

Business Responsibility & Sustainability Report

The SEBI circular SEBI/HO /CFD/CMD-2/P/CIR/2021/562 has stated that with effect from the financial year 2022-23, filing of BRSR is mandatory for the top 1000 listed companies (by market capitalization) and will replace customary BRR. In efforts to adopt to changing regulatory requirements, we have attempted to map our existing ESG information with the requirements of BRSR.

SECTION A: General Disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L01131KA1943 PLC000833	
2	Name of the Listed Entity	Tata Coffee Limited	
3	Year of incorporation	1943	
4	Registered office address	Pollibetta, Kodagu, 571215, Karnataka, India	
5	Corporate office address	57, Railway Parallel Road, Kumara Park West, Bengaluru – 560 020	
6	E-mail	investors@tatacoffee.com	
7	Telephone	+91 80 23560695 - 97, 23561976 - 81	
8	Website	https://www.tatacoffee.com/	
9	Financial year for which reporting is being done	2022-23	
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited BSE Limited	
11	Paid-up Capital	₹18.68 Crore	
12	Contact details of the person who may be contacted in case of any queries on the BRSR report	Name of the Person	Samir Palsule
		Telephone	+91 80 23560695
		Email address	samir.palsule@tatacoffee.com
13	Reporting boundary		
	Type of Report	Report is done on a standalone basis.	

II. Products / services

14	Details of business activities (accounting for 90% of the turnover):	Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Growing of Coffee	Growing of Green Coffee at Plantations	29.85%
		2	Manufacturing of Coffee Products	Manufacturing of variety of Coffee like SDC, FDC, Agglo	53.61%
		3	Growing of Tea	Growing of Tea leaf and manufacturing variety of Teas	7.25%
		4	Growing of Pepper & Others	Growing of Pepper at Plantations	9.28%

15	Products / Services sold by the entity (accounting for 90% of the entity's Turnover):	Sr. No.	Product / Service	NIC Code	% of Total Turnover contributed
		1	Growing of Coffee	01272	29.85%
		2	Manufacturing of Coffee Products	10792	53.61%
		3	Growing of Tea	01271	7.25%
		4	Growing of Pepper & Others	01284	9.28%

III. Operations

16	Number of locations where plants and / or operations / offices of the entity are situated:	Location	No. of Plants (including Plantations & estates)	No. of Offices	Total
		National	31	3	34
		International	1		1
17	Markets served by the entity	Locations	Numbers		
a.	Number of locations	National (No. of States)	23		
		International (No. of Countries)	50		
b.	What is the contribution of exports as a percentage of the total turnover of the entity?		57.12%		
c.	A brief on types of customers	For ICD : (a) Roasters / Brand Owners (b) Private Labellers / Repackers (c) Trades (d) Ingredients and Flavourings (e) Manufacturers (In the customer mix, Brand Owners bring in the majority (>60%) of volumes for the company's Instant Coffee business. This is followed by Repackers / Private Labellers, Traders, and Manufacturers. Geographically, the customers are segmented as the following: (a) Africa (b) APAC (c) Europe - West and East (d) MENA (e) Russia and CIS (f) India Domestic) For Green Coffee : (a) Roasters (b) Traders (Sales to Roasters is @ 65%) For Pepper : (a) Traders (b) Processors (Sales to Traders is @ 70%)			

IV. Employees

18	Details as at the end of Financial Year:	Sr. No.	Particulars	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)
a.	Employees and workers (including differently abled):		Employees					
		1	Permanent Employees (A)	722	609	84.35%	113	15.65%
		2	Other than Permanent Employees (B)	33	32	96.97%	1	3.03%
		3	Total Employees (A+B)	755	641	84.90%	114	15.10%

		Sr. No.	Particulars	Total (A)	Male		Female				
					No. (B)	% (B / A)	No. (C)	% (C / A)			
b. Differently abled Employees and workers:		Workers									
		4	Permanent Employees (C)	4965	1963	39.54%	3002	60.46%			
		5	Other than Permanent Employees (D)	7845	3804	48.49%	4041	51.51%			
		6	Total Employees (C+D)	12810	5767	45.02%	7043	54.98%			
		Employees									
		7	Permanent Employees (E)	1	1	100.00%	0	0.00%			
		8	Other than Permanent Employees (F)	1	0	0.00%	1	100.00%			
		9	Total Employees (E+F)	2	1	50.00%	1	50.00%			
		Workers									
		10	Permanent Employees (G)	2	1	50.00%	1	50.00%			
		11	Other than Permanent Employees (H)	4	4	100.00%	0	0.00%			
		12	Total Employees (G+H)	6	5	83.33%	1	16.67%			
19	Participation / Inclusion / Representation of women:	Sr. No.	Category	Total (A)	No. and % of females						
		1	Board of Directors (Executive Directors)	2			0	0.00%			
		2	Key Management Personnel (Excluding two Directors covered above)	1			0	0.00%			
20	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)	Category	FY 2022-23			FY 2021-22			FY 2020-21		
			Male	Female	Total	Male	Female	Total	Male	Female	Total
		Permanent Employees	3.19%	0.83%	4.02%	4.31%	0.14%	4.45%	1.71%	0.00%	1.71%
		Permanent Workers	1.05%	1.35%	2.40%	1.09%	1.88%	2.96%	1.33%	1.92%	3.25%

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

		Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or 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)
21	Names of holding / subsidiary / associate companies / joint ventures	1	Tata Consumer Products Limited	Holding	57.48%	No
		2	Consolidated Coffee Inc., USA	Subsidiary	50.08%	No
		3	Eight O' Clock Holdings Inc., USA	Subsidiary of Consolidated Coffee Inc, USA		No
		4	Eight O' Clock Coffee Company, USA	Subsidiary of Consolidated Coffee Inc, USA		No
		5	Tata Coffee Vietnam Company Limited, Vietnam	Subsidiary	100%	No

VI. CSR Details

22	a.	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
		Turnover (in ₹ crore)	1023.32
		Net worth (in ₹ crore)	1356.81

VII. Transparency and Disclosures Compliances

Tata Coffee Limited has adopted the Tata Code of Conduct for driving ethical conduct for all the stakeholders which include employees, vendors / suppliers, consultants & Directors. Any divergence from the Code of Conduct, rules, or corporate law must be reported by all parties involved with the organisation. We have a grievance redressal mechanism which is accessible to all our stakeholders. The Ethics helpline has been established for reporting the concerns. An independent Third-Party supported helpline ensures that any concern can be raised without fear of victimisation, retaliation or reprisal. The concern reporting process does not mandate the complainant to disclose the identity. All the complaints are looked into by designated ethics & compliance personnel, and appropriate measures are taken against individual who are found to be at fault. During the entire investigation process, Tata Coffee provides protection to the complainant as well to the person against which complaint is done.

23	Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No)	If Yes, then provide web-link for grievance redress policy	FY 2022-23			FY 2021-22		
					Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
		Communities	Yes		0	0		0	0	
		Investors (other than shareholders)	Yes		0	0		0	0	
		Shareholders	Yes	https://www.tcplindia.co.in/faq.html	12	Nil		11	Nil	
		Employees and workers	Yes		0	0		0	0	
		Customers	Yes		51	0		48	0	
		Value Chain Partners	Yes		0	0		0	0	
		Other (please specify)	Yes		0	0		0	0	

During last financial year, we adopted a consultative approach to arrive at our material issues. Through internal and external stakeholder consultations on ESG related challenges, we arrived at the following key material priority areas for our stakeholders and have aligned these with Indian & global ESG standards.

24	Overview of the entity's material responsible business conduct issues Click for info	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	Product Responsibility	O	Food standards becoming stricter	Understanding the customer requirements and strict Quality across the operations	Positive
		2	Water security	R	Business continuity issues, likely to see much higher water shortage in future	Harvesting run off and rain water, ZLD at manufacturing plants, Eco-pulper to minimize water usage, R&D for water resistant plant	Negative
		3	Managing Climate Change	O	Long time to adapt the measures	Changing behavioural pattern and introduction of the technologies in operations	Negative
		4	Community Engagement	O	Community expectations are higher	Working closely with the community for better understanding	Positive
		5	Governance and accounting	O	Influencing policies and procedures for larger good	Working closely with the stakeholders	Positive

SECTION B:

Disclosure Questions		P1: Governance	P2: Goods and Services	P3: Employee Wellbeing	P4: Stakeholders	P5: Human Rights	P6: Environment	P7: Public Policy	P8: Equitable Growth	P9: Consumers
	Policy and management processes									
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					-				
2	Whether the entity has translated the policy into procedures. (Yes / No)	No	No	No	No	No	No	No	No	No
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Mostly met	Mostly met	Mostly met	Mostly met	Mostly met	Mostly met	Mostly met	Mostly met	Mostly met

Disclosure Questions		P1:	P2:	P3:	P4:	P5:	P6:	P7:	P8:	P9:
		Governance	Goods and Services	Employee Wellbeing	Stakeholders	Human Rights	Environment	Public Policy	Equitable Growth	Consumers
	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>At Tata Coffee Limited, we work to ensure that you feel nature's essence in every sip of our delicious coffee and tea and in every taste of the peppercorn from our plantations. Sustainability is embedded in our core operations, allowing us to deliver nature's goodness directly to our customers. We have embraced unit-wide practices that uphold sustainability in our business, environmental, operational, and social interactions. We are committed to contributing to the well-being of both our employees and all the stakeholders within our ecosystem. Our Company's operations are aligned with the sustainable development goals, among which the following are key priorities:</p> <p>Environmental sustainability : Water is an essential resource to our business, and we ensure a sustainable approach through water conservation, wastewater treatment and runoff / rainwater harvesting. We conserve water using water-efficient technologies and wastewater management systems, and we implement measures to create employee awareness. These actions have reduced water consumption across our operations. The overall energy usage for ICD, Theni factory and Tea operations account to 100% and 65% from renewable sources.</p> <p>Operational sustainability : Our operational sustainability is aligned with our enterprise risk management. To ensure the sustained availability of water, we have built 274 tanks across our coffee plantations, satisfying water requirements of the plantations. A cumulative capacity of the water can take care of the Bengaluru city for approximately 2 days. In addition, approximately 60% of our energy requirement is catered from renewable sources, including wind and solar energy. Our ICD manufacturing operations have ZLD facility in place</p> <p>People sustainability : We are an equal opportunity employer and abide by the principles of diversity and inclusivity. Our 'zero harm' philosophy drives our safety practices. Our Company also ensures the safety of our employees through safety audits, a proactive safety index and consequence management systems.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Chacko Purakal Thomas, Managing Director & Chief Executive Officer								
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, Corporate Social Responsibility Committee								
	Details of Review of NGRBCs by the Company	Corporate Social Responsibility Committee reviews on periodic basis.								
	Performance against above policies and follow up action:									
10	a. Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Frequency of performance review (Annually / Half yearly / Quarterly / Any other – please specify)	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances:									
	a. Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Frequency of Compliance Review (Annually / Half yearly / Quarterly / Any other – please specify)	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
11	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes / No).	No	No	No	No	No	No	No	No	No

Disclosure Questions	P1: Governance	P2: Goods and Services	P3: Employee Wellbeing	P4: Stakeholders	P5: Human Rights	P6: Environment	P7: Public Policy	P8: Equitable Growth	P9: Consumers
If yes, provide name of the agency.	NA	NA	NA	NA	NA	NA	NA	NA	NA
12 If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
The entity does not consider the Principles material to its business (Yes / No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or / human and technical resources available for the task (Yes / No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes / No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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:	Sr. No.	Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		1	Board of Directors	-	-	-
		2	Key Management Personnel	-	-	-
		3	Employees other than BODs and KMPs	18	Food Safety HACCP Internal Auditor, Strategic Sourcing, Six Sigma, Industry 4.0, Design of Experiments, Data Analytics, TCoC & POSH awareness, E learning modules for Business Excellence, etc.	20.83%
		4	Workers	> 100	Enhance current skill levels with modern technologies through NTTF, Safety related trainings, Thermal saving potential in ICD manufacturing, Powder loss optimisation in SDC & Agglo, Roaster & fuel optimisation, Skill upgradation trainings for the critical jobs at Plantations (Shade lopping, Work at Height, Borer tracing, Irrigation, Pepper picking etc.), TCoC & POSH related policy awareness,	78.06%

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	a. Monetary					
		Type	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes / No)
		Penalty / Fine	NIL	NIL	NIL	NIL	NA
		Settlement	NIL	NIL	NIL	NIL	NA
		Compounding fee	NIL	NIL	NIL	NIL	NA
		b. Non-Monetary					
		Type	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the case	Has an appeal been preferred? (Yes / No)	
		Imprisonment	NIL	NIL	NA	NA	
		Punishment	NIL	NIL	NA	NA	
		3	Of the instances disclosed in Question 2 above, details of the Appeal / Revision referred in cases where monetary or non-monetary action has been appealed.	Sr. No.	Case Details	Name of the regulatory / enforcement agencies / judicial institutions	
1	NA			NA			
2	NA			NA			
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					
		Please refer https://www.tatacoffee.com/sites/default/files/collaterals/investors/ABAC.pdf for details.					
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		FY 2022-23		FY 2021-22	
		Directors		0		0	
		Key Management Personnel		0		0	
		Employee		0		0	
		Worker		0		0	
6	Details of complaints with regard to conflict of interest:	Sr. No.	Topic	FY 2022-23		FY 2021-22	
				Number	Remarks	Number	Remarks
		1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.	NA					

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

8	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.	Type	FY 2022-23	FY 2021-22	Details of improvement in social and environmental aspects
		R&D	20%	15%	We are in manufacturing the Coffee products customised to customer's requirement and taste, limiting the opportunities for environmental and social impacts during product development. There are several process improvements done across the manufacturing process and Plantation operations impacting environment and social impacts.
		CAPEX	7%	2	The Company has undertaken various project impacting social and environmental aspects like moving to eco-pulper, water irrigation ponds, drip irrigation systems, rain water harvesting at our Theni operations, replacing the electrical chillers at our Toopran operations etc. in recent years. These projects have reduced dependence on rain water, ground water.
9	a. Does the entity have procedures in place for sustainable sourcing? (Yes / No)				No
	If yes, what percentage of inputs were sourced sustainably?				NA
10	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:	Product			Process to safely reclaim the product
		a. Plastics (including packaging)			Nil
		b. E-Waste			Nil
		c. Hazardous Waste			Nil
		d. Other Waste			Nil
11	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)				No
	If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?				NA
	If not, provide steps taken to address the same.				NA

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

12	a.	Details of measures for the well-being of employees:	% of employees covered by												
			Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities		
					No. (B)	% (B / A)	No. (C)	% (C / A)	No.(D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)	
			Permanent Employees												
			Male	609	78	13%	609	100%	0	0%	116	19%	0	0%	
			Female	113	5	4%	113	100%	113	100%	0	0%	0	0%	
			Total	722	83	11%	722	100%	113	16%	116	16%	0	0%	
			Other than Permanent Employees												
			Male	32	0	0%	32	100%	0	0%	0	0%	0	0%	
			Female	1	0	0%	1	100%	0	0%	0	0%	0	0%	
			Total	33	0	0%	33	100%	0	0%	0	0%	0	0%	
	b.	Details of measures for the well-being of workers:	Permanent Workers												
			Male	1963	0	0%	1963	100%	0	0%	0	0%	1963	100%	
			Female	3002	0	0%	3002	100%	3002	100%	0	0%	3002	100%	
			Total	4965	0	0%	4965	100%	3002	60%	0	0%	4965	100%	
			Other than Permanent Workers												
			Male	3804	0	0%	3804	100%	0	0%	0	0%	3804	100%	
			Female	4041	0	0%	4041	100%	4041	100%	0	0%	4041	100%	
			Total	7845	0	0%	7845	100%	4041	52%	0	0%	7845	100%	
			13	Details of retirement benefits, for Current FY and Previous Financial Year.	Sr. No.	Benefits	FY 2022-23					FY 2021-22			
No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y / N / N.A.)					No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y / N / N.A.)						
1	PF	100%			100%	Yes	100%	100%	Yes						
2	Gratuity	100%			100%	Yes	100%	100%	Yes						
3	ESI	11%			12%	Yes	10%	12%	Yes						
14	Accessibility of workplaces	Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?													
		If not, whether any steps are being taken by the entity in this regard													
		The accessibility, to differently abled employees and workers, will be considered while working on building new offices and manufacturing plants.													
15	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?		No												

16	Return to work and Retention rates of permanent employees and workers that took parental leave.	Gender	Total number of people returned after parental leave in FY	Total Number of people who took parental leave in FY	Return to work rate	Total Number of people retained for 12 months after returning from parental leave	Total number of people returned from parental leave in prior FY	Retention Rate
Permanent Employees								
		Male	0	0	NA	0	0	NA
		Female	0	0	NA	0	0	NA
		Others	0	0	NA	0	0	NA
		Total	0	0	NA	0	0	NA
Permanent Workers								
		Male	0	0	NA	0	0	NA
		Female	12	12	100%	12	12	100%
		Others	0	0	NA	0	0	NA
		Total	12	12	100%	12	12	100%

We have put in a place a grievance addressal mechanism for our employees, and worker category. We are committed to ensuring that all grievances are addressed effectively to maintain the productive and engaged workforce. For facilities where unions are not functional /available, an open-door policy is followed. Employees are free to reach out line managers or welfare officers or HR personnel. Designated POSH officers are present for each unit and are trained and accessible to all employees and workers.

17	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	Details of the mechanism in brief
		Permanent Workers	Yes	Reporting to reporting manager for redressal of the grievances
		Other than Permanent Workers	Yes	Reporting to the field supervisor and then field supervisor taking it up with location head

18	Membership of employees and worker in association(s) or Unions recognised by the listed entity:	Category	FY 2022-23			FY 2021-22		
			Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D / C)
Permanent Employees								
		Male	609	130	21%	602	125	21%
		Female	113	33	29%	117	35	30%
		Others	0	0	NA	0	0	NA
		Total	722	163	23%	719	160	22%
Permanent Workers								
		Male	1787	1130	63%	1807	1108	61%
		Female	2993	1677	56%	3064	1725	56%
		Others	0	0	NA	0	0	NA
		Total	4780	2807	59%	4871	2833	58%

19 a.	Details of Skill training given to employees and workers.	Category	FY 2022-23			FY 2021-22		
			Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received Skill Training (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received Skill Training (D)	%(D / C)
		Permanent Employees						
		Male	609	60	10%	602	60	10%
		Female	113	25	22%	117	30	26%
		Others	0	0	NA	0	0	NA
		Total	722	85	12%	719	90	13%
		Permanent Workers						
		Male	1787	1787	100%	1807	292	16%
		Female	2993	2993	100%	3064	272	9%
		Others	0	0	NA	0	0	NA
		Total	4780	4780	100%	4871	564	12%
b.	Details of training on Health and Safety given to employees and workers.	Category	FY 2022-23			FY 2021-22		
			Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received training on Health and Safety (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received training on Health and Safety (D)	%(D / C)
		Permanent Employees						
		Male	609	609	100%	602	602	100%
		Female	113	113	100%	117	117	100%
		Others	0	0	NA	0	0	NA
		Total	722	722	100%	719	719	100%
		Permanent Workers						
		Male	1787	1787	100%	1807	1807	100%
		Female	2993	2993	100%	3064	3064	100%
		Others	0	0	NA	0	0	NA
		Total	4780	4780	100%	4871	4871	100%

20	Details of performance and career development reviews of employees and worker:	Category	FY 2022-23			FY 2021-22			
			Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D / C)	
		Permanent Employees							
		Male	609	609	100%	602	602	100%	
		Female	113	113	100%	117	117	100%	
		Others	0	0	NA	0	0	NA	
		Total	722	722	100%	719	719	100%	
		Permanent Workers							
		Male	1963	0	0%	1987	0	0%	
		Female	3002	0	0%	3073	0	0%	
		Others	0	0	NA	0	0	NA	
		Total	4965	0	0%	5060	0	0%	
		21	Health and safety management system						
			a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes / No)	Yes, an occupational health and safety management system has been implemented by the entity.				
				What is the coverage of such system?	Implementing an occupational health and safety management system is an important step towards ensuring the safety and well-being of employees in the workplace 100%. It shows that the entity is committed to creating a safe and healthy working environment for its employees to achieve "ZERO HARM" in the workplace, and it can also have a positive impact on productivity and employee morale.				
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?		<div><div>1.</div><div>2.</div><div>3.</div><div>4.</div><div>5.</div><div>6.</div><div>7.</div><div>8.</div><div>9.</div><div>10.</div></div> <div>Proactive Culture Development, Training, and Safety Performance Management.</div> <div>Focused Campaigns and Engagement Programs to improve Safety Culture.</div> <div>Hazard Identification and Risk Assessment through CAPA and Reduction through JSA (Job Safety Analysis) for all non-routine works by LS / FO.</div> <div>Focus on Safety Standards for Electrical and Machine Guarding.</div> <div>Structural motivational and Recognition process for employees.</div> <div>Consequence management procedure for violation of safety requirements.</div> <div>Implementation of Driving safety Standards and tracking violations by installing GPS to all pool vehicles.</div> <div>Twice-yearly procedure for identifying dangerous trees around buildings and dwelling areas.</div> <div>SIFpA (Serious Incident and Fatality Prevention Activity) for identifying potential incidents and fatalities at workplaces, dwellings and building areas, with structured review for resolution.</div> <div>Measures to address Human-Animal Conflict such as wildlife cells, training and awareness for elephant trackers, solar power fences, enhanced communication systems, and monitoring of elephant intrusions.</div>						
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes / No)	Yes, We have the process all the work force been empowered to report work-related hazards and remove themselves from such risks. We have a system in place for workers to report near misses and safety observations, which includes unsafe acts or conditions in and around the workplace or any property that we own. Once the report has been made, corrective and preventive actions (CAPA) are undertaken with specified timelines, and a person is assigned with responsibility, the same will be reviewed by the respective unit head at the month end. This helps us ensure that the workplace is safe for all workers, and any potential hazards are identified and addressed promptly.							

d.	Do the employees / worker of the entity have access to non-occupational medical and healthcare services? (Yes / No)	Yes, we can confirm that the employees / workers of the entity have access to non-occupational medical and healthcare services. Each unit has a first aid centre / dispensary that is manned by a qualified staff nurse. The nurse is responsible for providing first aid treatment, attending to emergency health issues, and referring injured individuals to higher medical centres for doctors' consultation if necessary. This ensures that employees / workers have access to basic medical care and attention when needed, which can help prevent minor injuries and illnesses from becoming more severe.																																
22	Details of safety related incidents, in the following format:	<table><tr><th>Safety Incident / Number</th><th>Category</th><th>FY 2022-23</th><th>FY 2021-22</th></tr><tr><td rowspan="2">Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</td><td>Employees</td><td>0</td><td>0</td></tr><tr><td>Workers</td><td>2.36</td><td>2.79</td></tr><tr><td rowspan="2">Total recordable work-related injuries. Click for info</td><td>Employees</td><td>0</td><td>0</td></tr><tr><td>Workers</td><td>3.04</td><td>3.16</td></tr><tr><td rowspan="2">No. of fatalities</td><td>Employees</td><td>0</td><td>0</td></tr><tr><td>Workers</td><td>0</td><td>0</td></tr><tr><td rowspan="2">High consequence work-related injury or ill-health (excluding fatalities)</td><td>Employees</td><td>0</td><td>0</td></tr><tr><td>Workers</td><td>0</td><td>0</td></tr></table>	Safety Incident / Number	Category	FY 2022-23	FY 2021-22	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0	Workers	2.36	2.79	Total recordable work-related injuries. Click for info	Employees	0	0	Workers	3.04	3.16	No. of fatalities	Employees	0	0	Workers	0	0	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0	Workers	0	0
Safety Incident / Number	Category	FY 2022-23	FY 2021-22																															
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0																															
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No. of fatalities	Employees	0	0																															
	Workers	0	0																															
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0																															
	Workers	0	0																															
23	Describe the measures taken by the entity to ensure a safe and healthy work place.	<div><div>1. Proactive safety Culture Development / Training / Safety Performance Management:</div><div>2. The Proactive Safety Index (PSI.2.0) measures the proactive efforts on safety by factories, which improved from 70% to 74% by the end of Q3 of fiscal year 22-23.</div><div>3. Mature Training process and engagement across all units: Safety Training man-hours improved by 58% (YTD.Nov22 Vs 21) (Focus areas -WAH Training / Coffee harvesting / Construction / project Safety).</div><div>4. The Consequence Management System was established, deployed, targets set and tracked, showing maturity and an increase in safety recognition by 6759 (5x) and consequences for violations by 6408 (3x) compared to the same period in the previous year.</div></div> <div><div>Focused Campaigns:</div><div>1. 100 Days Zero Injury Campaign launched across 35 units of TCL with goal of increasing safety awareness - 66% reduction in injuries as compared to PY.</div><div>2. Zero Harm Pepper Campaign aimed at safe pepper harvesting through use of ladders, permit system, training, and increased supervision, achieved in 3rd year</div><div>3. Company vehicles equipped with GPS monitoring safe driving behaviours, 45% improvement in last 10 months compared to previous year.</div><div>4. DDT training certification required for tractor drivers, training modules developed based on vendor site visits and past issues.</div><div>5. Forty tree climbing workers have undergone initial instruction in the new technique of Rope Access Method for shade lopping</div><div>6. Investment in solar fence project for vulnerable derivatives, audit and closures of HAC framework by wildlife expert, provided solar fences (263.5KMS).</div><div>7. 72 workers trained and deployed for elephant monitoring, received training from wildlife experts and awareness training for migrants, provided walkie talkie for better communication.</div><div>8. Installation of fire hydrant system for KNW unit, plan for fire hydrant system installation / upgrades in factories, including investment in electrical safety risk control and mitigation.</div></div>																																

24	Number of Complaints on Health & safety	Topic	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
			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	NIL	NIL	NA	NIL	NIL	NA
		Health & Safety	100	0	All injuries resolved on the work spot	105	0	All injuries resolved on the work spot
25	Workplace Assessments for the year	Topic						
		Health and safety practices	The SA 8000 and Rain Forest Alliance Auditors conducted an audit between December 22 and January 23, and identified some minor observations, which have since been resolved.					
		Working Conditions	The SA 8000 and Rain Forest Alliance Auditors conducted an audit between December 22 and January 23, and identified some minor observations, which have since been resolved.					
26	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.	1. 26% of incidents were ""Cut Injuries,"" for which ""Cut Resistant Gloves"" were recommended and implemented. 2. 20% of incidents were ""Slip & Fall,"" which prompted the ""M-Safe Campaign"" (Monsoon Slip & Fall Elimination Campaign), and 254 vulnerable spots were identified, with 74% rectified. 3. Hazardous curves were identified, and measures are being taken to barricade the edges. 4. A machine guarding survey was conducted, and a proposal for budget allocation was submitted. 5. A bi-annual dangerous tree enumeration will be undertaken to determine the need for tree felling. 6. DDT training was conducted exclusively for Tractor Drivers, and 86 drivers were issued certificates. 7. A customized Aluminium stool-cum-ladder is being developed to prevent workers from falling off the Robusta plant. 8. A fall arrester system and non-conductive FRP ladders were introduced for all pepper pickers to prevent falls from heights of 25-35 feet. 9. A solar fence was erected for high elephant intrusion estates (275 km. so far), and new elephant trackers were deployed with expert mahout training. 10. All workers were issued safety helmets, which are now mandatory, to prevent head injuries from falling dry branches. 11. A 10 ft. lightweight double-leg non-conductive ladder was developed to minimize ladder slippage, falling, or branch collapse while lopping Palwana trees. 12. An all-terrain customized 3 ft. aluminium ladder-cum-stool was developed to eliminate the need for workers to climb the Robusta plant for harvesting. Further customization is being explored with vendors to suit the terrain.						

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

27	Describe the processes for identifying key stakeholder groups of the entity.	The stakeholders are critical to our business operations and their interests has a key influence on our business strategy. Based on the value chain for the business and interactions with the stakeholders, we group the stakeholders considering the expectations and requirement from the Company.					
28	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.	Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
		1	Customer	No	Email, meetings, website	Continuously	Product & service related
		2	Employee	No	Email, meetings, website, notice board	Continuously	HR & operation related
		3	Community	Yes	Email, meetings, website	Continuously	Community initiatives & service related
		4	Government	No	Email, meetings, website	Periodical	Working closely with Government can go long way in bringing positive changes in larger community
		5	Investors	No	AGM, Investor calls, Annual report	Continuously	Continuous access to capital, enabling to make progress on strategies and goal
		6	Supplier partners	No	Email, meetings, SMS, WhatsApp	Continuously	Procurement of materials & services related

PRINCIPLE 5: Businesses should respect and promote human rights**Essential Indicators**

29 Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:	Category	FY 2022-23			FY 2021-22		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received training on Human Rights Issues and Policy(ies) (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received training on Human Rights Issues and Policy(ies) (D)	%(D / C)
	Permanent Employees						
	Male	609	609	100%	602	602	100%
	Female	113	113	100%	117	117	100%
	Others	0	0	NA	0	0	NA
	Total	722	722	100%	719	719	100%
	Other than Permanent Employees						
	Male	32	32	100%	14	14	100%
	Female	1	1	100%	9	9	100%
	Others	0	0	NA	0	0	NA
	Total	33	33	100%	23	23	100%
	Permanent Workers						
	Male	1963	1963	100%	1987	1987	100%
	Female	3002	3002	100%	3073	3073	100%
	Others	0	0	NA	0	0	NA
	Total	4965	4965	100%	5060	5060	100%
	Other Permanent Workers						
	Male	3804	3804	100%	3846	3846	100%
	Female	4041	4041	100%	3956	3956	100%
Others	0	0	NA	0	0	NA	
Total	7845	7845	100%	7802	7802	100%	
Total People	13565	13565	100%	13604	13604	100%	

30 Details of minimum wages paid to employees and workers

All the employees and workers (permanent or non-permanent) are paid more than or equal to minimum wage in accordance with the laws of the land.

31	Details of remuneration / salary / wages, in the following format:	Sr. No.	Type of employee	Gender	Total Number	Median remuneration / salary / wages
		1	Directors (Executive Directors)	Male	2	₹31360000
				Female	0	-
		2	Key Management Persons (except Directors covered above)	Male	1	₹7849000
				Female	0	-
		3	Employees	Male	638	₹377172
				Female	114	₹420000
		4	Workers	Male	5767	₹399.99 per day
				Female	7043	₹399.99 per day

32	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																																																							
33	Describe the internal mechanisms in place to redress grievances related to human rights issues.	Tata Coffee has implemented the Tata Code of Conduct, which outlines ethical business practices. All stakeholders, including employees, workmen as well partners, are required to report any suspected or actual breaches of the code, the company policies or the corporate laws. To facilitate reporting in confidential manner with underlined principle of whistler blower policy, the Company has put in an Ethical helpline managed by an external agency. This independent Third-Party supported helpline ensures that any concern can be raised without fear of victimisation, retaliation or reprisal. The concern reporting process does not mandate the complainant to disclose the identity. All the complaints are looked into by designated ethics & compliance personnel, and appropriate measures are taken against individual who are found to be at fault. During the entire investigation process, Tata Coffee provides protection to the complainant as well to the person against which complaint is done.																																																							
34	Number of Complaints on the following made by employees and workers:	<table><tr><th rowspan="2">Category</th><th colspan="3">FY 2022-23</th><th colspan="3">FY 2021-22</th></tr><tr><th>Filed during the year</th><th>Pending resolution at the end of the year</th><th>Remarks</th><th>Filed during the year</th><th>Pending resolution at the end of the year</th><th>Remarks</th></tr><tr><td>Sexual Harassment</td><td>6</td><td>0</td><td>Closed</td><td>5</td><td>0</td><td>Closed</td></tr><tr><td>Discrimination at workplace</td><td>0</td><td>0</td><td>Nil</td><td>0</td><td>0</td><td>Nil</td></tr><tr><td>Child Labour</td><td>0</td><td>0</td><td>Nil</td><td>0</td><td>0</td><td>Nil</td></tr><tr><td>Forced Labour / Involuntary Labour</td><td>0</td><td>0</td><td>Nil</td><td>0</td><td>0</td><td>Nil</td></tr><tr><td>Wages</td><td>0</td><td>0</td><td>Nil</td><td>0</td><td>0</td><td>Nil</td></tr><tr><td>Other human rights related issues</td><td>0</td><td>0</td><td>Nil</td><td>0</td><td>0</td><td>Nil</td></tr></table>	Category	FY 2022-23			FY 2021-22			Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks	Sexual Harassment	6	0	Closed	5	0	Closed	Discrimination at workplace	0	0	Nil	0	0	Nil	Child Labour	0	0	Nil	0	0	Nil	Forced Labour / Involuntary Labour	0	0	Nil	0	0	Nil	Wages	0	0	Nil	0	0	Nil	Other human rights related issues	0	0	Nil	0	0	Nil
Category	FY 2022-23			FY 2021-22																																																					
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks																																																			
Sexual Harassment	6	0	Closed	5	0	Closed																																																			
Discrimination at workplace	0	0	Nil	0	0	Nil																																																			
Child Labour	0	0	Nil	0	0	Nil																																																			
Forced Labour / Involuntary Labour	0	0	Nil	0	0	Nil																																																			
Wages	0	0	Nil	0	0	Nil																																																			
Other human rights related issues	0	0	Nil	0	0	Nil																																																			
35	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment case	We have Whistler blower policy in place which provides full protection to the complainant.																																																							
36	Do human rights requirements form part of your business agreements and contracts? (Yes / No)	Yes																																																							
37	Assessments for the year:	<table><tr><th>Sr. No.</th><th>Category</th><th>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</th></tr><tr><td>1</td><td>Child labour</td><td>100% by external auditor</td></tr><tr><td>2</td><td>Forced / involuntary labour</td><td>100% by external auditor</td></tr><tr><td>3</td><td>Sexual harassment</td><td>100% by external auditor</td></tr><tr><td>4</td><td>Discrimination at workplace</td><td>100% by external auditor</td></tr><tr><td>5</td><td>Wages</td><td>100% by external auditor</td></tr></table>	Sr. No.	Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	1	Child labour	100% by external auditor	2	Forced / involuntary labour	100% by external auditor	3	Sexual harassment	100% by external auditor	4	Discrimination at workplace	100% by external auditor	5	Wages	100% by external auditor																																					
Sr. No.	Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)																																																							
1	Child labour	100% by external auditor																																																							
2	Forced / involuntary labour	100% by external auditor																																																							
3	Sexual harassment	100% by external auditor																																																							
4	Discrimination at workplace	100% by external auditor																																																							
5	Wages	100% by external auditor																																																							

38	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	During the Rainforest Alliance and SA 8000:2014 external audits pertaining to the plantations, the respective CBs assessed the above items and did not raise any concerns on the same as the measures in place at TCL was found satisfactory. The factory inspectors visit manufacturing locations and during their inspection, records are verified in addition to shop floor.
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PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

39	a.	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:	Sr. No.	Parameter	FY 2022-23	FY 2021-22
			1	Total electricity consumption (A)	11889176.20+38.46 (in EJ)	12199267.00+40.16 (in EJ)
			2	Total fuel consumption (B)	66585781.00+605.50 (in EJ)	63409580.00+598.10 (in EJ)
			3	Energy consumption through other sources (C)	10994293.80+225.70 (in EJ)	13983650.00+233.60 (in EJ)
			4	Total energy consumption (A+B+C)	89469251.00+869.66 (in EJ)	89592497.00+871.86 (in EJ)
	b.	Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No)		No		
40	a.	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? (Yes / No)		No		
	b.	If yes, disclose whether targets set under the PAT scheme have been achieved.		NA		
	c.	In case targets have not been achieved, provide the remedial action taken, if any.		NA		
41	a.	Provide details of the following disclosures related to water, in the following format:	Sr. No.	Water Withdrawal by source (in Kilolitres)	FY 2022-23	FY 2021-22
			1	Source (i) Surface water	176141	164186
			2	Source (ii) Groundwater	92103	75679
			3	Source (iii) Third party water	68508	85264
			4	Source (iv) Seawater / desalinated water	0	0
			5	Source (v) Others- Please specify	0	0
			6	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	336752	325129
			7	Total volume of water consumption (in kilolitres)	355368	369876
	b.	Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No)		Yes for Theni,		
		If yes, name of the external agency		CII for Theni		
42	a.	Has the entity implemented a mechanism for Zero Liquid Discharge?		Yes at Theni plant		
	b.	If yes, provide details of its coverage and implementation.		680 KLD Zero Discharge plant available at Theni		

43	a.	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:	Sr. No.	Parameter	Please Specify Unit	FY 2022-23	
	1		NOx	mg / Nm ³	1428 mg/Nm3 for ICD, 258 µ/m3 for Anamallais,		
	2		SOx	mg / Nm ³	942.6 mg/Nm3 for ICD, 137.9 µ/m3 for Anamallais		
	3		Particulate matter (PM)	mg / Nm ³	1326 mg/Nm3 for ICD, 1468.8 µ/m3 for Anamallais		
	b.	Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No)	No				
		If yes, name of the external agency	Theni (Monthly external agency verification is planned and TNPCB verification is carried out yearly once),				
44	a.	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:	Sr. No.	Parameter	Unit	FY 2022-23	FY 2021-22
	1		Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	8.64	7.54	
	2		Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	0.23	0.043	
	3		Total Scope 1+ Scope 2 Emissions	tCO2e	8.87	9.97	
	b.	Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No)	No				
45		Does the entity have any project related to reducing Green House Gas emission? (Yes / No)	Yes				
		If Yes, then provide details	Solar farm project at Theni				
46	a.	Provide details related to waste management by the entity, in the following format:	Sr. No.	Parameter	FY 2022-23	FY 2021-22	
	Total Waste Generated (MT)						
	1		Plastic waste (A)	6438.65	137.44		
	2		E-waste (B)	0.6	0		
	3		Bio-medical waste (C)	0.6395	0.655		
	4		Construction and demolition waste (D)	0	0		
	5		Battery waste (E)	1.85	0.2		
	6		Radioactive waste (F)	0	0		
	7		Other Hazardous waste. Please specify if any (G)	0.95	0		
	8		Other Non-hazardous waste generated (H). Please specify, if any.	2763.972	1734.33		
9	Total Waste Generated (A+B + C + D + E + F + G + H)	9206.6615	1872.625				
	b.	Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No)	No				

47	a.	Briefly describe the waste management practices adopted in your establishments.	Waste is sorted as per law requirements (Domestic waste - hazardous waste - industrial waste) and disposed off in responsible manner.						
	b.	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.	Nil						
48	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:		Sr. No.	Location of operations / offices	Type of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Yes / No)	If no, the reasons thereof and corrective action taken, if any.		
			1	Coorg - Hassan	Coffee, Pepper Plantations	Yes	NA		
			2	Anamallais	Tea Plantations and Tea manufacturing	Yes	NA		
49	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:		Sr. 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				Not Applicable		
50	a. 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 (Yes / No)		Yes						
	If not, provide details of all such non-compliances, in the following format:		Sr. 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 actions, if any		
			1	Nil	Nil	Nil	Nil		

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

Essential Indicators

51	Industry Affiliations			
	a. Number of affiliations with trade and industry chambers / associations.	7 (Seven)		
	b. List the top trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to.	Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
		1	Bangalore Chamber of Industry and Commerce	State
		2	Confederation of Indian Industry	National
		3	Coffee Board of India	National
		4	United Planters' Association of Southern India	State
		5	Karnataka Planters' Association and Kodagu Planters' Association	State
		6	Anamallais Planters Association	State
		7	Federation of Telangana and Andhra Pradesh Chambers of Commerce and Industry	State
52	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.	Sr. No.	Name of Authority	Brief of the case
		1	NIL	NIL
				Corrective actions taken
				NIL

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

53	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year	Sr. No.	Name and Brief details of the 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				Not Applicable		
54	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:	Sr. No.	Name of the project for which R&R is going on	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
		1				Not Applicable		
55	Describe the mechanisms to receive and redress grievances of the community.	Our approach to managing community grievances follows the precautionary principle of ensuring local approvals of all projects post identifying and resolving the issues of concern to the local community early on while conceptualisation as well execution of projects. While various approvals are taken in writing, the grievance handling system is informal in nature. The projects implemented through NGO and signature projects (like RIHP, Dare school, Spoken English, UNF women & tribal health camps) have formal mechanism to capture beneficiary & community feedback.						
56	Percentage of input material (inputs to total inputs by value) sourced from suppliers:	Sr. No.	Parameter	FY 2022-23		FY 2021-22		
		1	Directly sourced from MSMEs / small producers	18.22%		14.21%		
		2	Sourced directly from within the district and neighbouring districts	Most of the procurement		Most of the procurement		

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators**

57	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	Green Coffee & Pepper : Complaint Registered in Online Portal and RCA and CAPA done QA, which is shared with the buyer. ICD : Each customer is tagged to a Key Account Manager (KAM). The KAM is the first port of call for the customer to share feedback on its pre-sales, and post-sales experience. Any feedback pertaining to the product / quality / timeliness or others is recorded by the S&M team in the Customer Complaint Management online system and the same is shared with all concerned on email. The action owner of this portal, and subsequent communication internally to ensure that timelines and objectivity is followed through the process, is the Head of Commercial and Logistics. This is to ensure that we run the process with complete transparency and hence led by a neutral internal party							
58	Turnover of products and / services as a percentage of turnover from all products / service that carry information about:	Sr. No	Type	As a percentage to total turnover					
		1	Environmental and social parameters relevant to the product				NA		
		2	Safe and responsible usage				NA		
		3	Recycling and / or safe disposal				NA		
59	Number of consumer complaints in respect of the following:	Sr. No	Type	FY 2022-23			FY 2021-22		
				Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
		1	Data privacy	0	0	NA	0	0	NA
		2	Advertising	0	0	NA	0	0	NA
		3	Cyber-security	0	0	NA	0	0	NA
		4	Delivery of essential services	0	0	NA	0	0	NA
		5	Restrictive Trade Practices	0	0	NA	0	0	NA
		6	Unfair Trade Practices	0	0	NA	0	0	NA
		7	Other	51	51	Closed	45	45	Closed
60	Details of instances of product recalls on account of safety issues:	Sr. No	Type	Details of Initiative (Web-link, if any, may be provided along-with summary)			Outcome of Initiative		
		1	Voluntary Recalls	Nil			---		
		2	Forced Recalls	2 shipments for GC			---		
61	Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes / No)	Yes. We follow the NIST Cybersecurity Framework that helps organisation understand better, manage, and reduce the cybersecurity risk and protect networks and data. The system follows 4 steps processes, i.e., Identify the risks and have mitigation strategies in place, protect the systems through awareness & have advanced threat protection systems in place, detect the threats through centralized SOC function monitoring & improving security posture, respond / recover through incident response play book to provide incident response capability & have cyber insurance coverage for critical incidents.							
62	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	Stepwise Improvement actions taken Identify - Developed clear strategy to eliminate legacy devices risk, data flow mapping for PII & Confidential information, data Classification and DLP framework Project - Deployed Data leakage protection solutions to help business protect their data Detect - Periodic access review and reconciliation, SOC capability improvement to automate threat detection & response Respond / recover - Developed Data Breach Response procedure to manage public relations & recovery communication"							