

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

- I. Details of the listed entity
 1. Corporate Identity Number (CIN) of the Listed Entity- L21012PB1980PLC004329
 2. Name of the Listed Entity- Satia Industries Limited
 3. Year of Incorporation- 1980
 4. Registered office address- Village Rupana, Malout-Muktsar Road, Muktsar, Punjab - 152032
 5. Corporate address- Village Rupana, Malout-Muktsar Road, Muktsar, Punjab - 152032
 6. E-mail- satiaper@satigroup.com
 7. Telephone- 01633-262001,262215, 263585
 8. Website – www.satiagroup.com
 9. Financial year for which reporting is being done 1st April 2022 - 31st March 2023
 10. Name of the Stock Exchange(s) where shares are listed
 - a. National Stock Exchange of India Limited (NSE)
 - b. BSE Limited (BSE)
 11. Paid-up Capital- Rs. 10 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

S. No	Particulars	Details
1.	Name	Mr. Rakesh Kumar Dhuria
2.	Designation	Company Secretary
3.	Telephone Number	01633-262001,262215, 263585
4.	Email ID	satia.secretarial@satigroup.com

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

Standalone basis

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Paper division	Manufacturing of writing and printing paper	99.95%

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

S. No	NIC Code			Product/Services	% of total Turnover contributed
	Group	Class	Sub Class		
1	170	1709	17093	Manufacturing of writing and printing paper	99.95%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	3	4
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	2

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

3.12%

c. A brief on types of customers

The Company's primary business is manufacturing of writing and printing paper. Some of its major clients include State and Central Government departments and Private Sector.

IV. Employees

18. 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)	555	533	96%	22	4%
2.	Other than Permanent (E)	-	-	NA	-	NA
3.	Total employees (D + E)	555	533	96%	22	4%
WORKERS						
4.	Permanent (F)	1,680	1,677	99.8%	3	0.2%
5.	Other than Permanent (G)	-	-	NA	-	NA
6.	Total workers (F + G)	1,680	1,677	99.8%	3	0.2%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	2	100%	-	0%
2	Other than Permanent (E)	-	-	NA	-	NA
3	Total differently abled employees (D + E)	2	2	100%	-	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	7	7	100%	-	0%
5	Other than permanent (G)	-	-	NA	-	NA
6	Total differently abled workers (F + G)	7	7	100%	-	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females No. (B)	% (B / A)
Board of Directors	11	1	9.1%
Key Management Personnel	3	0	0%

*Key Management Personnel includes Chief Financial Officer, Company Secretary and Managing Director.

** Managing Director is included under both 'Board of Directors' and 'Key Management Personnel'

20. Turnover rate for permanent employees and workers

	FY22-23 (Turnover rate in current FY) %			FY21-22 (Turnover rate in previous FY) %			FY20-21 (Turnover rate in the year prior to the previous FY) %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.37%	5.88%	13.14%	14.66%	0%	14.41%	8.20%	0%	8.11%
Permanent Workers	10.01%	0%	9.99%	5.20%	0%	5.18%	4.31%	0%	4.30%

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

Not applicable since Company doesn't have any holding/subsidiary/associate companies/joint ventures

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Rs.): 1,88,374.20 Lakhs

(iii) Net worth (in Rs.): 73,319.75 Lakhs

VII. Transparency and Disclosures Compliances

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)	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
		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	Nil	Nil		Nil	Nil	
Investors (other than shareholders)	Yes	Nil	Nil		Nil	Nil	
Shareholders	Yes*	Nil	Nil		Nil	Nil	
Employees and Workers	Yes	Nil	Nil		Nil	Nil	
Customers	Yes	Nil	Nil		Nil	Nil	
Value Chain Partners (Supply Chain Partners)	Yes	Nil	Nil		Nil	Nil	
Other (anonymous email/letters)	Yes	Nil	Nil		Nil	Nil	

* The Company has Stakeholder Relationship Committee to redress the complaints received from the shareholders as per SEBI Listing Regulations.

^ Refer the Link for related policies : <https://www.satiagroup.com/companys-policy/>

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

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

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying risk/opportunity	In case of Risk, Approach to adapt or mitigate	Positive/negative financial implications
GHG Emissions	Risk	With an increase in manufacturing capacity – to keep up with production demand, the GHG emissions will go up due to more power generation/consumption	<p>Satia Industries Limited ('SIL') has established a PCC Plant (Precipitated Calcium Carbonate) that uses the CO₂ that is generated in the boilers as a byproduct of fuel burning. This CO₂ is used as raw material for PCC generation.</p> <p>Company is producing electricity from Biomass/renewable sources instead of fossil fuels thus reducing carbon emissions in atmosphere</p>	Programmes to mitigate risk emanating from increase in GHG Emissions can lead to incremental cost in short-to-medium-term which can be partly compensated by increased efficiency in long term
Water Management	Risk	Water being a finite resource will pose a risk to the operations of the business. Water is a critical input material in our production process. We have to also ensure that we meet air emission & water consumption and discharge norms.	<p>Rain water harvesting is being practiced at manufacturing locations</p> <p>Discharged water is treated as per SPCB norms and is</p>	Neutral- No financial implication is foreseen in the near future. We are taking efforts to ensure efficient water management

			<p>used for own developed Eucalyptus plant irrigation</p> <p>Industry is using new advanced technology for water management to replace fresh water like disc filters, microfilters etc.</p>	
Product quality	Risk and opportunity	<p>Risk : Our customers expect us to maintain and improve upon the quality of our products. Any lapse on product quality would negatively impact our brand value and our market share.</p> <p>Opportunity: Upholding and improving upon our product will enable us to increase our market share as well as retain our existing customer base. Further, increasing use of paper products in the food industry is an emerging opportunity.</p>	<p>Continuous monitoring and improvement of product quality is required to ensure our products have a consistent quality and meet the customer's quality expectations.</p>	<p>Positive: Maintaining product quality would ensure that we remain competitive in our industry.</p>
Market competition	Opportunity	<p>Presents and opportunity to diversify the product portfolio to cater to different segments of markets and develop alternatives to banned plastic products</p>	-	Positive
Human Rights Practices	Risk and opportunity	<p>Risk : Changing regulations around human rights pose as a challenge. Absence of a comprehensive Human Rights governance structure encompassing parameters such as working conditions, child/forced labour, fair remuneration, gender diversity, prevention of sexual harassment, freedom of association and collective bargaining will adversely impact the</p>	<p>We put in substantial efforts to ensure that no human right violations are ensured in the entire life of our business. The Company has in place Prevention of Sexual Harassment Policy in line with the requirements of The Sexual Harassment of Women at the Workplace (Prevention,</p>	<p>Negative- Any violation can lead to severe reputational and financial risk for the organisation</p> <p>Positive: Better work environment helps to produce cost efficient quality product.</p>

		<p>Company's smooth working & people development.</p> <p>Opportunity: This will help the Company to create better working environment, with involvement and ownership of people working in the Company.</p>	<p>Prohibition and Redressal) Act, 2013. All employees (permanent, contractual, temporary and trainees) are covered under this policy. During the financial year 2022-2023, no complaints regarding child labour, forced labour, involuntary labour, sexual harassment were received by the Company.</p>	
Regulatory compliance	Risk	Non-compliance with current and emerging regulations can lead to penalties, business disruption, increased scrutiny, and reputational risk	Robust framework to ensure compliance with current and emerging regulations	Negative
Employee Health and Safety	Risk	This can lead to decreased productivity	Many efforts and initiatives have been put in place to ensure employee health and safety	Neutral- Any cost put towards employee health and safety will yield positive results in the long run
Labour practices	Risk	Changing regulations around labour practices pose as a challenge	We put in substantial efforts to ensure that we comply with all requirements of labour law and do beyond it as well	Negative- Workplace incidents related to employee's health and safety can result in-to the cost of high litigation, plants shutdown, survivor benefits and bad press and fines from the regulator

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

- P 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
- P 2 Businesses should provide goods and services in a manner that is sustainable and safe.
- P 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P 4 Businesses should respect the interests of and be responsive to all its stakeholders.
- P 5 Businesses should respect and promote human rights.
- P 6 Businesses should respect and make efforts to protect and restore the environment.
- P 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P 8 Businesses should promote inclusive growth and equitable development.
- P 9 Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes	Ethics & Transparency	Product Responsibility	Human resources	Stakeholders Engagement	Respect for Human Rights	Responsible manufacturing	Public Policy Advocacy	Inclusive Growth	Customer Engagement
1. a. Whether your entity's 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.satiagroup.com/companys-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)	The Company adheres to all the requirements of BRSR policy and we also encourage our value chain partners to adopt best practices to achieve responsible business operations								
4. Name of the national and international codes/certifications/labels/standards adopted by your entity and mapped to each principle	SIL's manufacturing facilities have well-defined Environment, Health, and Safety (EHS), quality management and environment management systems in place that have been established in accordance with International Standards such as ISO 9001 (Quality Management System), ISO 14001 (Environment Management System), ISO 45001 (Occupational Health & Safety Management System)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	Company has already replaced one of its normal boiler with multi fuel boiler. Company is further planning to replace its another normal boiler with multi fuel boiler which will be used for fuel generation from rice straw. This will lead to reduction in burning of rice straw by Farmers thus contributing to lesser stubble burning within 100 km radius of Plant								
6. Performance of the entity against the specific commitments, goals, and	We constantly monitor the performance towards ESG Goals and take adequate actions wherever required. We have a robust governance								

targets along-with reasons in case the same or not met	mechanism to monitor the progress of these goals. Further, please refer to details given under each of the principles.
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). ‘Chairman cum Managing Director’s Message’ on page 4 of the Integrated Report FY 23	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Rajinder Kumar Bhandari Designation : Joint Managing Director DIN : 00732588
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 Company has constituted a Business Responsibility & Sustainability Committee (“BRS Committee”) to oversee the implementation of the policy

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/ committee of the board/ any other committee									Frequency (Annually/half-yearly/quarterly/ any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	The policies are reviewed quarterly								
Compliance with statutory requirements of relevance to the principles, and, the rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	The compliances are checked quarterly. And policies are updated as and when required								

11. Has the entity carried out independent assessment /evaluation of the working of its policy by external agency (Yes/No). If yes, provide name of the agency

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company has not carried out independent audit / evaluation of working of the BR Policy by an internal or external agency as of now. However, our internal control procedures ensure periodic assessment of our operations to verify compliance to our policies and applicable regulations								

12. If answer to Question (1) above is “No” i.e., not all principles are covered by a policy, reasons to be stated-
Not applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons irrespective of category covered by the awareness programmes
Board of Directors	4(as part of meetings)	Board Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. Topics covered includes:	100%
Key Managerial Personnel		1) Corporate Governance 2) Companies Act and rules 3) SEBI Regulations	
Employees other than BOD and KMPs	Multiple	Our employees receive multiple training throughout the year on topics such as – Health and Safety Trainings, Anti-corruption and bribery topics, Prevention of Sexual harassment topics, Energy efficiency etc.	More than 90%
Workers	Multiple	Our workers receive multiple training throughout the year on topics such as – Health and Safety Trainings, Anti-corruption and bribery topics, Prevention of Sexual harassment topics	More than 90%

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:

The Company had no monetary and non-monetary 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 based on materiality thresholds

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an Appeal been preferred? (Yes/No)
Penalty/fine	Nil				
Settlement					
Compounding fee					

Non monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an Appeal been preferred? (Yes/No)
Imprisonment	Nil				
Punishment					

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

Not applicable

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

Yes, The Company has 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes. The objective of this policy is to serve as a guide for all directors, executives, employees and associated persons for ensuring compliance with applicable anti-bribery laws, rules and regulations. This policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel, other employees, consultants, interns, contractors, agency staff, agents or any other person associated with the Company and such person acting on behalf of the Company. Refer following link for accessing Code of conducts which contains anti-bribery clause <https://www.satiagroup.com/companys-policy/>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law

enforcement agency for the charges of bribery/ corruption:

There have been no cases involving disciplinary action taken by any law enforcement agency on the charges of bribery /corruption against directors / KMPs / employees / workers that have been brought to the Company's attention.

	FY22-23 (Current Financial Year)	FY21-22 (Previous Financial Year)
Directors		
KMPs	Nil	Nil
Employees		
Workers		

6. Details of complaints with regards to conflict of interest:

	FY22-23 (Current Financial Year)		FY21-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of issues of the KMPs	Nil		Nil	

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

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
		Nil

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, all directors of the Company disclose his/her interest in the Company(ies)/firm(s)/bodies corporate/other association of individuals and any changes therein, annually or upon any change. Further, Directors of the Company also provide a declaration under the Code of Business Conduct and Ethics confirming that there is no violation of the said code which also covers the processes to avoid the instances of conflict of interest. In the meeting of the Board, the Directors abstain from participating in the items in which they are concerned or interested.

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.

	Current F Y FY22-23	Previous F Y FY21-22	Details of improvements in environmental and social impacts
R&D Capex	Environmental and Social impact assessment is one of the key inputs for the new product development/ process changes. Capital expenditure and R&D spends incurred by the Company embeds cost incurred to mitigate environmental & social hazards. These are inseparable cost of the projects and hence separately identifying such cost is not feasible		

2. a. Does the entity have procedures in place for sustainable sourcing?
b. If yes, what percentage of inputs were sourced sustainably?

Yes, the business model of the Company has their roots in an agro-based economy which leads to prosperity of farmers. Majority of the resources involved in our manufacturing process are sourced sustainably. We aspire to associate with raw material vendors, who comply with environment and labour laws. In addition, we encourage our vendors to be mindful of responsible business conduct principles such as prevention of environmental pollution, no child labour/forced labour, implementation of safety. Most of our raw material vendors are located in proximity to our manufacturing units which helps to minimize transportation and related GHG emissions. The Company procures its major raw material requirement from within a radius of 150 kms of the plant.

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

The Company does not have any specific product to reclaim at the end of life. Further, no plastic waste is generated by Company. E-waste is disposed to authorised recycler for end use. Hazardous waste generated is disposed to authorised recycler for cardboard manufacturing.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the wastecollection 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.

EPR is not applicable to us.

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?

No, Company has not conducted life cycle perspective/assessments for any of its products

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.

Our products are made from non-hazardous materials and we practice environment-friendly manufacturing processes while ensuring compliance with applicable regulations and laws. However, we recognize the importance of understanding the impact of our products on environmental and social aspects.

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).

Indicate input material	Recycled or re-used input material to total material	
	FY 22-23	FY 21-22
Waste paper	14.52%	12.53%

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

	FY22-23 (Current Financial Year)			FY21-22 (Previous Financial Year)		
	Re-used	Re-cycled	Safely Disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging) E-waste	Very small quantity of plastic is used in our packaging. Not applicable since no e-waste is generated					
Hazardous Waste	Nil	Nil	3,824 metric tonnes	Nil	Nil	2,660.75 metric tonnes
Other Waste	Not applicable since no other waste is generated					

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
We are not undertaking reclamation of our products as they have a long lifespan	

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	Total (A)	% of employees covered by									
		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	533	533	100%	533	100%	0	0%	0	0%	0	0%
Female	22	22	100%	22	100%	22	100%	0	0%	0	0%
Total	555	555	100%	555	100%	22	100%	0	0%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

% of workers covered by Category	Total (A)	% of workers covered by									
		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	1,677	1,677	100%	1,677	100%	0	0%	0	0%	0	0%
Female	3	3	100%	3	100%	3	100%	0	0%	0	0%
Total	1,680	1,680	100%	1,680	100%	3	100%	0	0%	0	0%
Other than Permanent workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Benefits	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	No. of employee s covered as a % of total employees	No. of workers covered % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employee s covered as a % of total employees	No.of workers covered % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	All eligible employees are covered under ESI		Y	All eligible employees are covered under ESI		Y
Labour welfare fund	All eligible employees are covered under Labour welfare fund		Y	All eligible employees are covered under Labour welfare fund		Y

3. Accessibility of workplaces

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

Yes, all the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, the Company has Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. This policy can be accessed through the link <https://www.satiagroup.com/companys-policy/>

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

Gender	Permanent employees		Permanent workers#	
	Return to work rate (%)	Retention rate (%)	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Grievance redressal mechanism is available at factory. Grievances can be raised through e-mails and all the grievances that are received through different platforms are directed to Grievance Management Committee.
Other than Permanent Workers	
Permanent Employees	The grievances can be also raised through whistle-blower system.
Other than Permanent Employees	

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

Employees and workers are not members of any association(s) or Unions.

7. Details of training given to employees and workers:

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year					
	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	533	533	100%	25	4.69%	In Financial Year 2021 – 22, on account of restrictions due to COVID 19 Pandemic, physical gathering of people was prohibited. Lots of virtual trainings got conducted during the said financial year 2020-21.					
Female	22	22	100%	1	4.55%						
Total	555	555	100%	26	4.68%						
Workers											
Male	1,677	1,677	100%	514	30.65%						
Female	3	3	100%	-	0%						
Total	1,680	1,680	100%	514	30.65%						

8. Details of performance and career development reviews of employees and worker:

Category	FY22-23 (Current Financial Year)			FY21-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	533	533	100%	431	431	100%
Female	22	22	100%	16	16	100%
Workers (Permanent Workers only)						
Male	1,677	1,677	100%	1,326	1,326	100%
Female	3	3	100%	3	3	100%

All the employees undergo Performance and Career Development reviews. Discussions are carried out annually and feedback for development is provided.

9. Health and safety management system:

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

Yes, occupational health and safety management system has been implemented by the entity. The Company is certified under Occupational Health and Safety Management System Certificate OHSAS 45001.2018. The coverage is 100% and includes all employees and workers. Company has made Safety committee covering entire area of Plant. Safety committees are segregated on the basis of different zones. Company also has 'On-site' and 'Off-site' Emergency Plan.

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

We conduct regular site inspections to ensure all safety procedures are being followed. Subsequently, we encourage our employees and workers to report any unsafe conditions or unsafe acts or near miss incidents promptly to the Safety committee teams to ensure corrective action in timely manner

- c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks.

Yes. All workers are permitted to work only after they are given safety briefing on the activities to be performed. Workers are encouraged to report any work related hazard through internal communication. All work hazard reported are actioned upon by Safety committee teams.

- d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?

Yes, non-occupational medical and healthcare services are available for both employees and workers.

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

Safety Incident/Number	Category	FY22-23 Current Financial Year	FY21-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees Workers	461.5	295.8
Total recordable work-related injuries	Employees Workers	0 7	0 6
No. of fatalities	Employees Workers	0 0	0 0
High consequence work-related injury or ill-health (excluding fatalities)	Employees Workers	0 0	0 0

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

Within respective departments, daily training is imparted by Safety Supervisors/Safety Officers. Further, thorough investigation is undertaken for each accident/mishap occurring within the factory premises. Results of said investigation is then discussed in Safety committee meetings to ensure that such mishaps/accidents are avoided in future.

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

Benefits	FY 22-23 Current Financial Year			FY 21-22 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	Nil	Nil		
Health & safety	Nil	Nil	Nil	Nil		

13. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices Working Conditions	100% Scheduled visits are conducted by Assistant Labour Commissioner and Deputy Director of Factory whereby health and safety practices implemented in the Company are reviewed. No adverse findings have been identified from aforesaid assessments

14. 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 since no significant risks/concerns have arisen out of scheduled visits conducted by Assistant Labour Commissioner and Deputy Director of Factory.

LEADERSHIP INDICATORS

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

Yes, In the unfortunate event of death of an employee including workers, the Company extends financial support to family members of the employment through insurance policy

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

The Company ensures that all applicable statutory dues payable by service providers/contractors for their employees are deposited on time and in full through a process of periodic controls. These transactions are reviewed by our internal teams and external auditors. The Company expects its value chain partners to uphold business responsibility principles and values of transparency and accountability.

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

Benefits	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	
	FY22-23 (Current FY)	FY21-22 (Previous FY)	FY22-23 (Current FY)	FY21-22 (Previous FY)
	Employees	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes.

5. Details on assessment of value chain partners (Supply chain partners):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	We expect all our value chain partners to follow applicable regulations and laws, including those related to health and safety practices and 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 since no significant risks/concerns have been brought to our attention

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.

Company's key stakeholders includes those who impact Company's value chain ability and those who can be potentially affected by our business activities:

Stakeholder Group	Basis of Identification
Shareholders and Investors	Shareholders and Investors are directly impacted by the organisation's business activities. They also play an important role through exercise of their voting rights with respect to important plans of the Company.
Government	Government (central and state) orders make up significant chunk of the Company's current order book. In addition to providing the business, they also determine policies for various areas as well as determine the future plans for various sectors.
Customers	Many of them are long-term clients which offer repeat business over period of years and also act as partners in developing new solutions or business offerings.
Employees and Workforce	Employees and workforce contribute directly to organisation's day to day operations and are impacted by it
Regulatory bodies	Company's business activities are governed by specific regulatory bodies.
Media	Media acts as important channel of communication of Company's performance, policies and plans. They also help in reverse loop in highlighting concerns or issues related to the Company. In order to ensure that there are no gaps in communication, engagement with media entities is a continuous process.
Communities	Communities are directly impacted through our CSR interventions and are also indirectly impacted
Suppliers/contractors	Company's business has significant dependence on supply chain partners for sourcing of key raw materials and for outsourcing of business activities. To maintain sustainable growth, these partners are key elements.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and investors	No	Press Releases, email ID for Investor Grievances, Quarterly Results, Annual Reports, AGM (Shareholders interaction), Quarterly investor presentation, Investors meets, stock exchange filings and corporate website.	As and when required	To understand their need and expectation which are material to the Company. Key topics are company's financial and operational performance.
Media	No	Press Releases, Quarterly Results, Annual Reports, AGM (shareholders interaction), Access information and media interactions	As and when required	Performance reporting, good practices, show cases, awards and achievements, initiatives etc are discussed and reported
Customers	No	Business interactions	As and when required	Customer satisfaction and feedback. Project delivery, timeline, challenges that are faced during execution.
Government and regulatory authorities	No	Written communications, specific meetings with regulatory authorities	As and when required	Understanding and adherence to local governance Seeking clarifications and relaxations Obtaining permissions/licences

Employees	No	i) Circular and messages from corporate and line management ii) Corporate social initiatives iii) Welfare initiatives for employee and their families	As and when required	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education and skill training etc.
Suppliers/ contractors	No	Regular supplier and dealer meets	As and when required	Need and expectation, schedule, supply chain issue, need for awareness and other training,
Community	Information not available	CSR initiatives	As and when required	Focus on community health and well-being

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.

We view our stakeholders as long-term value creators and recognise stakeholder engagement process as necessary for achieving the goal of inclusive growth. Stakeholders engagement helps in better understanding the key issues, minimising risks, setting priorities, improving credibility and building a mutually strong relationship.

Our engagement with our broader stakeholder community is undertaken by respective functions in consultation with the leadership team and overseen by the BRSR Committee. Feedback from different stakeholder groups on environmental, social or economic topics is shared with the BRSR Committee of the Board. We also have a CSR Committee to review, monitor, and provide strategic direction to our CSR practices and social initiatives

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, outcome of the stakeholder engagement exercise are taken forward to identify material topic of concern on sustainability for the Company. Based on these material topics of significance to the Company, further strategy development, policy setting, if required, objectives and goal setting with monitoring mechanism are developed and implemented.

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

There are no identified disadvantaged, vulnerable & marginalized stakeholders

Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Benefits	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Rupees)	Number	Median remuneration/ salary/ wages of respective category (In Rupees)
Board of Directors (BoD)	11	Rs. 23.01 Lakhs appx.#	-	-
Key Managerial Personnel	3	Rs. 2.15 Lakhs appx.	-	-
Employees other than BoD and KMP	549	Rs. 0.40 Lakhs appx.	-	-
Workers	1,681	Rs. 17,700 appx.	-	-

The median has been computed for 4 Board of Directors to whom major remuneration is paid. Remaining Directors only receive the Director's sitting fees which doesn't form significant proportion of overall Director remuneration

Managing Director is included under both 'BoD' and 'Key Management Personnel'. However remuneration of managing Director is only included once under category of 'Board of Directors'

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Our Human Resources function is responsible for handling human rights related impacts and issues arising from our operations. In addition, our Grievance redressal Committee is also responsible for addressing any human rights issues arising out of our business.

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

All grievances are addressed as and when received by the Grievance Redressal Committee. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought.

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

	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
--	---------------------------------------	--

Benefits	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	4	0	0	2	0	0
Other human Rights related issues	-	-	-	-	-	-

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or non-compliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees at every location for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

8. Do human rights requirements form part of your business agreements and contracts?

We do not include the requirements in our contracts. However, we encourage our business partners to adhere to responsible business practices and follow all applicable laws and regulations

9. Assessments for the year

	% of your plants and office that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	Scheduled visits are conducted by Assistant Labour Commissioner ('ALC') and Deputy Director of Factory ('DDF') whereby health and safety practices implemented in the Company are reviewed. No reports on adverse findings have been communicated to us
Child Labor	
Forced Labor/involuntary Labor	
Wages	
Human Rights Issues	

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

No significant risks /concerns have been communicated to us by ALC and DDF which implies that there are no adverse findings arising out of aforesaid visits of ALC and DDF

Leadership Indicators

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

No complaint received in FY23 for human rights violation.

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

We have not conducted any formal due diligence procedures for human rights issues during the year. However, we are an equal opportunity employer for all without any discrimination with respect to caste, creed, gender, nationality, colour, race, religion, disability or sexual orientation.

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?

The permanent facilities and office buildings are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of Value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	We have not conducted any formal assessments of our value chain partners. The Company expects all value chain partners to adopt responsible business principles and comply with applicable laws and regulations in all our dealings.
Discrimination at workplace	
Child Labour	
Forced labour/Involuntary Labour	
Wages	
Others	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 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 Giga joules) and energy intensity, in the following format:

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Total electricity consumption (From Grid) (A)	34,182	2,689
Total fuel consumption (B)	78,30,908	55,68,895
Energy consumption through other sources (C)	–	–
Total energy consumption (A+B+C)	78,65,090	55,71,584
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0004175	0.0006254
Energy intensity (optional) – the relevant metric may be selected by the entity	–	–

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.

No.

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.

The Company is a Designated Consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

In year 2014-15, the target for energy conservation set by Bureau of Energy Efficiency (BEE), Govt. of India was 0.881 MTOE/Ton against which Company achieved 0.820 MTOE/Ton. Similarly in year 2018-19,, Target set by BEE was 0.6585 MTOE/Ton against which Company achieved 0.638 MTOE/Ton.

New target for Company is now set at 0.6151 MTOE/Ton in Year 2024-25.

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

Parameter	FY22-23 (Current Financial Year)	FY21-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	74,24,910	53,94,353
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	74,24,910	53,94,353
Total volume of water consumption (in kilolitres)	74,24,910	53,94,353

Water intensity per rupee of turnover (Water consumed / turnover)	0.00039	0.00061
Water intensity (optional) – the relevant metric may be selected by the entity	–	–

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.

No

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

The industry is disposing all of its treated effluent onto land for Eucalyptus Plantation. No effluent is discharged in any water body.

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

Parameter	Unit	FY22-23 (Current Financial Year)	FY21-22 (Previous Financial Year)
NOx	mg/Nm3	67.81	66.43
Sox	mg/Nm3	-	-
Particulate matter (PM)	mg/Nm3	34.77	45.79
Persistent organic pollutants (POP)	-	—	—
Volatile organic compounds (VOC)	-	—	—
Hazardous air pollutants (HAP)	-	—	—
Others – (ODS)	-	-	-

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.

No

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

Parameter	Unit	FY22-23 (Current Financial Year)	FY21-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Tonnes of CO2 equivalent	2,492.54#	916.53#
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Tonnes of CO2 equivalent	7,501.06	590.13
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0000005305 tonnes of CO2 equivalent per rupee	0.0000001691 tonnes of CO2 equivalent per rupee

Separate disclosure required as per GRI 305 : Emissions 2016 - Biogenic emission of CO2 from the combustion of biomass such as rice husk, rice straw and Black liquor is 3,72,054.79 tonnes of CO2 equivalent and 2,71,755.57 tonnes of CO2 equivalent in FY 2022-23 and FY 2021-22 respectively.

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.

No

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

The Company has inhouse PCC plant in which the Carbon dioxide released due to burning of fuel in the boilers is captured and used as raw material in PCC production, thus reducing approx. 20,000 metric tonnes of CO2 emission per year

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

Parameter	FY22-23 (Current Financial Year)	FY21-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	3,824	2,660.75
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	3,824	2,660.75
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations : Sold to authorised recycler for cardboard manufacring	3,824	2,660.75

Total	3,824	2,660,75
-------	-------	----------

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.

No.

9. 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.

No hazardous or toxic chemicals used within the industry. the hazardous waste of Cat 32.3 is disposed to authorised recycler for cardboard manufacturing. The authorised recycler manages the waste as per the SPCB guidelines.

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

Not applicable since Entity doesn't have any operations/offices in/around ecologically sensitive areas

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

The Company has not conducted any environmental impact assessments (EIA) of projects or industrial facility in FY23.

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

Yes. All the Company projects and industrial facilities follow 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.

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

Not applicable.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Giga joules) from renewable and non-renewable sources, in the following format:

Parameter	FY22-23 (Current Financial Year)	FY21-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	78,30,879	55,68,888
Energy consumption through other sources (C)	0	0

Total energy consumed from renewable sources (A+B+C)	78,30,879	55,68,888
From non-renewable sources		
Total electricity consumption from grid (D)	34,182	2,689
Total fuel consumption (E)	28	7
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	34,210	2,696

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.

No.

2. Provide the following details related to water discharged:

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	—	—
- With treatment – please specify level of Treatment	—	—
(ii) To Groundwater		
- No treatment	—	—
- With treatment – please specify level of Treatment	—	—
(iii) To Seawater		
- No treatment	—	—
- With treatment – please specify level of Treatment	—	—
(iv) Sent to third-parties		
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
(v) Others		
- No treatment	-	-
- With treatment – please specify level of Treatment*	64,08,692	47,08,295
Total water discharged (in kilolitres)	64,08,692	47,08,295

*Level of treatment : Effluent Treatment plant with two stage activated sludge process to treat the effluent to prescribed standards set by SPCB before discharge

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.

No.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not applicable

(i) Name of the area

(ii) Nature of operations

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

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	—	—
(ii) Groundwater	—	—
(iii) Third party water	—	—
(iv) Seawater / desalinated water	—	—
(v) Others	—	—
Total volume of water withdrawal (in kilolitres)	—	—
Total volume of water consumption (in kilolitres)	—	—
Water intensity per rupee of turnover (Water consumed / turnover)	—	—

Parameter	22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Water intensity (optional) – the relevant metric may be selected by the Entity	—	—
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
(ii) Into Groundwater		
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
(iii) Into Seawater		
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
(iv) Sent to third-parties		
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
(v) Others		
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
Total water discharged (in kilolitres)	—	—

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.

Not applicable

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY22-23# (Current Financial Year)	FY21-22 (Previous Financial Year)
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			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

We have not calculated Scope 3 GHG 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.

No.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable since Company's premises are not situated near ecologically sensitive areas

6. 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:

Refer the annexure to Board's report on Conservation of Energy

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

The Company has established emergency preparedness plans at each project site to deal with the emergency situations. It also provides response procedures for preventing and mitigating the hazard & risk and environmental impacts arising from emergency situations including the provision for first aid. In the event of any occurrence of an emergency, the same shall be investigated and appropriate preventive measures would be initiated to avoid recurrence in future. Relevant information and training related to emergency preparedness and response shall be provided to the interested parties. The duties and responsibilities of all the workers are being communicated periodically.

8. 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.

We have not conducted formal assessment our value chain partners on their impact on environment. However, we expect our value chain partners to be mindful of their impacts on the environment and comply with applicable laws and regulations

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

We have not conducted formal assessment of our value chain partners on their impact on environment

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

1. A. Number of affiliations with trade and industry chambers/ associations.
 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.

Serial No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Pulp & Paper Technical	National

	Association (IPPTA)	
2	Indian Agro and recycled Paper Mills Association (IARPMA)	National
3	Federation of Indian Export Organisations (FIEO)	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:

During the year, the Company has not received any adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
—	—	—
—	—	—

Leadership Indicators

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

SIL participates in public policy advocacy at various forums such as IPPTA, FIEO through concerned departments in consultation with Management

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief detail of the project	SIA Notification Number	Date of Notification	Whether conducted by independent external agency	Results communicated in public domain	Web Link if available
--------------------------------------	-------------------------	----------------------	--	---------------------------------------	-----------------------

Not Applicable since there are no projects undertaken by entity for which social impact assessment is required under any law. However, The Company supports inclusive growth and equitable development through its Corporate Social Responsibility (CSR) programmes. The Company has aligned its CSR programmes/ initiatives/ activities with the requirements of Companies Act, 2013. The Company's CSR activities are being monitored by the Corporate Social Responsibility Committee constituted by the Board.

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

Not applicable. No rehabilitation and resettlement were undertaken by the entity during this reporting period.

Sr. No	Name of the project for which R&R is going	State	District	No. of Projects Affected families	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
—	—	—	—	—	—	—
—	—	—	—	—	—	—

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

Grievance Redressal of community is paramount in strengthening our relations with them. This provides us the social license to operate and execution of CSR projects. Our local HR team regularly interact with community members to identify and address their concerns. We have not encountered any specific grievances from the community in the reporting period

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

	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Directly sourced from MSMEs/small producers	22.15%	Not available
Sourced directly from within the district and neighbouring districts	53.09%	Not available

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments(Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken

Not applicable since there are no projects on which social impact assessment was required to be undertaken

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

Sr. No.	Aspirational District	Amount spent (In INR)
	TOTAL	

CSR Activities done by the Company are not in aspirational districts identified by the Government. For details of districts covered under CSR Activities, please refer to Corporate and Social Responsibility Section forming part of Company's Annual Report for FY 22-23

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

No, Company doesn't have preferential procurement policy.

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

Not Applicable since we do not have such procurement criteria

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

Not applicable.

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:

Sr. No.	Intellectual Property based upon traditional knowledge	Owned/ Acquired (Yes/No)	Benefit (Yes/No)	Benefits of calculating benefit share
—	—	—	—	—
—	—	—	—	—

Not applicable as the Company does not have any intellectual properties owned or acquired by the entity (in the current financial year), based on traditional knowledge.

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:

Name of authority	Brief of the case	Corrective action taken
—	—	—
—	—	—

Not applicable

6. Details of beneficiaries of CSR Projects:

For details, please refer to Corporate and Social Responsibility Section forming part of Company's Annual Report for FY 22-23

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.

The Company value customer satisfaction as one of its greatest assets. Therefore, it has put in place effective redressal mechanism for addressing customer complaints and handling consumer cases. The system has been created keeping the interest of customers, so that minimum hassles are caused to him/her. The system is periodically reviewed by management team as well. The Company regularly organizes feedback and awareness programs for its customers across various locations. Company always endeavours to entertain the customer complaints and to resolve the complaints at the earliest.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about Environment and social parameters relevant to the product, safe and responsible usage and recycling and/or safe disposal

100% of products of Company contain all relevant information as required under applicable laws

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

	FY 22-23 (Current Financial year)			FY 21-22 (Previous Financial year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil			Nil		
Advertising						
Cyber security						
Delivery of essential services						
Restrictive trade practices						
Unfair trade practices						

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

	Number	Reason for call
Voluntary recalls	Nil	Nil
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy

We have an information security management policy which comprises of data protection, email, web and network protection. It also includes access control policy with two-factor authentication to protect the system from unauthorised access. Multiple security controls like firewall, end-point protection, web protection, etc. have been implemented to prevent data attacks and threats. Said policy is internally available with Company

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not applicable.

Leadership Indicators

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

The Company's business offerings can be found on the website. Refer link below:

<https://www.satiagroup.com/paper/>

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

The business of the Company complies with regulations and relevant codes concerning marketing communications including advertising and promotion activities. The Company's communications are aimed at enabling consumers to make informed purchase decisions.

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

At SIL, we do not deal with any essential services, however, in case of any disruption, we can disseminate information through our website, various mass media platforms, social media platforms, distribution networks, sales representatives, email etc.

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)

The Company has an uncompromising commitment to provide best in-class products and customer satisfaction. The Company fully complies the laws of land. All the display and disclosure requirements as per applicable Statutes are complied with.

Company, during the year, has not carried 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

5. Provide the following information relating to data breaches:

(a) Number of instances of data breaches along-with impact

There were no data breaches during the year.

(b) Percentage of data breaches involving personally identifiable information of customers –

NIL