------------|-------------------------------|------------|----------------------|------------|
| | Total (A) | On health and safety measures | | On skill upgradation | | Total (D) | On health and safety measures | | On skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 674 | 437 | 65% | 674 | 100% | 665 | 153 | 23% | 613 | 92% |
| Female | 16 | 11 | 69% | 11 | 69% | 15 | 10 | 83% | 11 | 73% |
| Total | 690 | 448 | 65% | 685 | 99% | 680 | 163 | 24% | 624 | 92% |
| Workers | | | | | | | | | | |
| Male | 421 | 290 | 69% | 170 | 40% | 460 | 280 | 61% | 72 | 26% |
| Female | - | - | - | - | - | - | - | - | - | - |
| Total | 421 | 290 | 69% | 170 | 40% | 460 | 280 | 61% | 72 | 26% |

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

The Company has implemented robust Performance Management System (PMS) with the objective of ensuring clarity and transparency at every step of the process and the expectation.

| Category | FY2022-23 | | | FY2021-22 | | |
|------------------|------------|------------|-------------|------------|------------|-------------|
| | Total (A) | No. (B) | %(B/A) | Total (C) | No. (D) | %(D/C) |
| Employees | | | | | | |
| Male | 674 | 641 | 95% | 659 | 601 | 91% |
| Female | 16 | 16 | 100% | 12 | 12 | 100% |
| Total* | 690 | 657 | 95% | 671 | 613 | 91% |
| Workers | | | | | | |
| Male | 421 | 421 | 100% | 451 | 451 | 100% |
| Female | - | - | - | - | - | - |
| Total | 421 | 421 | 100% | 451 | 451 | 100% |

*- Rest of the employees were not eligible for performance appraisal as per HR policy of the Company.

10. Health and safety management system:

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

Yes, the Company maintains a safe and healthy workplace culture by enforcing rules and procedures that ensure a secure and incident-free working environment. Additionally, the company has successfully implemented the ISO 45001:2018 Occupational Health & Safety Management System, emphasizing its commitment to prioritizing employee well-being and effectively managing occupational health and safety.

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

The Company has implemented various effective methods such as safety audits, work permit system, risk assessments at different locations and periodic evaluations of the health and environmental status in strict compliance with statutory provisions. The company has also taken prompt remedial measures as recommended by experts ensuring the well-being of its employees and the environment.

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

Yes, the Company has established Standard Operating Procedures (SOP) and Standard Maintenance Procedures (SMP) for all its processes. The company has assigned the responsibility of ensuring the safety and health of workers under the influence to all sectional heads. In order to facilitate coordination between sectional and unit heads on matters related to safety, the Company has appointed safety officers as coordinators. These safety officers act as catalysts in safety-related issues.

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

Yes

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

| Safety Incident /Number | Category | FY2022-23 | FY2021-22 |
|--|-----------|-----------|-----------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | - | - |
| | Workers | 12 | 7 |
| Total recordable work-related injuries | Employees | - | - |
| | Workers | 12 | 7 |
| No. of fatalities | Employees | - | - |
| | Workers | - | - |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | - | - |
| | Workers | - | - |

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

The Company's senior leadership at manufacturing unit actively engages in reviewing safety measures during the daily production meeting. Strict adherence to all necessary and statutory provisions is mandatory. Throughout the year, the Company organizes employee engagement, awareness, and participation programs on a mass level, with suitable rewards given to employees and teams on a monthly basis. Employees are equipped with online tools to report and halt any unsafe acts or conditions. Emphasis is placed on housekeeping, the use of personal protective equipment (PPE), risk assessment, and the implementation of work permits to ensure the safe execution of work. Regular cross-functional and third-party audits are conducted.

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

| | FY2022-23 | | | FY2021-22 | | |
|--------------------|-----------------------|---|---------|-----------------------|---|---------|
| | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Working Conditions | 851 | NIL | - | 143 | 0 | - |
| Health & Safety | 89 | NIL | - | 58 | 0 | - |

14. Assessments for the year:

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

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

The company possesses an online reporting and tracking system, which is reviewed by the Senior leadership and Plant Safety Committee on a monthly basis.

Principle 4: Business 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 Company.

The key stakeholders of the Company includes Customers, Regulatory Authorities including Government, Employees, Vendors, Contractors, Bankers, Shareholders and local communities. At Emami Paper, the process of identifying key stakeholder groups involves an in-depth analysis of the Company's operations, legal and regulatory requirements, impact assessment and industry best practices.

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

| Stakeholder Group | Whether identified as vulnerable & marginalised group (Yes/No) | Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Others) | Frequency of engagement (Annually, Half yearly / quarterly / others- please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|--|--|--|--|---|
| Employees | No | Annual performance reviews, One-to-one meetings/ briefings, Team meetings | Continuous | HR Policies, Trainings, etc. |
| Shareholders | No | Annual General Meeting, Annual Reports, Stock Exchange website | Quarterly, Half Yearly, Annually as and when required | Financial Performance, Company's Strategies and growth prospect, etc. |
| Vendors | No | Contractual meetings, Tender quotations | Continuous | Quality, cost and long term business relationship, etc. |
| Customers | No | Dealer's Meet , Company websites, Email, telephone | Continuous | To take customer feedback and resolve grievances, order placements, etc. |
| Communities | Yes | Awareness Program, Corporate Social Responsibility, One-to-one meetings | Periodically | CSR & Community engagement, etc. |
| Government Authorities and Regulatory Bodies | No | Industry associations, Meetings | Periodically, as and when required | Statutory compliance, Policy advocacy, etc |

Principle 5: Business should respect and promote human rights

Essential Indicators

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

| Category | FY2022-23 | | | FY2021-22 | | |
|------------------------|------------|--|-------------|------------|--|-------------|
| | Total (A) | No. of employees / workers covered (B) | % (B/A) | Total (C) | No. of employees / workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 690 | 690 | 100% | 607 | 607 | 100% |
| Other than Permanent | - | - | - | - | - | - |
| Total Employees | 690 | 690 | 100% | 607 | 607 | 100% |

| Category | FY2022-23 | | | FY2021-22 | | |
|----------------------|------------|--|-------------|------------|--|-------------|
| | Total (A) | No. of employees / workers covered (B) | % (B/A) | Total (C) | No. of employees / workers covered (D) | % (D/C) |
| Workers | | | | | | |
| Permanent | 421 | 421 | 100% | 460 | 460 | 100% |
| Other than Permanent | - | - | - | - | - | - |
| Total Workers | 421 | 421 | 100% | 460 | 460 | 100% |

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

| Category | FY2022-23 | | | | | FY2021-22 | | | | |
|-----------------------------|-----------|-----------------------|---------|------------------------|---------|-----------|-----------------------|---------|------------------------|---------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Permanent | 690 | - | - | 690 | 100% | 665 | - | - | 665 | 100% |
| Male | 674 | - | - | 674 | 100% | 665 | - | - | 665 | 100% |
| Female | 16 | - | - | 16 | 100% | 15 | - | - | 15 | 100% |
| Other than Permanent | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |

| | | | | | | | | | | |
|-----------------------------|-------|-----|-------|-------|-------|-------|-----|-------|-------|-------|
| Workers | | | | | | | | | | |
| Permanent | 421 | - | - | 421 | 421 | 460 | | | 460 | 100% |
| Male | 421 | - | - | 421 | 100 | 460 | | | 460 | 100% |
| Female | - | - | - | - | - | - | | | - | 100% |
| Other than Permanent | | | | | | | | | | |
| Male | 1,838 | 347 | 18.88 | 1,491 | 81.12 | 1,893 | 465 | 24.6% | 1,428 | 74.4% |
| Female | - | - | - | - | - | - | - | - | - | - |

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

| Gender | Male | | Female | |
|---|--------|--|--------|--|
| | Number | Median remuneration/salary/wages of respective category (in ₹) | Number | Median remuneration/salary/wages of respective category (in ₹) |
| Board of Directors (Only Whole-time Directors) | 4 | 2,31,00,000 | - | - |
| Key Managerial Personnel (Other than Whole-time Directors) | 2 | 45,17,000 | - | - |
| Employees other than BoD and KMP | 668 | 3,44,000 | 16 | 4,22,000 |
| Workers | 421 | 3,30,000 | - | - |

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

Yes, to address any potential human rights impact or issues arising from the business operations, the company enables its employees and workers to approach the Works Committee, Safety Committee, and POSH Committee. These committees serve as avenues for employees and workers to voice their concerns and seek appropriate resolutions.

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

The Company actively promotes a positive and inclusive workplace culture that celebrates diversity and embraces the uniqueness of each employee. It firmly believes in the fundamental rights of all individuals and ensures that these rights are upheld throughout its operations.

The Company addresses human rights issues through its Works Committee and Grievance Committee. These committees serve as mechanisms for addressing and resolving concerns related to human rights within the company.

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

| | FY2022-23 | | | FY2021-22 | | |
|-----------------------------------|-----------------------|---|---------|-----------------------|---|---------|
| | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Sexual Harassment | NIL | NIL | NA | NIL | NIL | NA |
| Discrimination at workplace | | | | | | |
| Child Labour | | | | | | |
| Forced Labour/Involuntary Labour | | | | | | |
| Wages | | | | | | |
| Other Human rights related issues | | | | | | |

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

The Company has implemented comprehensive policies including a robust vigil mechanism and whistle blower policy to address any concerns regarding discrimination and harassment cases. Furthermore, the Company ensures complete anonymity is maintained, and the matter is reviewed by the top management with due seriousness. These initiatives reflect the company's optimistic and proactive approach towards fostering a safe and inclusive work environment for all employees.

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

Yes

9. Assessments for the year:

| | % of the Company's plants and offices that were assessed (by the entity or statutory authorities or third parties) |
|----------------------------------|--|
| Child Labour | The Company is in compliance with applicable laws. |
| Forced Labour/Involuntary Labour | |
| Sexual Harassment | |
| Discrimination at workplace | |
| Wages | |
| Other- please specify | |

Note: The Internal & external Auditors conduct assessments as per the Audit schedule. Assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification.

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

Not Applicable

Principle 6: Business should respect and make efforts to protect and restore the environment

Essential Indicators

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

| Parameter | FY2023 | FY2022 |
|--|------------------|------------------|
| Total electricity consumption (A) | 592.84 TJ | 803.72 TJ |
| Total fuel consumption (B) | 2,66,357 MT | 2,99,201 MT |
| Energy consumption through other sources (C) | 194.99 TJ | 56.34 TJ |
| Total energy consumption (A+B+C) | 787.83 TJ | 860.06 TJ |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) | 0.0095 KWH/rupee | 0.0125 KWH/rupee |
| Energy intensity (optional) – the relevant metric may be selected by the Company | 2,652 MJ/ton | 2,607 MJ/ton |

2. Does the Company 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.

- SECTOR : Pulp & Paper (Recycled Fibre & Purchased Pulp)
- Designated Consumer (DC) No : PNP0021OR
- Under PAT Scheme : Yes
- Target Set under PAT Scheme Achieved or not : Yes, archived in consecutive two cycles.

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

| Parameter | FY2023 | FY2022 |
|---|---------------------------|---------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | NA | NA |
| (ii) Groundwater | 39,19,034 | 39,38,895 |
| (iii) Third party water | NA | NA |
| (iv) Seawater / desalinated water | NA | NA |
| (v) Others | NA | NA |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 39,19,034 | 39,38,895 |
| Total volume of water consumption (in kilolitres) | 39,19,034 | 39,38,895 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.170 liters/rupee | 0.207 liters/rupee |
| Water intensity (optional) – the relevant metric may be selected by the entity | 13.2 | 12.6 |

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

No, the treated effluent is being partly recycled for non-process application and balance is being discharged for cultivation purpose and part quantity to River as per CTO directions issued by OSPCB.

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

| Parameter | Unit | FY2023 | FY2022 |
|-------------------------------------|-------------------|--------|--------|
| NOx | Kg/ton of product | 0.90 | 1.80 |
| SOx | Kg/ton of product | 1.94 | 3.14 |
| Particulate matter (PM) | Kg/ton of product | 0.23 | 0.25 |
| Persistent organic pollutants (POP) | TPA | 0 | 0 |
| Volatile organic compounds (VOC) | TPA | 0 | 0 |
| Hazardous air pollutants (HAP) | TPA | 0 | 0 |
| Others – please specify | TPA | 0 | 0 |

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

| Parameter | Unit | FY2023 | FY2022 |
|--|---|--------|--------|
| 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) | Metric tonnes of CO ₂ equivalent | 1,466 | 1,445 |
| 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) | Metric tonnes of CO ₂ equivalent | 44,956 | 12,989 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | MT CO ₂ e/Revenue (₹ in Crore) | 20.55 | 7.84 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | MT Co ₂ e/Ton of product | 0.05 | 0.15 |

7. Does the Company have any project related to reducing Green House Gas emission? If yes, then provide details.

- Continuous improvement in energy efficiency
- Reduction on coal consumption
- Using new manufacturing techniques.
- Switching to lower-emitting fuels.
- Exploring possibilities on installation of Solar Power

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

| Parameter | FY2023 | FY2022 |
|--|----------|----------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 134 | 194 |
| E-waste (B) | 2,935 | 5,22 |
| Bio-medical waste (C) | 0.045 | 0.055 |
| Construction and demolition waste (D) | 0 | 0 |
| Battery waste (E) | 2,345 | 3,737 |
| Radioactive waste (F) | 0 | 0 |
| Other Hazardous Waste. Please specify, if any. (G) | | |
| Used Oil | 14,861 | 8,123 |
| Spent Resin | 0 | 0.20 |
| Waste Containing Oil | 1,275 | 0.90 |
| Imported Waste Paper | 50,342 | 86,387 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | | |
| Fly ash | 1,39,264 | 1,22,461 |
| ETP Sludge | 13,518 | 17,893 |
| Total (A+B + C + D + E + F + G + H) | 2,03,279 | 2,26,953 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | 0 | 0 |
| (ii) Re-used | 0 | 0 |
| (iii) Other recovery operations | 0 | 0 |
| Total | 0 | 0 |
| For each category of waste generated, total waste disposed of through disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 134 | 194 |
| (ii) Landfilling | 0 | 0 |
| (iii) Other disposal operations | 2,03,145 | 2,26,759 |
| Total | 2,03,279 | 2,26,953 |

9. Briefly describe the waste management practices adopted in your establishment. 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.

Following are the waste management practices adopted:

A. Liquid waste Management:

Unit has full-fledged effluent treatment plant to treat papermill effluents and Sewage treatment Plant (STP) to treat domestic/trade effluents. The treated effluent is being partly recycled for non-process application and balance is being discharged for cultivation purpose and part quantity to River as per CTO directions issued by OSPCB.

B. Air Pollution Management:

Unit has adopted various below Air Pollution Control technologies to control point source emissions and fugitive emissions.

- All coal fired boilers are well equipped with high efficient Electrostatic Precipitators(ESP's).
- Dry fog system is in place for dust suppression in Coal handling plants.
- Fixed water sprinkling system is installed to control fugitive dust.
- Mechanical wheel washing system is in place.
- Mobile water sprinkler for suppression of dust emissions on road.
- Concrete roads inside the plant to reduce generation of fugitive emissions.
- Adequate green belt has been developed in and around the plant premises.
- Fly ash handling with ash conditioning system.

C. Solid Waste Management:

(i) Hazardous waste Management

- Plastic waste is being disposed for cement plants for incineration.
- Used oil is being disposed for CPCB&OSPCB authorized agency.
- Used Lead acid batteries are being disposed on buy back policy.
- E-Waste is being disposed for authorized recycling units.

(ii) Non-Hazardous waste Management:

- 100% Fly ash is being disposed to Brick manufacturing units.
- ETP primary sludge is fired in boiler and some portion is being disposed to egg tray manufacturing units based on demand

The Company has acknowledged that the waste generated by its operations possesses potential value for various alternative uses. As a result, the company has strategically realigned its focus towards maximizing the utilization of this valuable resource within its operations through the optimization of existing processes. This shift has strengthened the company's dedication to reducing the environmental impact of its business activities by minimizing waste and promoting its re-use.

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

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

Not applicable. No operations/offices were established in/around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|------|---|--|-------------------|
|-----------------------------------|----------------------|------|---|--|-------------------|

No new projects were envisaged in the FY 2022-23. Hence, no environmental impact assessment study was conducted in the current financial year.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N).

- Yes, complied with all the conditions stipulated under Environmental Clearance(EC) order dated 17.05.2007, EC order dated 13.01.2012 and EC amendment order dated 14.03.2022.
- Complied with all applicable environmental laws/regulations/guidelines in India and directions issued under Consent to Operate.
- Six-monthly compliance reports (June & Dec of every year) are being submitting to MoEF&CC, CPCB & OSPCCB for the conditions stipulated under above ECs.

If not, provide details of all such non-compliances, in the following format:

| Sl. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|---------|---|---------------------------------------|---|---------------------------------|
|---------|---|---------------------------------------|---|---------------------------------|

No such non-compliances to the law / regulation / guidelines/ conditions and fines / penalties / action taken by pollution control boards or by courts.

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.

7 (Seven)

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

| Sl. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/associations (State/ National) |
|---------|---|---|
| 1. | Indian Paper Manufactures Association (IPMA) | National |
| 2. | Indian Newsprint Manufactures Association (INMA) | National |
| 3. | Federation of Indian Export Organisations (FIEO) | National |
| 4. | Confederation of Indian Industry (CII) | National |
| 5. | North Orissa Chamber of Commerce & Industry (NOCCI) | National |
| 6. | Balasure Chamber of Industries & Commerce (BCIC) | National |
| 7. | The Utkal Chamber of Commerce & Industry Ltd.(UCCI) | National |

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

Not Applicable

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

| Sl. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amount paid to PAFs in the FY (In INR) |
|----------------|--|-------|----------|---|--------------------------|--|
| Not Applicable | | | | | | |

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

The company's Corporate Social Responsibility (CSR) Committee diligently conducts regular visits to the villages, ensuring active engagement with the community. This approach emphasizes the company's commitment to understanding and resolving the challenges faced by the community, fostering a strong and sustainable relationship with them.

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

| Parameter | FY2022-23 | FY2021-22 |
|--|-----------|-----------|
| Directly sourced from MSMEs/small producers | 0.56% | 0.59% |
| Sourced directly from within the district and neighbouring districts | 3.36% | 4.07% |

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.

Yes, the Company has a robust system in place to address the consumer complaints.

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

| | As a percentage to total turnover |
|---|--|
| Environmental and social parameters relevant to the product | 100%. The Company has an uncompromising commitment to provide best in-class products and customer satisfaction. |
| Safe and responsible usage | The Company complies with all laws and regulations concerning marketing communications. In line with this, the required information as mandated by law is inscribed on the product label of the Company. |
| Recycling and/or safe disposal | |

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

| | FY2022-23 | | | FY2021-22 | | |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | NIL | NIL | | NIL | NIL | |
| Advertising | | | | | | |
| Cyber- security | | | | | | |
| Delivery of essential services | | | | | | |
| Restrictive Trade Practices | | | | | | |
| Unfair Trade Practices | | | | | | |
| Other | | | | | | |

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | - | NA |
| Forced recalls | - | NA |

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

Yes, the Company has detailed framework on cyber security and risks related to data privacy, A detailed presentation is given periodically on the cyber security risk in the Risk Management Committee Meetings.

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.

NIL