

Business Responsibility and Sustainability Report FY 2024-25

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the listed entity	L15420UP1931PLC065243
2.	Name of the listed entity	Bajaj Hindusthan Sugar Limited
3.	Year of incorporation	24/11/1931
4.	Registered office address	Golagokaranath Lakhimpur Kheri, Uttar Pradesh 262802, India
5.	Corporate address	Bajaj Bhawan B-10, Sector 3, Jamnalal Bajaj Marg, Noida - 201 301, NCR Delhi, India
6.	E-mail	kadhikari@bajajhindusthan.com
7.	Telephone	05876233754
8.	Website	http://www.bajajhindusthan.com/
9.	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	127.74 Crore
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. Kausik Adhikari Mobile Number – 022-22049056 Email Address - kadhikari@bajajhindusthan.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
14.	Name of assurance provider	Not applicable for this financial year
15.	Type of assurance obtained	Not applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Sugar	79
2	Manufacturing	Industrial Alcohol	9
3	Manufacturing	Power based on bagasse	12

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Sugar	10721	79
2	Industrial Alcohol	11019	9
3	Power based on bagasse	35106	12

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

Location	Number of Plants	Number of Offices	Total
National	14*	3**	17
International	0	0	0

* All 14 plants are located in Uttar Pradesh

**Offices are located in Mumbai, Noida and Lucknow

19. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	18
International (No. of Countries)	-*

Remarks: * While the company does not engage in direct exports, it contributes to the export market through a different channel. Specifically, refined sugar produced by the company is exported indirectly via merchant exporters. This process is conducted in compliance with the company's sugar export quota, which is issued by the Ministry of Consumer Affairs, Food and Public Distribution. This approach allows the company to participate in the global market, albeit indirectly, and adhere to the regulatory guidelines set by the relevant authorities.

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

There are no direct exports made by the Company. However, refined sugar is exported through Merchant Exporters against the Company's sugar export quota issued by Ministry of Consumer Affairs Food and Public Distribution.

c. A brief on types of customers

The Company has various customers depending on its different products. The primary customers of the Company are:

Various grades of Alcohol/ Ethanol:

- Oil companies in case of Ethanol for blending it with petrol
- Industrial customers who make alcohol-based chemicals, drug paints, ink, etc. for industrial alcohol
- Liquor companies using Alcohol for making liquor

Sugar:

- Institutional buyers like food, beverages manufacturers, dairy processing, bakery, biscuits, sweets, supermarkets, etc. Sales and distribution of sugar is done through appointed mill-wise, area-wise sugar agents distributing sugar for both household consumption and institutional sales.

Bagasse:

- Industrial units consume bagasse for making paper or use as fuel for making eco-ply boards.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	1720	1714	99.65%	6	0.35%
2	Other than Permanent (E)	68	66	97.06%	2	2.94%
3	Total employees (D + E)	1788	1780	99.55%	8	0.45%
WORKERS						
4	Permanent (F)	1099	1099	100.00%	0	0.00%
5	Other than Permanent (G)	4302	4302	100.00%	0	0.00%
6	Total Workers (F + G)	5401	5401	100.00%	0	0.00%

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)	5	5	100.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	5	5	100.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	6	6	100.00%	0	0.00%
2	Other than Permanent (G)	13	13	100.00%	0	0.00%
3	Total Workers (F + G)	19	19	100.00%	0	0.00%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel	3	0	0.00%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.26%	16.67%	12.28%	14.33%	0.00%	14.29%	17.49%	0.00%	17.45%
Permanent Workers	7.43%	0.00%	7.43%	7.67%	0.00%	7.67%	7.09%	0.00%	7.09%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Bajaj Aviation Private Limited	Subsidiary	100	No
2	Bajaj Power Generation Private Limited	Subsidiary	100	No
3	Phenil Sugars Limited	Subsidiary	98.01	No
4	Bajaj Hindusthan (Singapore) Private Limited	Subsidiary	100	No
5	P.T Batu Bumi Persada Indonesia	Subsidiary	99	No
6	P.T Jangkar Prima Indonesia	Subsidiary	99.88	No
7	Bajaj Ebiz Private Limited	Associate	49.50	No

VI. CSR Details**24. Provide the following CSR details**

- i) Whether CSR is applicable as per section 135 of Companies Act, 2013 – (1) Constitution of CSR Committee is applicable. (2) CSR spending is not applicable due to loss.
- ii) Turnover (in Rs.) – 5559.39 Crore
- iii) Net worth (in Rs.) – 4360.87 Crore

VII. Transparency and Disclosures Compliances**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	N.A.	0	0	N.A.
Investors (other than shareholders)	Yes, https://www.bajajhindusthan.com/investors-contacts.php	0	0	N.A.	0	0	N.A.
Shareholders	Yes	2	0	N.A.	3	0	N.A.
Employees and workers	Yes	0	0	N.A.	0	0	N.A.
Customers	Yes, https://www.bajajhindusthan.com/contact.php	0	0	N.A.	0	0	N.A.
Value Chain partners	Yes	0	0	N.A.	0	0	N.A.
Other (please specify)	Yes	0	0	N.A.	0	0	N.A.

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change	Risk	The impact of climate change on agriculture, including sugar production, is significant. Variations in rainfall patterns, temperatures, and extreme weather events directly affect crop yields and quality. Additionally, rising greenhouse gas emissions pose regulatory and reputational risks.	The company invests in climate-resilient crop varieties, implements efficient irrigation techniques, and explores alternative energy sources to reduce greenhouse gas emissions.	Negative
2	Water Management	Risk	As a sugar company, Bajaj Hindusthan Sugar requires a significant amount of water for its operations. The environmental risks of water scarcity and pollution can profoundly impact the company's functioning, leading to disruptions in the supply chain and increased operational costs.	BHSL effectively implements a Zero Liquid Discharge system across its distilleries, allowing for water reuse. Utilizes recycled water for horticulture, ferti-irrigation, and moistening the cane yard, minimizing water scarcity risks.	Negative
3	Labour Rights	Risk	The company's labor practices and supply chain management carry social risks, including potential violations of labor rights and substandard working conditions.	BHSL strengthens labor policies, conducts regular audits, and provides training on workers' rights. It has further worked to establish robust grievance mechanisms, ensures fair wages, and prioritizes safe working conditions across the supply chain.	Negative
4	Land Use	Risk	Sugar production necessitates substantial land use, which can contribute to deforestation, land degradation, and loss of biodiversity. The company may encounter reputational risks and regulatory hurdles due to its environmental impact.	The Company adopts agroforestry practices, reforests degraded areas, and engages in biodiversity conservation. It collaborates with environmental organizations, adheres to land-use regulations, and promotes sustainable land management practices.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Ethical Business Practices	Risk	The company must ensure that its business practices align with ethical standards and legal requirements. Instances of corruption, bribery, and other unethical behaviors can adversely impact the company's reputation, result in regulatory and legal risks, and harm the communities where the company operates.	The Company implements robust anti-corruption policies, conducts due diligence on business partners, and fosters transparency. It regularly trains employees on ethical conduct, monitors compliance, and actively engages with local communities to build trust.	Negative
6	Energy and Emission Management	Opportunity	BHSL considers energy and emission management a material issue due to the high energy demand of its operations, particularly in captive power generation which contribute significantly to direct greenhouse gas (GHG) emissions. To address this, the company utilizes carbon-rich by-products such as bagasse and slop as renewable fuels, reducing reliance on fossil energy and lowering overall emissions. BHSL is focused on enhancing energy efficiency through the adoption of cleaner technologies, process optimization, and increased use of alternative fuels. These measures not only improve operational efficiency but also help mitigate risks related to volatile energy pricing and compliance costs. Energy conservation and GHG reduction remain integral to BHSL's sustainability agenda.		Positive
7	Workforce Health & Safety	Risk	As a labour-intensive organization, BHSL's workforce is engaged in operational activities that may involve occupational hazards such as falls, transportation-related incidents, equipment malfunctions, and heat stress. Recognizing these risks, the company places a strong emphasis on maintaining high standards of health and safety across all	To ensure a safe and healthy work environment, the company implements a range of proactive safety measures across all its sites. These include regular safety inspections, adherence to structured risk assessment tools such as Hazard Identification and Risk	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			facilities. BHSL is committed to providing a safe working environment through the implementation of robust safety protocols, regular training, and continuous monitoring. Non-compliance with safety standards can lead to significant regulatory penalties, reputational damage, and the potential loss of skilled labour. Therefore, ensuring occupational health and safety remains a core priority within our risk management and operational frameworks.	Assessment (HIRA) and Job Safety Analysis (JSA), and periodic audits conducted by third-party experts and internal cross-functional teams. We are committed to maintaining high standards of workplace hygiene and safety while continuously improving working conditions. Additionally, the organization facilitates regular training and skill development programs aimed at enhancing workforce competency and strengthening the overall safety culture.	

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.bajajhindusthan.com/investorcorner-policies.php <ol style="list-style-type: none"> 1. Code of Conduct for Directors and Senior Management 2. Nomination and Remuneration Policy 3. Policy on Materiality and Dealing with Related Party transactions 4. Code of Fair Disclosure of UPSI 5. Policy for inquiry in case of leak of UPSI 6. Code of Conduct for Reg, Mon and Rep of Trading by Insiders 7. Determination of materiality of events and dissemination policy 8. Board Performance Evaluation 9. Succession Plan for Board and Senior Management 10. Policy on Vigil Mechanism 11. Familiarisation Programme for Independent Directors 12. Risk Management Policy 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	13. Policy on Material Subsidiaries 14. Business Responsibility Policy 15. Policy on Archiving and Preservation of Documents 16. Code of Conduct for Independent Directors 17. Dividend Distribution Policy 18. CSR Policy 19. Cybersecurity Policy								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes, the policies are to the extent in conformity with National Voluntary Guidelines (NVG) and National Guidelines on Responsible Business Conduct (NGRBCs) issued by the Ministry of Corporate Affairs.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In alignment with its commitment to uphold the highest standards of corporate governance, the company has meticulously established a timeline for adhering to legal and regulatory compliances								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The company has demonstrated a satisfactory performance in meeting these targets								
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)	<p>The company is committed to a sustainable future, transcending traditional profitability to prioritize environmental, social, and governance (ESG) considerations. Recognizing that sustained growth is contingent on proactive ESG management, the company has implemented strategic initiatives to address inequalities, enhance stakeholder trust, and contribute to environmental preservation. This commitment extends to the entire value chain, with efforts to reduce carbon emissions, minimize waste, and adopt renewable energy sources. The company also prioritizes fostering an inclusive workplace that promotes diversity and employee well-being. To ensure ethical conduct and accountability, robust governance practices and a whistle-blower mechanism have been established, reinforcing regulatory compliance and stakeholder trust. Despite persistent challenges, the company remains dedicated to continuous improvement and innovation, actively engaging with stakeholders and transparently communicating its sustainability initiatives. 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>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ajay Kumar Sharma, Managing Director (DIN: 09607745)								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details .	Yes. The Corporate Social Responsibility (CSR) Committee is responsible for making decisions on sustainability related Issues. Mr. Kushagra Bajaj (DIN: 00017575), Chairman (Non-Executive) Ms. Shalu Bhandari (DIN: 00012556), Non-Executive, Independent Director Mr. Ajay Kumar Sharma (DIN: 09607745), Managing Director								

10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

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	Board committees									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board committees									Quarterly								

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.

S. No.	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	No. However, the procedures and adherence to regulations undergo review by internal auditors and regulatory bodies, where applicable. Departmental and business heads are responsible for evaluating policies, and their approval is sought by the management or board								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	2	Programme on SEBI (Prohibition of Insider Trading) Regulations and new provisions of SEBI Listing Regulations.	71.42%
Key Managerial Personnel	4	Leadership Development Program: Talent Management, Change management & Emotional Intelligence The training program covered Functional Heads, Unit Heads & HODs . Many employees are motivated to start initiatives aimed at improving communication, collaboration, and leadership, such as setting up regular team meetings, focusing on skill development, and implementing wellness programs. A common theme emerging is the desire to stop inefficiencies like disorganization, delays, and health neglect, while also tackling negative behaviors such as office politics, carelessness, and aggression. There is a strong emphasis on preparing for future challenges, with plans to enhance both technical skills and emotional intelligence. Overall, the program has inspired employees to be more goal-oriented, accountable, and empathetic, fostering a more efficient, supportive, and dynamic work environment.	33.33%
Employees other than Board of Directors and Key Managerial Personnel	57	Talent management, Change management, emotional intelligence, Process & Equipment Operations. The training enhanced technical know-how, improved handling of complex systems, and strengthened safety practices across departments. Employees are now better equipped to manage operational efficiencies, improve safety standards, and handle complex machinery more effectively. The focus on talent and, emotional intelligence, change management and health awareness has fostered stronger leadership, collaboration, and resilience in dealing with workplace challenges. Overall, these programs have not only upgraded technical expertise but also cultivated a proactive, safety-conscious, and environmentally responsible workforce.	67.04%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Workers	55	<p>A series of technical, safety, and productivity-focused training programs were conducted. The key topics covered included:</p> <ol style="list-style-type: none"> 1. Technical & Operational Training Employees received practical training on equipment like boilers, centrifugal machines, juice heaters, and DCS/PLC systems, improving troubleshooting and reducing operational downtime. 2. Process & Quality Control Sessions on distillery management, evaporator cleaning, ZLD systems, Chemical Saving & Process Hazards, Molasses Handling & Preservation, effluent management, etc. 3. Agricultural & Productivity-Focused Modules Sugarcane Productivity, Ratoon Management, Autumn Intercropping of Cane, Importance of Intercropping with Sugarcane Cultivation. Major Insects & Pests of Sugarcane and Their Control, Major Diseases of Sugarcane and Their Control. 4. Safety & Compliance Trainings on fire and electrical safety, LOTO, emergency procedures, work permit systems. Use of PPE (Personal Protective Equipment), Chemical Hazards, Effluent Management in Distilleries. 5. Digital & Management Skills MS Outlook, SAP Module, Train the Trainer (TTT), General Instructions about Efficiency Improvement at Work. <p>Impacts: The training programs helped improve daily operations, technical skills, and safety standards. Hands-on sessions reduced equipment downtime and improved accuracy. Field training supported better crop practices. Focus on process efficiency led to better resource use. Safety sessions on PPE, fire, and electrical risks helped lower incidents and build a safer work environment.</p>	45.80%

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):**

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	N.A.	N.A.	0	N.A.	N.A.
Settlement	N.A.	N.A.	0	N.A.	N.A.
Compounding fee	N.A.	N.A.	0	N.A.	N.A.

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	N.A.	N.A.	N.A.	N.A.
Punishment	N.A.	N.A.	N.A.	N.A.

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	N.A.	N.A.

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 organization firmly upholds the principles of ethics, transparency, and accountability as the basis of its business operations. This commitment is exemplified through the adoption of essential codes and policies, including the "Code of Conduct for Directors and Senior Management," the "Code of Fair Disclosure", and the "Vigil Mechanism Policy". These guidelines are binding not only on directors and employees but also extend to vendors, suppliers, distributors, and other critical business associates. By adhering to these standards, the company fosters a culture of integrity and responsible conduct.

These documents are available on the website of the Company at: <https://www.bajajhindusthan.com/investorcorner-policies.php>

- o Code of Conduct,
- o BHSL - Code of Fair disclosure of UPSI
- o BHSL-Policy on Vigil Mechanism

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

Category	Current Financial Year	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:

Category	Current Financial Year		Previous Financial Year	
	Number - 2024-25	Remarks - 2024-25	Number - 2023-24	Remarks - 2023-24
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

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

Not Applicable

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

Particulars	Current Financial Year	Previous Financial Year
Number of days of accounts payables	272	243

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

Parameter	Metrics	FY2024-25	FY2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.00%	0.00%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	82.08%	81.22%
	b. Number of dealers / distributors to whom sales are made	29	33
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	68.86%	70.48%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.04%	0.09%
	b. Sales (Sales to related parties / Total Sales)	0.11%	0.10%
	c. Loans & advances (to related parties / total loans & advances)	0.00%	0.00%
	d. Investments (in related parties / total investments)	0.00%	0.00%

Note: During the year no loan & advance given and no new investment made.

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	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	0	NA	0

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

Yes, The Company maintains a robust code of conduct to guide the behaviour of its directors, senior management, and independent directors. In adherence to this code, directors are expected to uphold their independence rigorously. If any circumstances arise that compromise an official's independence, directors are obligated to promptly inform the board of directors. Transparency and timely disclosure are essential to maintaining the highest standards of corporate governance. Additionally, directors play a pivotal role in ensuring the company adheres to best corporate governance practices. Their active participation in implementing these practices contributes to the company's overall integrity and success. This code underscores the commitment to ethical conduct, transparency, and accountability, fostering a culture of trust and responsibility within the organization. All parties are expected to uphold these principles in their professional capacities.

- o Code of Conduct for Directors and Senior Management
- o Code of Conduct for Independent Directors

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

Essential Indicators

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

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	-
Capex	0.00%	0.00%	-

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

Yes

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

The company's primary raw material is sugarcane, constituting approximately 90% of its total input. The company consistently prioritizes sourcing from local farmers.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life for the following:

Category	Description
(a) Plastics (including packaging)	NA
(b) E-waste	NA
(c) Hazardous waste	NA
(d) Other waste	NA

Remarks: As a sugar and ethanol manufacturing company, our products are entirely consumed within end-use applications such as food processing, fuel blending, and agriculture. Given the nature of these consumables, no materials are returned post-use, and end-of-life reclamation processes are not applicable to our operations.

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, The Company adheres to Extended Producer Responsibility (EPR) guidelines, which apply to its operations. Specifically, for Plastic Waste Management, the organization collaborates with a third-party service provider. The waste collection plan aligns seamlessly with the EPR plan submitted to the Central Pollution Control Board. Notably, the company has successfully achieved the EPR target assigned for Plastic Waste Management in the fiscal year 2024-25, as stipulated by the Central Pollution Control Board.

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?**

S. No.	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.
1						

Remarks: NA

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
1			

Remarks: NA

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).**

S. No.	Indicate input material	Recycled or re-used input material to total material	
		FY2024-25	FY2023-24
1	Molasses is the only by-product generated during the production of sugar. At BHSL, all the molasses produced is subsequently utilized for the production of ethanol.	80.00%	80.00%
2	Bagasse is a fibrous residue of cane stalk that is obtained after crushing and extraction of juice (30% of sugar cane). The generated bagasse is used as a biofuel in our furnaces to produce steam, which in turn is used to generate power.	80.00%	80.00%
3	Fly ash is the residual output from the boiler furnace after bagasse has completely burnt out. It is rich in potassium and is also used by local farmers as manure for improving soil health and also filling and reclamation of low lying area.	80.00%	80.00%

S. No.	Indicate input material	Recycled or re-used input material to total material	
		FY2024-25	FY2023-24
4	<p>Press mud is the residual output after the filtration of the juice (approx. 4% of Sugar cane). It is mixed with distillery spent wash to produce high quality bio-manure, which used to improve soil chemical, physical and biological properties, enhance the crop quality and yield and maintain the C & N ratio of soil.</p> <p>Press mud is distributed to farmers in the nearby area, where it is utilized as manure. Additionally, it is supplied to other agencies for further processing into organic fertilizer. This by-product is completely recycled (outside the company's operational boundaries), contributing to overall product circularity and promoting sustainable natural resource management.</p>	-	-

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

	FY2024-25			FY2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	1312.8	3063.2	0	4281.39	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1	NA	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1714	27	1.58%	134	7.82%	0	0.00%	0	0.00%	0	0.00%
Female	6	2	33.33%	0	0.00%	1	100%	0	0.00%	0	0.00%
Total	1720	29	1.69%	134	7.79%	1	100%	0	0.00%	0	0.00%

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent employees											
Male	66	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	2		0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	68	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1099	1099	100.00%	1097	99.82%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1099	1099	100.00%	1097	99.82%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	4302	4302	100.00%	4302	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	4302	4302	100.00%	4302	100.00%	0	0.00%	0	0.00%	0	0.00%

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

Particulars	Current Financial Year	Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.03%	0.04%

* The values have been revised in accordance with the prescribed guidelines under SEBI's Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

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

Benefits	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	96.25%	99.39%	Y	95.33%	99.17%	Y
Gratuity	96.20%	94.50%	Y	95.33%	91.07%	Y
ESI	0.00%	0.00%	N	0.00%	0.00%	N
Others – please specify	0.28%	0.00%	N	0.00%	0.00%	N

3. 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 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.

No, Not Available

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	0.00	0.00	0.00	0.00
Female	100.00%	0.00	0.00	0.00
Total	100.00%	0.00	0.00	0.00

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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes- The Company follows a structured and hierarchical grievance redressal mechanism to ensure fair and effective resolution. Employees and workers are encouraged to first raise their concerns with their respective Unit HR Head. If the matter remains unresolved, it may be escalated to the Zonal HR Coordinator. Should further intervention be necessary, the issue can be brought to the attention of the Company's HR Head. This multi-tiered approach reinforces accountability and ensures that grievances are addressed in a timely and responsible manner.
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:

Category	FY2024-25			FY2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1720	0	0.00%	1734	0	0.00%
Male	1714	0	0.00%	1728	0	0.00%
Female	6	0	0.00%	6	0	0.00%
Total Permanent Workers	1099	520	47.32%	1107	527	47.61%
Male	1099	520	47.32%	1107	527	47.61%
Female	0.00	0	0.00%	0.00	0	0.00%

8. Details of training given to employees and workers:

Category	FY2024-25					FY2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1780	424	23.82%	1109	62.30%	1814	8	0.44%	65	3.58%
Female	8	0	0.00%	0	0.00%	7	0	0.00%	0	0.00%
Total	1788	424	23.71%	1109	62.02%	1821	8	0.44%	65	3.57%
Workers										
Male	5401	325	6.02%	967	17.90%	5553	22	0.40%	202	3.64%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	5401	325	6.02%	967	17.90%	5553	22	0.40%	202	3.64%

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

Category	FY2024-25			FY2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1780	1570	88.20%	1814	1552	85.56%
Female	8	5	62.50%	7	4	57.14%
Total	1788	1575	88.09%	1821	1556	85.45%
Workers						
Male	5401	5230	96.83%	5553	5520	99.41%
Female	0	0	0.00%	0	0	0.00%
Total	5401	5230	96.83%	5553	5520	99.41%

10. 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 has effectively implemented an Occupational Health and Safety Management System (OHSMS) that covers all personnel, including contractual workforce.

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 employs a systematic approach to identify work-related hazards. This process involves utilizing tools such as Hazard Identification and Risk Analysis (HIRA) and Job Safety Analysis (JSA). Additionally, safety audits conducted by third parties and cross-functional teams contribute to a comprehensive assessment.

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

Yes, The Company has established a robust system to facilitate hazard reporting for all workers. Employees can submit written reports through suggestion boxes or communicate verbally with their supervisors or safety officers. This proactive approach ensures timely identification and resolution of work-related hazards, promoting a safer work environment for everyone.

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

Yes, the Company ensures that all employees and workers have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.10	0.00
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0
Number of Permanent Disabilities	Employees	0	0
	Workers	0	0

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

The Company operates under a Board-approved Safety, Health, and Environment (SHE) Policy, which forms the foundation of its commitment to a safe and inclusive workplace. In alignment with this policy, the following key initiatives are implemented:

Fair Compensation: Ensuring timely payment of living wages to meet employees' basic needs and economic security.

Safe Environment: Providing a workplace that prioritizes safety and hygiene, upholding the dignity of all employees.

Continuous Learning: Facilitating skill and competence development through equal and non-discriminatory access to learning opportunities.

Harassment-Free Workplace: Establishing systems and practices that promote a harassment-free environment, allowing employees to discharge their responsibilities with confidence.

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

	FY2024-25			FY2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

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	100.00%
Working Conditions	100.00%

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

Not Applicable, as no such instances were recorded during the financial year.

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).**

Employees: Yes

Workers: Yes

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

The entity ensures that statutory dues have been duly deducted and deposited by its value chain partners through a systematic verification process.

Monthly Compliance Verification: With every month's billing, the entity mandates the submission of statutory compliance documents, including challans and payment confirmations for the previous month.

Document Scrutiny: These submitted challans and payment confirmations are thoroughly verified to ensure that the statutory deductions have been correctly made and deposited as per regulatory requirements.

Compliance Assurance: Only after successful verification of these statutory compliance documents does the entity proceed with the processing of payments, ensuring adherence to all legal obligations.

This structured approach enables the entity to maintain transparency and compliance with statutory regulations across its value chain.

3. **Provide the number of employees or workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in EI-11 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	
	FY2024-25	FY2023-24	FY2024-25	FY2023-24
Employees	0	0	0	0
Workers	0	0	0	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 your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	-
Working Conditions	-

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

Not Applicable

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

Essential Indicators

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

The Company acknowledges individuals, groups, and institutions that contribute value to the business chain as core stakeholders. Bajaj Hindusthan Sugar recognizes both internal stakeholders, including employees and leadership, and external stakeholders such as regulators, investors, and the community.

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

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement
1	Employee	No	Email, Notice Boards, Intranet	Regularly	Talent Management, new opportunities, instructions
2	Community	Yes	Committee Meetings, pamphlets	Regularly	Need assessments
3	Suppliers	No	Email, website	Regularly	Query redressal
4	Shareholders	No	Emails, Website, newspapers	Quarterly	Business performance updates, announcements, etc.

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.

The Company prioritizes regular engagement with key stakeholders, proactively sharing strategic updates and performance insights. Through ongoing communication and feedback-seeking, alignment of expectations is ensured. Additionally, the board receives timely updates on relevant developments, actively seeking their valuable input and feedback.

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

Yes. The Company ensures that stakeholder inputs are carefully considered and seamlessly integrated into relevant processes and policies.

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

The organization engages in development initiatives and provides essential guidance to small and marginalized cane growers, emphasizing sustainable agricultural practices. Recognizing the critical role of soil and water in crop growth and yield, BHSL conducts programs aimed at preserving soil fertility, ensuring water availability, and maintaining soil health. These efforts empower farmers to effectively manage these vital resources and sustain productive land.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY2024-25			FY2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1720	0	0.00%	1734	0	0.00%
Other than permanent	68	0	0.00%	87	0	0.00%
Total Employees	1788	0	0.00%	1821	0	0.00%
Workers						
Permanent	1099	0	0.00%	1107	0	0.00%
Other than permanent	4302	0	0.00%	4446	0	0.00%
Total Workers	5401	0	0.00%	5553	0	0.00%

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

Category	FY2024-25					FY2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1720	0	0.00%	1720	100.00%	1734	0	0.00%	1734	100.00%
Male	1714	0	0.00%	1714	100.00%	1728	0	0.00%	1728	100.00%
Female	6	0	0.00%	6	100.00%	6	0	0.00%	6	100.00%
Other than Permanent	68	0	0.00%	68	100.00%	87	0	0.00%	87	100.00%
Male	66	0	0.00%	66	100.00%	86	0	0.00%	86	100.00%
Female	2	0	0.00%	2	100.00%	1	0	0.00%	1	100.00%
Workers										
Permanent	1099	0	0.00%	1099	100.00%	1107	0	0.00%	1117	100.00%
Male	1099	0	0.00%	1099	100.00%	1107	0	0.00%	1117	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	4302	0	0.00%	4302	100.00%	4446	0	0.00%	4446	100.00%
Male	4302	0	0.00%	4302	100.00%	4446	0	0.00%	4446	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	236000	1	360000
Key Managerial Personnel	3	9796130	0	0
Employees other than BoD and KMP	1717	675528	8	688752
Workers	5400	400104	0	0

b. Provide information on Gross wages paid to females by the entity, in the following format:

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	0.19%	0.18%

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

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

In each region of the company's offices and locations, we have an Internal Complaints Committee (ICC) and it is responsible for addressing matters related to human rights, including the prevention of sexual harassment (POSH). Till date no such cases have been reported but if any employee is found to be involved in any form of harassment, he/she may face significant disciplinary action from company management as per the existing policy. The Committee ensures that all complaints are promptly and efficiently addressed. For any other incidents of human rights violations, individuals can report them to the Unit HR head or the Zonal HR Coordinator.

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

	FY2024-25			FY2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	Current Financial Year	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	0.00%	0.00%
Complaints on POSH upheld	0	0

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

The organization ensures that investigations into complaints are conducted within a grievance redressal system, minimizing stress for all parties involved. A strict commitment to confidentiality is maintained throughout the process. The company's well-defined hierarchy ensures that all complaints receive prompt and effective resolution. In cases of discrimination or harassment, employees are encouraged to first contact their Unit HR Head, followed by the Zonal HR Coordinator (1st escalation point), and ultimately the HR Head (Final escalation point).

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

No

10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0.00%. Although a formal assessment was not undertaken during the reporting period, the Company has instituted preparatory measures to ensure that essential social safeguards such as the prohibition of child labour, forced labour, discrimination, and non-compliance with wage-related provisions are duly upheld across its operations.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No

Leadership Indicators

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

The organization demonstrates strong commitment to upholding human rights by promptly addressing all complaints and taking decisive actions to prevent further violations. This approach fosters an environment of respect and accountability throughout the entire organization. In cases related to human rights, employees are encouraged to first contact their Unit HR Head, followed by the Zonal HR Coordinator (1st escalation point), and ultimately the HR Head (Final escalation point).

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

No

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

Yes

4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child labour	0.00%
Forced/involuntary labour	0.00%
Wages	0.00%
Others – please specify	0.00%

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

Not Applicable

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

Essential Indicators

1. Details of total energy consumption in GigaJoules (GJ), in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	15980175.38	17731984.66
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	15980175.38	17731984.66
From non-renewable sources		
Total electricity consumption (D)	84420.23	78874.28
Total fuel consumption (E)	13558.14	17339.39
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	97978.37	96213.67
Total energy consumed (A+B+C+D+E+F)	16078153.75	17828198.33
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	2899.92 GJ / Crore	2933.93 GJ / Crore
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	59912.63 GJ / Crore	65718.81 GJ / Crore
Energy intensity in terms of physical output	13.51 GJ / MT of Sugar produced	12.80 GJ / MT of Sugar produced
Energy intensity (optional) – the relevant metric may be selected by the entity	149.21/ KL of Industrial Alcohol Production	100.09/ KL of Industrial Alcohol Production

Remark: This year, we have revised the methodology for reporting energy consumption. As a result, the data from previous years has also been recalculated.

Note: Indicate if any independent assessment/evaluation/assurance for energy has been conducted by an external agency. If Yes, provide the name of the agency:

Remark: All operational units were assessed by our sister concern, Bajaj Energy Limited, as part of our continued commitment to upholding high standards of operational performance.

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

Not Applicable. None of BHSL's manufacturing units or facilities fall under the category of Designated Consumers as defined by the Perform, Achieve and Trade (PAT) scheme of the Government of India. As the provisions of the PAT scheme are not presently applicable to our operations.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	1891792.63	2473802.60
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1891792.63	2473802.60
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)	341.21 KL / Crore	407.11 KL / Crore
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	7049.46 KL / Crore	9119.00 KL / Crore
Water intensity in terms of physical output	1.59 KL / MT of Sugar produced	1.78 KL / MT of Sugar produced
Water intensity (optional) – the relevant metric may be selected by the entity. KL / MT of Ethanol Produced	17.56 KL/KL of Industrial Alcohol Production	13.89 KL/KL of Industrial Alcohol Production

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

Yes. Federation of Indian Chambers of Commerce & Industry

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

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	516301.00	1767368.00
Total water discharged (in kilolitres)	1430705.00	1767368.00

Remark: At BHSL, the majority of process water demand is met through the intrinsic moisture content of sugarcane, which constitutes approximately 70% of its mass. This make-up water significantly offsets fresh water withdrawal. Consequently, the water discharge volume includes both externally sourced water and water released from sugarcane during processing.

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

Yes. Federation of Indian Chambers of Commerce & Industry

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

BHSL has effectively deployed a Zero Liquid Discharge (ZLD) system across its distillery and sugar manufacturing units, adhering to the Ministry of Environment, Forest and Climate Change (MoEF&CC) notification GSR-35E dated January 14, 2016. This implementation involved significant investments in advanced treatment infrastructure, notably Multi Effect Evaporators (MEE) and Condensate Polishing Units (CPU). The following are our major initiatives:

Multi Effect Evaporators (MEE): These systems concentrate distillation by-products, such as spent wash, which is subsequently incinerated in slop-fired boilers alongside bagasse.

Condensate Polishing Units (CPU): Equipped with reverse osmosis and ultraviolet treatment stages, CPUs purify condensates and other lean effluents, enabling their reuse within the facility.

Water Reuse Applications:

The treated water is repurposed for various operations, including:

- Horticultural irrigation
- Ferti-irrigation for local agriculture
- Water sprinkling in Cane vehicle movement areas to avoid fugitive emissions
- Cooling tower makeup
- Fermentation water makeup
- Molasses dilution post-UV treatment
- Have closed-loop system

BHSL remains committed to optimizing resource utilization and maintaining high production standards through continuous enhancement of its ZLD capabilities.

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	mg/Nm ³	0	0
SOx	mg/Nm ³	0	0
Particulate matter (PM)	mg/Nm ³	55.082	51.94
Persistent organic pollutants (POP)	mg/Nm ³	0	0
Volatile organic compounds (VOC)	mg/Nm ³	0	0
Hazardous air pollutants (HAP)	mg/Nm ³	0	0
Others – please specify in the remark section	mg/Nm ³	0	0

Remarks: This year, we have revised the methodology for reporting air emissions. As a result, the data from previous years has also been recalculated.

Note: Indicate if any independent assessment/evaluation/assurance for Air emissions has been conducted by an external agency. If Yes, provide the name of the agency:

Yes. Air emission assessment was carried by NABL & MoEF&CC approved laboratories like ITS Testing Laboratory Private Limited, Noida Testing Laboratory.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2) in MTCO₂e, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
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	31363.082	34970.497
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	16790.245	15687.218
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	TCO ₂ e / rupee of turnover	8.69 TCO ₂ e / Crore	8.34 TCO ₂ e / Crore
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO ₂ e / rupee of turnover	179.44 TCO ₂ e / Crore	186.74 TCO ₂ e / Crore
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO ₂ e / MT of Sugar produced	0.04	0.04
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	TCO ₂ e / KL of Industrial Alcohol Production	0.45	0.28

Remark: This year, we have revised the methodology for reporting GHG emissions. As a result, the data from previous years has also been recalculated.

Note: Indicate if any independent assessment/evaluation/assurance for GHG Emissions (Scope 1 and 2) has been conducted by an external agency. If Yes, provide the name of the agency: -

No.

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

BHSL has implemented several initiatives aimed at reducing greenhouse gas emissions. The company is focused on energy conservation to cut down on energy usage and mitigate emissions. The following are our major initiatives:

- **Bagasse-Based Cogeneration:** BHSL utilizes bagasse, a by-product of sugar production, as a renewable fuel source for in-house power generation. This approach reduces reliance on fossil fuels and contributes to lower carbon emissions.
- **Variable Frequency Drives (VFDs):** To optimize energy consumption, BHSL has installed VFDs at facilities like the Rudhauri Distillery Unit. VFDs allow precise control of motor speeds, leading to significant energy savings and reduced emissions.
- **Green Belt Development:** Approximately 33% of BHSL's manufacturing areas are covered with green plantations. The company has adopted the Miyawaki plantation method to enhance this green cover, promoting rapid growth of native species and improving carbon sequestration.

9. Provide details related to waste management by the entity for the Current Financial Year

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4376.00	4281.39
E-waste(B)	17.10	1.90
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00

Parameter	FY 2024-25	FY 2023-24
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	9.23	10.20
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	0.00
Total (A + B + C + D + E + F + G + H)	4402.32	4293.49
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.7940 MT / Crore	0.7066 MT / Crore
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	16.4045 MT / Crore	15.8268 MT / Crore
Waste intensity in terms of physical output (Total Waste Generated / Physical Output)	0.0037 MT / MT of Sugar produced	0.0031 MT / MT of Sugar produced
Waste intensity (optional) the relevant metric may be selected by the entity	0.0409 MT / KL of Industrial Alcohol Production	0.0241 MT / KL of Industrial Alcohol Production
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Plastic		
(i) Recycled	1312.80	4281.39
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Plastic Waste Recycled, Re-used and other recovery operations	1312.80	4281.39
Category of waste - E-Waste		
(i) Recycled	15.63	0.46
(ii) Re-used	0	0
(iii) Other recovery operations	0	0.41
Total E-Waste Recycled, Re-used and other recovery operations	15.626	0.873
Category of waste - Bio-medical waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Bio-medical Waste Recycled, Re-used and other recovery operations	0	0
Category of waste - Construction and demolition waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Construction Waste Recycled, Re-used and other recovery operations	0	0

Parameter	FY 2024-25	FY 2023-24
Category of waste - Battery waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Battery Waste Recycled, Re-used and other recovery operations	0	0
Category of waste - Radioactive waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Radioactive Waste Recycled, Re-used and other recovery operations	0	0
Category of waste - Other Hazardous waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Other Hazardous Waste Recycled, Re-used and other recovery operations	0	0
Category of waste - Other Non-Hazardous waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Other Non-hazardous Waste Recycled, Re-used and other recovery operations	0	0
Total	1328.426	4282.263
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Plastic		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	3063.20	0
Total Plastic Waste Incineration, Landfilling and other disposal operations	3063.2	0
Category of waste - E-Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1.47	0
Total E-waste Waste Incineration, Landfilling and other disposal operations	1.47	0

Parameter	FY 2024-25	FY 2023-24
Category of waste - Bio-medical Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Bio-medical Waste Incineration, Landfilling and other disposal operations	0	0
Category of waste - Construction and demolition waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Construction Waste Incineration, Landfilling and other disposal operations	0	0
Category of waste - Battery		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Battery Waste Incineration, Landfilling and Other disposal operations	0	0
Category of waste - Radioactive		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Radioactive Waste Incineration, Landfilling and Other disposal operations	0	0
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration	9.23	9.68
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Other Hazardous Waste Incineration, Landfilling and Other disposal operations	9.23	9.676
Category of waste - Other Non-hazardous waste generated		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Other Non-hazardous Waste Incineration, Landfilling and Other disposal operations	0	0
Total	3073.899	9.676

Note: Indicate if any independent assessment/evaluation/assurance for Waste has been conducted by an external agency. If Yes, provide the name of the agency:

No.

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

BHSL is committed to the efficient conversion of raw materials into products, with a focus on sugar manufacturing and distillation processes. By-products and residues generated during these operations are effectively utilized as fertilizers, biogas substrates, and sources of renewable energy.

Hazardous lubricant oils are classified by viscosity and stored in Mild Steel (MS) or High-Density Polyethylene (HDPE) drums. Disposal of hazardous waste is carried out through authorized Treatment, Storage, and Disposal Facilities (TSDF), adhering strictly to Central Pollution Control Board (CPCB) consent requirements.

In line with Extended Producer Responsibility (EPR) regulations, BHSL ensures systematic management and environmentally responsible disposal of plastic waste as per CPCB norms. End-of-life electronic equipment is transferred to certified recyclers for appropriate processing.

BHSL upholds robust waste management practices aimed at reducing environmental impact and supporting sustainable operations.

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

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

- 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	Bajaj Hindusthan Sugar Limited – Unit Locations: 1. Kinauni, Meerut 2. Kamberkheda, Lakhimpur Kheri 3. Barkhera, Pilibhit 4. Kundarki, Gonda 5. Rudhauli, Basti 6. Bitai, Bijnor 7. Gola, Lakhimpur Kheri	2006	2023-24 & 2024-25	Yes	Yes	https://parivesh.nic.in

- 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	NA	NA	NA	NA

Remark: Yes, the Company is in compliance with all the environment related applicable legislations.

Leadership Indicators

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

- (i) Name of the area
- Gangnauli Distillery Unit, Saharanpur
 - Budhana Sugar Unit, Muzaffarnagar
 - Gangnauli Sugar Unit, Saharanpur
- (ii) Nature of operations
- Sugar Production
 - Sugar Production
 - Ethanol Production
- (iii) Water withdrawal, consumption and discharge in areas of water stress (in kilolitres) for the current year: Water withdrawal, and discharge in the following format:”

Parameter	FY2024-25	FY2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	209375	334458
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal(in kilolitres)	209375	334458
Total volume of water consumption (in kilolitres)	209375	334458
Water intensity per rupee of turnover (Water consumed / turnover)	37.76 KL / Crore	55.04 KL / Crore
Water intensity (optional) – the relevant metric may be selected by the entity. KL / MT of Ethanol Produced	1.94	1.88
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) Into Groundwater		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) Into Seawater		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(v) Others		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	204336 Tertiary treatment	125324 Tertiary Treatment
Total water discharged (in kilolitres)	204336	125324

Remark: At BHSL, the majority of process water demand is met through the intrinsic moisture content of sugarcane, which constitutes approximately 70% of its mass. This make-up water significantly offsets fresh water withdrawal. Consequently, the water discharge volume includes both externally sourced water and water released from sugarcane during processing.

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

Yes. The Federation of Indian Chambers of Commerce & Industry

2. Please provide details of total Scope 3 emissions (MTCO2E) & its intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		
Total Scope 3 emissions per rupee of turnover	0.00 TCO2e / Crore	0.00 TCO2e / Crore
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	0.00 TCO2e / MT	0.00 TCO2e / MT

Remark: The company is yet to formulate its GHG inventory for Scope 3 emissions

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

Remark: The company is yet to formulate its GHG inventory for Scope 3 emissions.

3. With respect to the ecologically sensitive areas reported at EI-17 above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of Wet Scrubbers and Electrostatic Precipitators (ESPs) on Boilers	Air pollution control devices such as wet scrubbers and ESPs have been installed on all boilers.	Enabled sustained compliance with emission norms and reduced particulate matter release.
2	Dense Plantation to Control Fugitive Emissions	Dense plantations are maintained over more than 33% of the site area.	Improved green cover and helped maintain air quality by minimizing dust and fugitive emissions.
3	Wastewater Recycling and Reuse	The 3Rs (Reduce, Reuse, Recycle) are implemented across all sugar and distillery units.	Resulted in enhanced water efficiency.
4	Use of Treated ETP Water for Irrigation	Treated water is supplied to farmers through irrigation pipelines in alignment with the irrigation management plan.	Supported agricultural sustainability while reducing the direct environmental discharge footprint.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Cooling and Reuse of Hot Condensate	Cooling towers have been installed to cool hot condensate for reuse in various processes.	Minimized groundwater extraction and improved thermal water recovery.
6	Construction of Pits for Gland Cooling Water Collection	Small pits with smooth inner surfaces and pit pumps have been constructed to collect and recycle gland cooling water.	Reduced hydraulic load on the ETP and optimized internal water circulation.
7	Wash Water Collection from Evaporator Tube Cleaning	Tanks have been constructed to collect and discharge wash water from evaporator cleaning in a controlled manner.	Prevented sudden surges to ETP and enabled better wastewater flow management.
8	Use of Cooled Condensate for Equipment Cleaning	Cooled condensate is used for cleaning instead of raw water.	Reduced raw water intake and supported closed-loop water management.
9	Installation of Separate Cooling Towers for Power Turbine and Mill Bearings	Dedicated cooling towers installed for specific equipment.	Improved cooling efficiency and decreased reliance on fresh water inputs.
10	Use of Cooling Tower Water for Hydraulic Testing	Process cooling tower water is used for hydraulic testing.	Lowered demand for additional water and supported water conservation efforts.
11	Recycling of SO ₂ Gas Cooler Water	Water in the SO ₂ gas cooler is recycled via a cooling tower.	Enhanced process water efficiency and contributed to overall water reuse targets.
13	Use of Hydro Jet Machine for Tube Cleaning	Hydro jet machines are employed for efficient tube cleaning.	Optimized water usage in equipment maintenance
14	Utilization of Treated Sugar Plant Water for Crop Irrigation	Treated water is diverted for irrigation instead of direct discharge.	Supported agricultural sustainability while reducing the direct environmental discharge footprint.

5. Does the entity have a business continuity and disaster management plan? If yes, please give details in 100 words or input web link.

Yes. In pursuit of unbroken business continuity, the Company is transitioning all essential IT operations from their local data center to a cloud-based infrastructure. The company's SAP Landscape has been successfully migrated to the AWS cloud Mumbai Region and is now fully functional. To safeguard business operations from potential disruptions or disasters, a disaster recovery site has been established in the AWS Hyderabad Region. This site is designed to achieve a Recovery Point Objective (RPO) of 30 minutes and a Recovery Time Objective (RTO) of 4 hours. In addition, all other significant production data is currently being backed up on Tape Media according to a set schedule and is retained for a year. These backup tapes are securely stored in a fireproof vault. This approach ensures the preservation and safety of crucial data, further strengthening the company's business continuity strategy.

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.

There was no reported adverse impact to the environment arising from the value chain of the company.

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

None

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

- a. Generated by the listed entity - 0
- b. Procured by the top ten (in terms of value of purchases and sales, respectively) value chain partners - 0

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 - 2
- 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/International)
1	Sugar Technologist Association of India	National
2	All India Distillers Association, Delhi	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.

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

Remark: The company, in its commitment to fair business practices, has not received any adverse orders related to anti-competitive conduct from regulatory bodies.

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	Web Link, if available
1	Nil	Nil	Nil	Nil	Nil

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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	Nil	Nil	Nil	Nil	Nil	Nil

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

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 Financial Year (In INR)
1	Nil	Nil	Nil	Nil	Nil	Nil

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

The company has established a Stakeholders' Relationship Committee to ensure swift resolution of any grievances or complaints from shareholders and investors. This committee's primary role is to address issues such as share transfers, non-receipt of annual reports, and unpaid dividends. Furthermore, the committee provides guidance on enhancing investor services and fostering stronger relationships with stakeholders.

4. Input material sourced from suppliers (by value):

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	90%	90%
Sourced 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	Current Financial Year	Previous Financial Year
Rural	93.22%	97.66%
Semi-Urban	0.00%	0.00%
Urban	5.46%	2.34%
Metropolitan	1.32%	0.00%

Leadership Indicators

1. If any Social Impact Assessments have been reported in EI-1, please provide details of actions taken to mitigate any negative social impacts identified:

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

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Not Applicable	Not Applicable	

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

No, the company, while not maintaining a distinct preferential procurement policy, ensures over 90% of its raw material procurement is sourced from local, small, and marginalized farmers. Upholding a nondiscriminatory approach towards its suppliers, it has instituted an integrated procurement process.

b. From which marginalized /vulnerable groups do you procure? - FARMERS

c. What percentage of total procurement (by value) does it constitute? - 90%

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	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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

S. No.	Name of authority	Brief of the Case	Corrective action taken	Basis of calculating benefit share
1	Not Applicable	Not Applicable	Not Applicable	Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Not Applicable	Not Applicable	Not Applicable

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.

A comprehensive mechanism is in place to receive and address consumer complaints and feedback through multiple channels, including emails, written letters, telephone calls, and dedicated web links. Each complaint or feedback is documented, acknowledged, and handled by the "Sales and Commercial" department for prompt action.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	79% of our product packaging, primarily related to sugar, includes all mandatory disclosures in line with applicable regulatory requirements, including the FSSAI mark. The remaining 21% pertains to ethanol and power generation, which are not distributed in conventional packaged forms and hence are not subject to such labelling requirements.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
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	0	0	-	0	0	-

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

Category	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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

Yes. https://www.bajajhindusthan.com/bajajHindustanCMS/uploads/BHSL_Cyber_Security_Policy_10.05.2024.pdf

6. Provide details of any corrective actions taken or underway on issues relating to any of the following: i. Advertising; ii. Delivery of essential services; iii. Cyber security and data privacy of customers; iv. Re-occurrence of instances of product recalls; v. penalty / action taken by regulatory authorities on safety of products / services.

No incidents have been reported in the current financial year.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

NIL

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

NIL

c. Impact, if any, of the data breaches

NIL

Leadership Indicators

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

Information relating to the products can be accessed through the company's website [<https://www.bajajhindusthan.com>]

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

Required information as per statutory requirements is made available on the product packages.

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

Not Applicable

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

Yes, information as per legal requirements is displayed on the product packages.. There was no survey carried out during the financial year.