



Foods & Inns

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

FY 2023-24

AS A RESPONSIBLE ORGANIZATION, FOODS AND INNS LTD IS COMMITTED TO TRANSPARENCY, ACCOUNTABILITY, AND SUSTAINABILITY ACROSS OUR BUSINESS OPERATIONS. IN LINE WITH OUR DEDICATION TO SUSTAINABLE DEVELOPMENT AND RESPONSIBLE BUSINESS PRACTICES, WE HAVE VOLUNTARILY ADOPTED THE BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (BRSR) FRAMEWORK AND ACCORDINGLY DISCLOSE INFORMATION ON ESSENTIAL INDICATORS.

Section A- General Disclosures

I. Details of the listed entity:

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L55200MH1967PLC013837
2	Name of the Listed Entity	Foods and Inns Limited
3	Year of incorporation	1967
4	Registered office address	Udyog Bhavan, 2nd Floor, 29 Walchand Hirachand Marg, Ballard Estate, Mumbai 400038
5	Corporate address	3rd Floor, Hamilton House, J.N. Heredia Marg Ballard Estate, Mumbai-400038
6	E-mail	moloy@foodsandinns.com
7	Telephone	+91-22-22613102
8	Website	www.foodsandinns.com
9	Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	INR 567.64 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Moloy Saha moloy@foodsandinns.com
13	Reporting boundary	Consolidated (Foods and Inns Ltd and Kusum Spices Ltd)
14	Name of assurance provider	Assurance not conducted
15	Type of assurance obtained	Assurance not conducted

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture and sell a variety of processed tropical Fruit & Vegetable Pulps, Pastes, Purees, Spices, Spray Dried Powders, Frozen Food, vegetables and other value additive foods	Manufacture and sell a variety of processed tropical Fruit & Vegetable Pulps, Pastes, Purees, Spices, Spray Dried Powders, Frozen Food, Vegetables and other value additive foods - Aseptic, Non-Aseptic, Canned, Frozen and Powder. The produce is sold to our customers in Ready to Eat and Ready to Cook format.	100%

17. 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.	Pulps, Purees and Spray Dried Powders	28253	79.68%
2.	Frozen Food	10740	4.55%
3.	Spices	10795	2.26%
4.	Others	46693 & 46699	8.17%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	9	3	12
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States*)	24*
International (No. of Countries)	43

*Includes Union Territories

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

36%

c. A brief on types of customers

Foods and Inns caters to both B2B and B2C customers with a diverse product range and multiple engagement modes. We, at group level, are predominantly serving other businesses, which encompasses 97% of our total sales by value. Serving both export and domestic markets, we supply our products to major clients, which includes the top FMCG companies and nutraceutical companies globally and in the region. We predominantly supply them with our puree products and some other intermediary processed agricultural goods as well.

Our Business to Customer portfolio encompasses approximately 3% of our total sales by value. Focused on the GREENTOP brand, offering mango (aamras), frozen snacks, and vegetables, we target markets in western India (Gujarat, Maharashtra, Goa, Bangalore, Hyderabad, Delhi) through modern trade, HORECA, and general trade distribution channels.

IV. Employees

20. Details as of March 31, 2024

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
Employees						
1.	Permanent (D)	571	533	93%	38	7%
2.	Other than Permanent (E)	11	11	100%	0	0%
3.	Total employees (D + E)	582	544	93%	38	7%
Workers						
4.	Permanent (F)	201	134	67%	67	33%
5.	Other than Permanent (G)	640	489	76%	151	24%
6.	Total workers (F + G)	841	623	74%	218	26%

b. Differently abled employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	2	1	50%	1	50%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	2	1	50%	1	50%
Differently abled Workers						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	4	4	100%	0	0
6.	Total workers (F + G)	4	4	100%	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No & % of Females	
		No (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel (KMP)*	4	0	0.00%

*KMPs are as defined under the provisions of section 203 of the Companies Act, 2013

22. Turnover rate for permanent employees and workers

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1%	1%	1%	1%	1%	1%	1%	1%	1%
Permanent Workers	1%	1%	1%	1%	1%	1%	1%	1%	1%

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2024)

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	FNI Spices Private Limited	Subsidiary	99.99%	Yes
2	Greentop Fresh and Frozen Foods Private Limited	Associate	49.00%	No
3	Beyond Mango Private Limited	Joint Venture	50.00%	No
4	Udhyaan Agro product & trading pvt ltd	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in INR.): 1,02,013.10 Lakhs

(iii) Net worth (in INR.): 39,855.79 Lakhs

VII. Transparency and Disclosure Compliances

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

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 2023-24			FY 2022-23		
		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	NIL	NIL
Investors (other than shareholders)	Yes Weblink	NIL	NIL	NIL	NIL	NIL	NIL
Shareholders	Yes Weblink	NIL	NIL	NIL	NIL	NIL	NIL
Employees and workers*	Yes	NIL	NIL	NIL	NIL	NIL	NIL
Customers	Yes	NIL	NIL	NIL	NIL	NIL	NIL
Distributors (Value Chain Partners)	Yes	NIL	NIL	NIL	NIL	NIL	NIL
Other (please specify)	No	NIL	NIL	NIL	NIL	NIL	NIL

*Employees have access to grievance redressal mechanisms available on the Intranet.

26. Overview of the entity’s material responsible business conduct issues

Various material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the Company’s business are indicated below:

Sr. 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	GHG Emissions Climate Change	Opportunity and Risk	<p>We constantly deal with climate change challenges occurring through extreme weather changes, crop infections, labor productivity loss, evolving regulations, and technological investments impacting our short-term financial performance.</p> <p>We recognize that emission reduction presents a huge opportunity to invest in energy-efficient technologies and renewable energy sources. We work towards significantly reducing energy consumption and production costs. This enhances economic benefits, environmental protection, and social sustainability, while boosting energy supply security and industrial competitiveness.</p> <p>Lowering our carbon footprint showcases our commitment to</p>	<p>We aim to establish collaborations with sustainable farmers, prioritize local sourcing, enhance energy efficiency, and incorporate renewable energy solutions to promote sustainability.</p>	Positive/ Negative

Sr. 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)
			<p>environmental responsibility. We also recognize that this risk brings the opportunity for carbon sequestration as well. Mango cultivation for Foods and Inns products enables carbon sequestration, opening opportunities to generate and trade carbon credits internationally. This supports sustainability goals, enhances brand reputation, and provides market advantages.</p>		
2	Water management	Risk	<p>We utilize significant amount of water during production for washing of raw materials and other cleaning processes. Management of water poses risk to our business including issues of water scarcity, managing wastewater to prevent pollution, and navigating environmental and reputational risks associated with water usage.</p>	<p>We focus at improving water stewardship by employing technologies for water conservation, wastewater reuse, and strategic water risk assessment.</p>	Negative
3	Waste management	Risk	<p>Inefficient waste management practices pose an ecological risk to our business, contributing to air and soil pollution, thereby</p>	<p>We actively work towards reduction of food wastage through better forecasting and processing technologies,</p>	Negative

Sr. 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)
			leading to landfill contamination.	compost organic waste, and investing in eco-friendly packaging.	
4	Human Capital Development /Communities	Risk	Our business, which involves a substantial number of farmers and workers on our site, highlights critical human rights issues in the agricultural sector. Issues pertaining to this sector, in India, include forced and child labor, unsafe working conditions, land disputes, and inadequate facilities for workers.	We work towards assessing potential human right risk throughout Foods and Inns operations and supply chain. We endeavor to better articulate Foods and Inns's commitment through drafting a human rights policy, highlighting issues and compliances through a Supplier Code of Conduct.	Negative
5	Business Continuity	Opportunity and Risk	Our business is encountering market risks due to evolving regulations, increased demand for sustainable products, and the effects of climate change. As consumer demand for convenient and packaged foods rises, there are controversies surrounding frozen foods containing high levels of salt, sugar, and fat. This	We periodically conduct market research to stay updated with evolving consumer trends and preferences. Also, we keep a close eye on competitor activities, strategies, and offerings. Additionally, we	Positive/ Negative

Sr. 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)
			<p>could lead to reputational damage, legal liabilities, and a negative impact on public health for us.</p> <p>Given the market risks and other supply associated risks, we see raw material sourcing diversification as a strategic lever to ensure Foods and Inns a consistent supply, overcoming risks associated with natural disasters, geopolitical instability, and supply chain disruptions. This approach opens avenues for competitive pricing, reducing procurement costs and boosting profitability. Additionally, it enables market expansion by using local materials to meet regional preferences.</p>	<p>improve our products and bring new products to deliver innovative food solutions, ensuring Foods and Inns remain at the forefront of the industry.</p>	
6	Supply Chain Management	Risk	<p>Disruptions in the transportation and distribution of our products pose a significant supply chain risk for our business. These disruptions can arise from economic, natural, geopolitical, supplier, quality, transportation, and cyber threats. Specific risks for</p>	<p>We prioritize building robust supplier relationships for proactive weather management and utilise cutting-edge technologies such as advanced soil health tools, blockchain for</p>	Negative

Sr. 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)
			us may arise from declining mango cultivation, adverse weather impacting grape production, and evolving social issues in European markets.	transparency, sensor monitoring, and predictive analytics for readiness against disruptions.	
7	Corporate Governance Ethics	Risk	Our business operations are vulnerable to compliance failures with food safety rules, ethical lapses in supplier practices, conflicts of interest in procurement, and reputational harm from product recalls or ethical breaches.	We ensure monitoring of food safety regulations, enforce quality standards, engage regulators, and implement strong internal compliance controls.	Negative
8	Food Safety and Quality	Risk	The processing and distribution of our products face persistent risks related to food safety and quality. Engaging in these activities exposes the sector to various challenges such as contamination during handling and distribution, which significantly affects the entire value chain.	To address food safety and quality concerns, we prioritize agricultural worker safety through training and protective equipment for transparent nutrition information and regulatory compliance.	Negative

Section B- Management & Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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								
c. Web Link of the Policies, if available	Code of Conduct RPT Policy	ESG Policy	Code of Conduct Risk Management Policy	CSR Policy	Harasment Policy Whistle Blower Policy	ESG Policy	Code of Conduct	CSR Policy	Code of Conduct
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)	No	Yes	Yes	Yes	Yes	Yes	No	No	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council,	Foods and Inns manufacturing facilities are certified from various national and international certifications/standards and a full list of scope, and certifications is internally available. Some of these certifications are Sai Platform, Rainforest Alliance Certified, Non-GMO Project Verified, FSSC 22000, BRCGS Food Safety Certificate, USFDA, SGF, FSSAI, HALAL, SMETA, Sedex, Kosher.								

<p>Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle</p>	
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>We are dedicated to consistently reducing our carbon footprint. In alignment with this commitment, we have pledged to achieve Science Based Targets initiative (SBTi) goals for both near-term and net-zero emissions.</p>
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>We have identified our ESG material topics for this year through discussions with internal stakeholders. Our next step involves establishing of baseline years to effectively monitor our metrics.</p>
<p>Governance, leadership and oversight</p>	
<p>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>	<p>We are committed to making business sustainable and responsible at Foods and Inns. Our ESG agenda aims to serve the planet, purpose and people and generate value for all stakeholders. Our commitment to sustainability and transparency drives us forward. This year, we have made significant strides in reducing our carbon footprint (Scope 1 and Scope 2 emissions) and are increasing our solar energy capacity across our specific factory units. We are dedicated to consistently reducing our carbon footprint. We will soon pledge to achieve Science Based Targets initiative (SBTi) goals that align with this commitment. We are enhancing our recycling and reuse efforts, implementing rainwater harvesting, and upgrading our water treatment plants. Our dedication towards ethical practices and environmental stewardship guides us in our initiatives. As a Company with decades of leadership in the Indian food processing industry, we see it as our responsibility to set the bar high. Going beyond the environment, we have embarked on a process to set bold and measurable goals for employees and governance. While challenges remain, our focus on innovation and community partnerships ensures we continue to progress towards our ESG targets, fostering a sustainable future for all.</p>

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Moloy Saha Designation: 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.	Milan Dalal, the Managing Director, oversees all sustainability issues. The Company's governance and social activities, as an extension of his team, are reviewed by the Audit Committee and Corporate Social Responsibility Committee in accordance with the Companies Act and SEBI Listing Regulations.

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow-up action	Performance Review undertaken by Board Committees and respective unit heads.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Not Applicable																	
11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	No								

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

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

Section C- Principle-wise Performance Disclosure

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors			
Key Managerial Personnel			1
Employees other than BOD and KMPs	43	Safety, POSH, Sustainability, Food Safety and Hygiene, Equipment	90%

		Operation and Maintenance, Hazard Analysis	
Workers	10	Safety, POSH, Sustainability, Food Safety and Hygiene, Equipment Operation and Maintenance, Hazard Analysis, PPE Trainings	80%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:

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					
Settlement			Nil		
Compounding fee					

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				
Punishment			Nil	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	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. Additionally, anti-corruption and anti-bribery guidelines are part of our employee manual. The Company is committed to conducting business by following the highest ethical standards. All forms of bribery and corruption are prohibited. The Company conducts its business in adherence to all statutory and regulatory requirements.

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

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not applicable as there were no cases of corruption and conflicts of interest for the FY 2023-24.

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

Particular	FY 2023-24	FY 2022-23
Number of days of accounts payables*	53 Days	57 Days

*Number of days of accounts payable is calculated based on average accounts payable which majorly comprises of unbilled dues.

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses* where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.06%	0.005%
	b. Number of dealers / distributors to whom sales are made	7	3
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100%	100%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases) (Rs. In INR crores)	0.07%	0.00%
	b. Sales (Sales to related parties / Total Sales) (Rs. In INR)	0.0018%	0.001%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	59%	74.61%
	d. Investments (Investments in related parties / Total Investments made) ^	97.34%	99.12%

*Interpretation of Trading House as per guidance given under the Income Tax Act, 1961, refers to a business that primarily engages in trading and export of various goods or products. Such businesses often play a crucial role in facilitating international trade by sourcing, purchasing, and selling goods to international markets.'

^Investments consist of gross investments made during the year.

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

Essential Indicators

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

Particulars	FY 2023-24 (INR Crores)	FY 2022-23 (INR Crores)	Details of improvements in environmental and social impacts
R&D	NIL	NIL	Foods and Inns has not allocated any expenditure towards research and development in the current period. Additionally, it had previously categorized such expenditures as research costs and charged them to the profit and loss statement in prior years.
Capex	4.81%	45.74%	Foods and Inns has deployed capex to achieve performance efficiencies which enable us to improve our environmental performance.

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

Yes

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

Currently, we source from more than 1,456 farmers which qualify as a sustainable source for our Mango purchase. The FSA SAI Certification is available for the same.

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

None

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, EPR is applicable. Gonde, Vankal and Chittoor plants have EPR applicability.

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)	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%	533	100%	0	0%
Female	38	38	100%	38	100%	38	100%	0	0%	0	0%
Total	571	571	100%	571	100%	38	7%	533	93%	0	0%
Other than Permanent Employees^											
Male	11	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	11	0	0%	0	0%	0	0%	0	0%	0	0%

*Includes coverage through the Company provided insurance scheme and ESIC

#Benefits provided in compliance with the provisions of the Maternity Benefit Act.

^Interns get covered under 'Other than Permanent Employees' and are not covered by Group Health or Accidental Insurances

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

Category	Total (A)	Health Insurance		Life/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	134	134	100%	134	100%	0	0%	134	100%	0	0%
Female	67	67	100%	67	100%	67	100%	0	0%	0	0%
Total	201	201	100%	201	100%	67	33%	134	67%	0	0%
Other than Permanent Workers*											
Male	489	0	0%	0	0%	0	0%	0	0%	0	0%
Female	151	0	0%	0	0%	0	0%	0	0%	0	0%
Total	640	0	0%	0	0%	0	0%	0	0%	0	0%

*All Contractual Workers at Foods and Inns are hired through contractors or agencies which in turn are responsible for benefits disbursements to these workers which are covered under ESIC by the contractors.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company*	0.25%	0.18%

*The above-mentioned disclosure excludes spending relating to other than permanent employees. The wellbeing measures for other than permanent employees are managed by respective value chain partners.

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF						
Gratuity	100%	100%	Y	100%	100%	Y
ESIC*						
Others – Please Specify						

*All contractual workers are covered under ESIC by the contractor.

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, we strive to design and maintain our manufacturing premises and offices to be accessible to people with disabilities. Embracing diversity and inclusion is fundamental to our Company, as highlighted in our DEI Policy. We have ensured that ramps and lifts are specifically designed to accommodate employees and workers with special needs.

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.

Foods and Inns proudly strives to be an equal opportunity employer, as detailed in our DEI Policy. We recognize and uphold the rights of individuals in the workplace, fostering an environment of non-discrimination. Our Company is dedicated to supporting employees in overcoming challenges by creating inclusive workspaces and providing accommodations for people with disabilities.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate in %	Retention rate in %	Return to work rate in %	Retention rate in %
Male	1	100%	0	NA
Female*	1	100%	0	NA
Total	2	100%	0	NA

*No Female took Maternity leave during FY 2024.

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

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	We have a grievance policy. There exists a whistle blowing policy as well which has a set channel to report complaints. This policy addresses the commitment for food safety and quality where employees can act appropriately, without fear of retaliation. To maintain this standard, the organization encourages employees who have concern about suspects related to food safety, product quality, integrity, legality and food fraud that may cause adverse impact on consumer and repute of organization.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Permanent Employees						
Male	533	0	0%	393	0	0%
Female	38	0	0%	30	0	0%
Permanent Workers						
Male	134	49	37%	91	33	37%
Female	67	17	25%	66	17	25%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total	On Health and safety measures*		On Skill Upgradation#		Total	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	160	30%	4	1%	393	118	30%	0	0%
Female	38	11	30%	1	3%	30	9	30%	0	0%
Total	571	171	30%	5	1%	423	127	30%	0	0%
Workers										
Male	134	54	40%	0	0%	91	36	40%	0%	0%
Female	67	27	40%	0	0%	66	26	40%	0%	0%
Total	201	80	40%	0	0%	157	63	40%	0%	0%

*Health and Safety awareness programs and trainings have been conducted on through mock drills and awareness programs over, Fire Safety, Occupations Health and Safety, PPE usage, MSDS usage, Handling of Chemical and Hazardous material, First aid training among others.

#Skill upgradation trainings have been provided through external and internal sources on subjects of ESG, POSH, Law and Other technical subjects

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	533	414	77.67%	393	305	77.67%
Female	38	30	78.95%	30	24	78.95%
Total	571	444	77.76%	423	329	77.76%
Workers*						
Male	134	0	0%	91	0	0%
Female	67	0	0%	66	0	0%
Total	201	0	0%	157	0	0%

*Workers are not a part of career development reviews.

10. Health and safety management system:

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

SMETA is available with Foods and Inns. It covers several aspects of an occupational health and safety management system, including key aspects of occupational health and safety such as workplace safety, health and hygiene, risk assessment, employee training, incident management, emergency preparedness, legal compliance, and continuous improvement. SMETA audits assess these areas to ensure that organizations provide safe and healthy working conditions for their employees.

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 have standardized the process to identify work-related hazards. We assess risks through various processes on both routine and non-routine bases. Regular workplace inspections and systematic risk assessments are conducted to evaluate potential hazards and associated risks. Job safety analysis is used to examine specific tasks, while employee reporting encourages the identification of hazards and near-misses. Continuous training programs educate employees on safe practices. Incident investigations identify root causes and corrective actions, while Material Safety Data Sheets (MSDS) provide information on hazardous substances. Policies and procedures are regularly reviewed and updated to adapt to new risks and changes in the work environment.

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

At Foods and Inns, we have a robust framework for communicating work-related hazards that keeps everyone in the loop. Whether it's via our trusted drop box system or through direct updates to our shop floor leads. We ensure every team member is well-equipped with comprehensive training sessions tailored to highlight and handle potential hazards.

Our commitment to safety includes regular joint inspections bringing together management representatives and employees. These inspections are an approach to identify risks and implement effective corrective and preventive measures. Through these dedicated efforts, we try to address issues promptly and also create a culture of safety and vigilance across our shop floors.

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

Yes, at Foods and Inns Permanent employees and workers are entitled to company-supported medical benefits, insurance policies, and statutory benefits as mandated by the Employees' State Insurance Act.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	2.5	8.4
Total recordable work-related injuries	Employees	0	0
	Workers	5	15
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

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

In alignment with Foods and Inns's commitment to a healthy and safe workplace, we comply with all relevant legislations, regulations, and standards, benchmarking our practices against international best practices. We have established comprehensive emergency plans on our premises and provide extensive training to employees and workers to ensure their safety and prevent workplace injuries. Additionally, our Occupational Health and Safety Policy offers detailed guidance to support these efforts.

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

Type	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

**Assessments have been carried out by authorities and during certification process for all our plants. In addition, we also deploy external agencies to assess working conditions through mock drills for our preparedness.*

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

None

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.

Foods and Inns begins stakeholder engagement by identifying primary activities and operations to establish the scope. A stakeholder analysis is then conducted to categorize potential stakeholders. Using databases, their interests and concerns are assessed. Tailored communication and engagement strategies are developed, followed by continuous monitoring and updating of the stakeholder list as interests evolve.

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

Key Stakeholder	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
Employees	No	<ul style="list-style-type: none"> • Surveys could include --- Employee engagement and safety culture surveys • Feedback channels (including online forms, suggestion boxes) • Employee newsletters, broadcasts, intranet, internal webinars 	Annually	Business growth plans and performance, employee engagement activities, learning and development, Employee safety and well-being.
Investors and Shareholders	No	<ul style="list-style-type: none"> • ESG focused investor calls • Investor surveys • Collective action alliances 	Ongoing basis, annually	Corporate governance, financial performance, and shareholder communications.
Suppliers	No	<ul style="list-style-type: none"> • Safety workshops to engage contractors to uplift their safety awareness and capability • Periodical supplier performance evaluations • Categorisation of suppliers into tiers to identify high value supplier and 	Ongoing basis	Ethical business practices, understanding new market trends, and educating suppliers.

		encourage more interaction with high value suppliers		
Communities	No	<ul style="list-style-type: none"> Engagement with community representatives FPO/FPC/Farmer representative interactions Collective action alliances and partnerships 	Ongoing basis	Planning of CSR programs, monitoring their implementation, managing finances and conducting annual reviews, assessing impacts, and sharing success stories.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	571	0	0%	423	0	0%
Other than Permanent	11	0	0%	10	0	0%
Total Employees	582	0	0%	433	0	0%
Workers						
Permanent	201	120	60%	157	0	0%
Other than Permanent	620	0	0%	595	0	0%
Total Workers	841	120	14%	752	0	0%

2. Details of minimum wages paid to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)*	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	533	0	0%	533	100%	393	0	0%	393	100%
Female	38	0	0%	38	100%	30	0	0%	30	100%
Other than Permanent Employees*										
Male	11	0	0%	11	100%	9	0	0%	9	100%
Female	0	0	0%	0	100%	1	0	0%	1	100%
Workers										
Permanent Workers										
Male	134	134	100%	0	0%	91	91	100%	0	0%
Female	67	67	100%	0	0%	66	66	100%	0	0%
Other than Permanent Workers										
Male	489	489	100%	0	0%	345	345	100%	0	0%
Female	151	151	100%	0	0%	250	250	100%	0	0%

* This includes apprentices receiving stipend as per the Apprenticeship (Amendment) Rules 2019

3 Details of remuneration/salary/wages

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in lakhs INR)	Number	Median remuneration/ salary/ wages of respective category (INR)
Board of Directors (BoD)	7	10.74	1	10.74
Key Managerial Personnel (KMP)	4	54.00	0	0
Employees other than BoD and KMP	540	6.35	38	6.35
Workers	623	1.99	218	1.99

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	12%	12%

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

Yes, the focal points at Foods and Inns are the HR and the Plant/Office head for registering any complaints concerning human rights. Foods and Inns is committed to upholding human rights, as reflected in our Human Rights Policy. Our policy extends to all employees, suppliers, and contractual workers. This policy and its implementation align with applicable laws and the spirit of international human rights standards, such as the Universal Declaration of Human Rights, the United Nations Global Compact (UNGC), and the International Labor Organization’s Fundamental Conventions. To ensure effective implementation, we continuously strive to enhance our systems and maintain a decent workplace environment.

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

Foods and Inns places paramount importance on maintaining a safe and healthy workplace environment for all employees, safeguarding their welfare through our established Occupational Health and Safety Policy. To address any concerns, individuals are required to raise the complaint on writetous@foodsnadinns.com. Our Vigil Mechanism Whistleblower Policy encourages the reporting of illegal or unethical behavior, fraud, issues impacting financial integrity, or leaks of sensitive information affecting the organization including that of Human Rights. The Chair of the Audit Committee conducts impartial investigations into such matters. There are provisions for disciplinary action in cases of false disclosures or malicious intent. The policy ensures confidentiality, fair investigations, and safeguards against retaliation. Amendments to the policy will be communicated to employees accordingly.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labor	0	0	NA	0	0	NA
Forced Labor/Involuntary Labor	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

Particulars	FY 2023-24	FY 2022-23
	Filed during the year	Filed during the year
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	0
Complaints on POSH as a % of female employees/workers	2%	0%
Complaints on POSH upheld	2	0

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

We plan to establish an Internal Committee for the redressal of such complaints. This Committee will be responsible for taking concrete actions to protect every complainant and maintaining the confidentiality of all complaints.

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

No.

10. Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others	

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

None

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources (in Gigajoules)		
Total electricity consumption (A)	2,233.19	2,303.86
Total fuel consumption (B)	1,67,838.08	1,76,459.00
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)	1,70,071.27	1,78,762.86
From non - renewable sources (in Gigajoules)		
Total electricity consumption (D)	40,297.65	33,853.49
Total fuel consumption (E)	1,14,735.41	83,907.49
Energy consumption through other sources (F)		
Total energy consumed from non - renewable sources (D+E+F)	1,55,033.06	1,17,760.98
Total energy consumed (A+B+C+D+E+F)	3,25,104.33	2,96,523.83
Energy intensity per rupee of turnover # (Total energy consumed/ Revenue from operations)	3.19	2.98
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)^ (Total energy consumed / Revenue from operations adjusted For PPP)	64.44	60.22

Note: if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No

#Intensity is measured per million units.

^The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by World Bank.

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

Not Applicable

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

Parameter*	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Water Consumption / Revenue from operations adjusted for PPP)		

*Foods and Inns endeavors to publish the Water Withdrawal and Consumption data in the forthcoming report.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(1) To Surface Water		
- No treatment		
- With treatment – please specify level of treatment		
(2) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(3) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(4) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(5) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

*Foods and Inns endeavors to publish the Water Discharge data in the forthcoming report.

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

None

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

Parameter	Please specify unit	FY 2023- 24	FY 2022- 23
NOx	µg/ m3	20.00	20.83
SOx	µg/ m3	9.73	9.20
Particulate matter (PM 2.5 / PM 10)	µg/ m3	29.07 /58.68	27.08/60.2
Persistent organic pollutants (POP)		NA	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others-please specify			

Note: If any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
– None

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO ₂ equivalent	10,678.24	4,323.09
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO ₂ equivalent	8,014.75	6,733.08
Total Scope 1 and Scope 2 emission intensity per rupee of turnover[#]	Metric tonnes of CO ₂ equivalent / INR	0.18	0.11
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) ^	NA	3.71	2.25

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. – None

[#]Intensity is measured per million units.

[^]The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by World Bank.

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

None

9. Provide details related to waste management by the entity

Parameter*	FY 2023- 24	FY 2022- 23
Total Waste generated (in metric tonnes)		
Plastic waste <i>(A)</i>		
E-waste <i>(B)</i>		
Bio-medical waste <i>(C)</i>		
Construction and demolition waste <i>(D)</i>		
Battery waste <i>(E)</i>		
Radioactive waste <i>(F)</i>		
Other Hazardous waste. Please specify, if any. <i>(G)</i>		
Other Non-hazardous waste generated <i>(H)</i> . 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)		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output		
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		
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

*Foods and Inns endeavors to publish the Waste Generate, Recovered and Disposal data in the forthcoming report.

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

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

None

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
None			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None					

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

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 action taken, if any
Yes, Foods and Inns Ltd is compliant with all applicable laws in its jurisdiction of operations.				

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

Essential Indicators

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

2

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chamber of Commerce & Industry	National
2	Confederation Of Indian Industry	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.

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

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No SIA projects were undertaken by Foods and Inns in the reporting period.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable since SIA projects were undertaken by Foods and Inns in the reporting period.						

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

Foods and Inns has established multiple reception points for lodging complaints. We train our local representatives (who are on-roll employees of Foods and Inns) to interact with community members in person and over the phone to record grievances accurately. A systematic grievance registration system tracks each complaint from receipt to resolution. Regular community meetings provide a platform for discussing concerns and updates. Clear communication channels inform the community about the grievance procedures, response times, and resolution options. Timely acknowledgment and response, along with fair investigations and resolutions, ensure transparency and effectiveness. A feedback system allows community members to give feedback on the process and suggest improvements, while regular reviews of grievance data help enhance the overall mechanism.

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

Particulars	FY 2023-24	FY 2022-23*
Directly sourced from MSMEs/ small producers	2.69%	2.31%
Directly from within India	98.39%	97.16%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location*	FY 2023-24	FY 2022-23
Rural	20%	21%
Semi-urban	1%	1%
Urban	60%	61%
Metropolitan	19%	17%

*Location categorization and thereafter assessment of indicator is as per RBI Classification System - rural / semi-urban / urban / metropolitan.

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.

To effectively handle consumer complaints and feedback, Foods and Inns has established dedicated contact points, including email addresses, phone lines, and a postal address, widely publicized on product packaging and the company website. A customer service team handles complaints with an automated system acknowledging receipt immediately. A standard response time, such as 48 hours, is communicated upon receipt of every complaint. A robust complaint tracking system ensures our transparency and accountability, while personalized follow-ups keep customers informed. Our feedback loop allows customers to comment on the resolution process, and regular analysis of complaint data identifies trends and areas for improvement.

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

Particulars	As a percentage to the total turnover
Environmental and social parameters relevant to the product	Not Available
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

All our products carry a Safety Data Sheet, Product Data Sheet, Material Safety Data Sheet or an equivalent that enlists specific guidelines to ensure safe and responsible usage and disposal. Guidelines recommending disposal are mentioned in the Material Safety data sheet (MSDS). MSDS are designed based on GHS guidelines. The GHS safety data sheet has 16 sections of requirements.

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

Particulars	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL

Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	57	1	NIL	NIL	NIL	NIL

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

Particulars	Number	Reasons for recalls
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

Yes, Foods and Inns has developed a Data Protection Policy which applies to all employees, contractors, customers, and suppliers, who provide information to our Company. We collect both offline and online identifiable data such as names, addresses, usernames, and financial information transparently and with consent. Our data handling adheres to legal and ethical standards, ensuring accuracy, lawful collection, and protection against unauthorized access. We inform individuals about data collection, processing procedures, access rights, and security measures. Measures include restricted data access, training on privacy and security, secure network infrastructure, and protocols for data breaches. Non-compliance invokes disciplinary and legal actions. This policy undergoes regular reviews for continuous enhancement.

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.

No instances of any such case for FY 2023-24.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

None

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

Not Applicable

c. Impact, if any, of the data breaches

Not Applicable