



## Annexure - 8 to the Report of the Board of Directors Business Responsibility Report

This section is as per Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

### Section A: General information about the Company

1.	<b>Corporate Identity Number (CIN) of the Company</b>	L01132WB1994PLC063513			
2.	<b>Name of the Company</b>	Rossell India Limited			
3.	<b>Registered address</b>	Jindal Towers, Block – “B”, 4th Floor, 21/1A/3, Darga Road, Kolkata 700017			
4.	<b>Website</b>	<a href="http://www.rossellindia.com">www.rossellindia.com</a>			
5.	<b>E-mail id</b>	<a href="mailto:corporate@rosselltea.com">corporate@rosselltea.com</a>			
6.	<b>Financial Year reported</b>	1st April, 2021 to 31st March, 2022			
7.	<b>Sector(s) that the Company is engaged in (industrial activity code-wise)</b>	a. Cultivation, Manufacture and Sale of Tea ( NIC Code: 01271) Growing of Tea (10791) Manufacturing of Tea (46306) Wholesale of Tea b. Engineering and Manufacturing in Aerospace and Defense; (NIC Code: 26515)			
8.	<b>List three key products/services that the Company manufactures/provides (as in balance sheet)</b>	(i) Sale of Products: a) Black Tea; b) Black Pepper; c) Avionics, Aviation and Electronic Equipment;  (ii) Sale of Services; Providing Technical and support services			
9.	<b>Total number of locations where business activity is undertaken by the Company:</b> (a) Number of International Locations (Provide details of major 5); (b) Number of National Locations;	(a) Number of International Location  The activities of the Company are confined to the National Locations. However, the Company has a Wholly Owned Subsidiary located at USA.  (b) Number of National Locations: 4 (Four). The Registered Office of the Company is located at Kolkata, West Bengal. Rossell Tea Division of the Company is located at Kolkata, West Bengal with the 6 Nos. Tea Estates located in Assam –Dist. Dibrugarh, Tinsukia, Jorhat and Baksa. Rossell Techsys Division of the Company is located at Bangalore, Karnataka. The Chairman's office and Corporate Office are located at Delhi.			
10.	<b>Markets served by the Company – Local / State /National / International.</b>	Local	State	National	International
		✓	✓	✓	✓

### Section B: Financial details of the Company

1.	<b>Paid up Capital</b>	₹ 733.93 Lakhs as on 31st March, 2022
2.	<b>Total Turnover</b>	₹ 29,271.27 Lakhs for the year ended 31st March, 2022
3.	<b>Total profit after taxes</b>	₹ 2,976.26 Lakhs for the year ended 31st March, 2022
4.	<b>Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)</b>	The Company has spent ₹ 48.03 Lakhs on CSR activities for the Financial Year 2021-2022, i.e. 2 % of average net profit of three immediately preceding financial years.
5.	<b>List of activities in which expenditure in 4 above has been incurred</b>	The Annual Report on CSR activities is given as Annexure 2 forming part of the Board Report for the Financial Year 2021-2022.



## Annexure - 8 to the Report of the Board of Directors

### Section C: Other details

1.	<b>Does the Company have any Subsidiary Company/ Companies?</b>	Yes, Rossell Techsys Inc., USA, Wholly Owned Subsidiary Company
2.	<b>Do the Subsidiary Company/ Companies participate in the BR Initiatives of the parent Company? If yes, then indicate the number of such subsidiary company(s)</b>	The Subsidiary Company operate in different geographies and conduct their own BR initiatives as applicable.
3.	<b>Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]</b>	No

### Section D: BR information

#### 1. Details of Director / Directors responsible for BR

##### (a) Details of the Director/Director responsible for implementation of the BR policy / policies

DIN	Name	Designation
00065973	Harsh Mohan Gupta	Executive Chairman cum Managing Director

##### (b) Details of the BR head

Sr. No.	Particulars	Details
1	DIN Number (If applicable)	Not Applicable
2	Name	1. Suneel Singh Sikand and 2. Prabhat Kumar Bhagvandas
3	Designation	1. Chief Executive Officer, Rossell Tea Division and 2. Chief Executive Officer, Rossell Techsys Division
4	Telephone:	1. 033 40616082 2. 080 68434500
5	e-mail ID	1. <a href="mailto:ss.sikand@rosselltea.com">ss.sikand@rosselltea.com</a> 2. <a href="mailto:prabhat.bhagvandas@rosselltechsys.com">prabhat.bhagvandas@rosselltechsys.com</a>

#### 3. Principle wise (as per NVGs) BR Policy / policies

Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability;

Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle;

Principle 3: Businesses should promote the well-being of all employees;

Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are Disadvantaged, vulnerable and marginalized;

Principle 5: Businesses should respect and promote human rights;

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

Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner;

Principle 8: Businesses should support inclusive growth and equitable development;

Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner;



## Annexure - 8 to the Report of the Board of Directors

(a) Details of Compliance (Reply in Y/N)

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy / policies for...	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy being formulated in consultation with the relevant stakeholders? * *None of the BR Policies based on Principles P1 to P8 are codified/ formalized in writing. But practiced on day to day basis while undertaking the business operations of the Company. Only the Policies required to be formalized by the Companies Act, 2013 or SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 have been formalized and approved by the Board of Directors of the Company and hosted on the Website of the Company <a href="http://www.rossellindia.com">www.rossellindia.com</a> .	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national / international standards? If yes, specify? (50 words)* *Since the Polices are observed in business operations without being codified, they are in accordance with best known practices to the Company's personnel as followed nationally/ internationally. As the Policies are not reproduced in writing, the description is not being given.	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Has the policy been approved by the Board? If yes, has it been signed by MD/ owner/ CEO/appropriate Board Director? * *CSR Policy of the Company reflecting the Principles P4 and P8 have been signed and approved by the Board. There are certain other Management Policies based on these principles, which are approved and signed by the CEO of the respective Division.	N	N	N	Y	N	N	N	Y	N
5	Does the Company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy? * *The Company has constituted CSR Committee of the Board, which oversee the implementation of the Principles P4 and P8. Other policies framed by the Management are being monitored by the concerned officials.	N	N	N	Y	N	N	N	Y	N
6	Indicate the link for the policy to be viewed online?	N	N	N	N	N	N	N	##	N
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Does the Company have in-house structure to implement the policy/ policies? * *There is no formal structure to implement these policies.	N	N	N	N	N	N	N	N	N
9	Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/ policies? * *There are certain Grievance Redressal Mechanisms as per Rainforest Alliance/ FSSC Protocol in Rossell Tea Division.	N	N	N	N	N	N	N	N	N
10	Has the Company carried out independent audit/ evaluation of the working of this policy by an internal or external agency? * *Not Applicable. However, the Audit is conducted for RA/ BSI by external agencies.	N	N	N	N	N	N	N	N	N

## <https://www.rossellindia.com/wp-content/uploads/2022/01/corporate-social-responsibility.pdf>



## Annexure - 8 to the Report of the Board of Directors

(b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options)

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	The Company has not understood the Principles									
2	The Company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles.									
3	The Company does not have financial or manpower resources available for the task.									
4	It is planned to be done within next 6 months.	-	-	-	-	-	-	-	-	-
5	It is planned to be done within the next 1 year *The Company shall endeavor to formalize the Policies based on above Principles at Board level.	✓	✓	✓	✓	✓	✓	✓	✓	✓
6	Any other reason (please specify)	-	-	-	-	-	-	-	-	-

### 3. Governance related to BR

(a)	Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year	BR performance of the Company is reviewed periodically at various Board, Committee as well as Management level
(b)	Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?	In terms of Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Business Responsibility Report of the Company, being part of the Annual Report for the financial year 2021-2022, is available on the website of the Company at <a href="https://www.rossellindia.com/investor-information/">https://www.rossellindia.com/investor-information/</a>

### Section E: Principle wise performance

#### Principle 1

1	<b>Does the policy relating to ethics, bribery and corruption cover only the Company? Yes/No. Does it extend to the Group/Joint Ventures/Suppliers/Contractors/ NGOs/ Others?</b>	The Company has adopted a Code of Conduct for its Directors and Senior Management Staff. It does not extend to any other entity.
2	<b>How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.</b>	No complaint was received in the past financial year based on this Principle.

#### Principle 2

1	<b>List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/ or opportunities.</b>	The Company follows the best agricultural practices in the field for growing of Black Tea and Black Pepper.  Avionics, Aviation and Electronic Equipment are manufactured by following environment friendly methods in its state of the art facility at Bangalore.
---	---	--



## Annexure - 8 to the Report of the Board of Directors

2	<p><b>For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product(optional):</b></p> <p>(a) Reduction during sourcing / production / distribution achieved since the previous year throughout the value chain;</p> <p>(b) Reduction during usage by consumers (energy, water) has been achieved since the previous year;</p>	<p>(a) The Company is committed to environment sustainably. The Company always adopt the methods for reduction and optimal utilization of energy, water, raw material etc. by incorporating new techniques and innovative ideas;</p> <p>(b) The Company on continuous basis takes several measures to conserve the consumption of energy and water. The Company is committed to reduction of waste, conservation of resources and pursuing zero pollution through various initiatives, technological up gradation and improvement in plants and equipment;</p>
3	<p><b>Does the Company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so</b></p>	<p>The Company has been working to enhance the degree of sustainability associated with its products, save and except natural wear and tear, particularly for its agricultural produce.</p>
4	<p><b>Has the Company taken any steps to procure goods and services from local &amp; small producers, including communities surrounding their place of work?</b></p> <p>(a) If yes, what steps have been taken to improve their capacity and capability of local and small vendors.</p>	<p>All the Tea Estates of the Company in Assam buy various items locally from small producers, located in the surroundings of the Tea Estates of the Company.</p> <p>(a) To ensure that they do not suffer due to lack of financial stability, payment is made by the Company well in time as per terms of the Contract. Three of our Tea Estates sources Green Leaves from the Small Tea Growers in its vicinity for manufacture of Tea.</p>
5	<p><b>Does the Company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as &lt;5%, 5-10%, &gt;10%). Also, provide details thereof, in about 50 words or so.</b></p>	<p>Yes. The recycling is done to convert Orthodox varieties into CTC varieties, if required and found appropriate.</p> <p>The tea waste generated, are put back to field to produce compost. If found unfit for human consumption, the same is destroyed forthwith by mixing lime therewith.</p> <p>Some tea waste is good for use in production of instant Tea and procured by Instant Tea Manufacturer.</p> <p>The total Tea Waste generated is between 2.50% to 3.00% of the Drier Mouth Production.</p>

### Principle 3

1.	Please indicate the Total number of employees	12,307 (Including Temporary Employees in the Company)
2.	Please indicate the Total number of employees hired on temporary/contractual/casual basis	6,822
3.	Please indicate the Number of permanent women employees	2,630
4.	Please indicate the Number of permanent employees with disabilities	19
5.	Do you have an employee association that is recognized by Management?	Yes. Assam Chah Karmachari Sangha and Assam Chah Mazdoor Sangha.
6.	What percentage of your permanent employees is members of this recognized employee association?	100% Employees working in the Tea Estates of the Company (except Management Staff)



## Annexure - 8 to the Report of the Board of Directors

7. Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.	<b>No.</b>	<b>Category</b>	<b>No. of complaints filed during the financial year</b>	<b>No. of complaints pending as on end of the financial year</b>
	1	Child labour/forced labour/ involuntary labour	NIL	NIL
	2	Sexual harassment	NIL	NIL
	3	Discriminatory employment	NIL	NIL
8. What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year.	<b>No.</b>	<b>Particulars</b>		<b>Percentage (%)</b>
	1	Permanent Employees		98
	2	Permanent Women Employees		100
	3	Casual/Temporary/Contractual Employees		100
	4	Employees with Disabilities		100

### Principle 4

1. Has the Company mapped its internal and external stakeholders? Yes/No	Yes
2. Out of the above, has the Company identified the disadvantaged, vulnerable & marginalized stakeholders	Yes
3. Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof, in about 50 words or so.	<p>Yes. The Company has undertaken various initiatives to improve the lives of the lower socio-economic sections of the society by its CSR Policy. The details of activities are given in Annexure 2 – Annual Report on CSR activities forming part of the Board Reports for the financial year 2021-2022.</p> <p>Besides the local Tea Estate Management continuously provide extension services including transfer of knowledge on good agricultural practices to small and marginal tea growers.</p>

### Principle 5

1. Does the policy of the Company on human rights cover only the Company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others.	The Policy concerning human rights, though not formalized/codified as stated earlier, extends to cover all concerned so that human rights are not compromised in any of the dealings of the Company. The Company ensures that the basic human rights are not infringed in any manner with any of its conducts and actions.
2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management.	No complaint was received by the Company from any stakeholder in the past financial year relating to human rights violation.



## Annexure - 8 to the Report of the Board of Directors

### Principle 6

1.	<b>Does the policy related to Principle 6 cover only the Company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others</b>	It covers only the Company at present and gradually being introduced among other stakeholders in the supply chain.
2.	<b>Does the Company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc.? Y/N. If yes, please give hyperlink for webpage etc.</b>	Yes. The Company has under taken several initiatives to address environmental issues. The major efforts include Tree Plantation and Afforestation, Water Management and Renewable Energy.
3.	<b>Does the Company identify and assess potential environmental risks? Y/N</b>	Yes.
4.	<b>Does the Company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?</b>	No.
5.	<b>Has the Company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc</b>	Yes, the Company is undertaking measures to install solar energy. Moreover, most of the Tea Estates of the Company use natural gas and LPG which is a clean fuel and reduces impact on the environment. The details of initiatives taken for conservation of energy, use of renewable energy and clean technologies are given in the Report of the Board of Directors.
6.	<b>Are the Emissions/Waste generated by the Company within the permissible limits given by CPCB/SPCB for the financial year being reported</b>	Yes. The Company has required clearance from the concerned Pollution Control Board at all its manufacturing units.
7.	<b>Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.</b>	During the financial year 2021-2022 under review, the Company did not receive any show cause/legal notices from CPCB/SPCB.

### Principle 7

1.	<b>Is your Company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with</b>	<p>Yes. The Company is a Member of Federation of Indian Chambers of Commerce and Industry.</p> <p>Rossell Tea Division of the Company is a member of :</p> <ul style="list-style-type: none"> <li>(a) Indian Tea Association; Kolkata</li> <li>(b) Tea Research Association, Kolkata</li> <li>(c) Calcutta Tea Traders' Association, Kolkata</li> <li>(d) Indian Chamber of Commerce, Kolkata and</li> <li>(e) Guwahati Tea Auction Committee, Guwahati</li> </ul> <p>And</p> <p>Rossell Techsys Division of the Company is a member of:</p> <ul style="list-style-type: none"> <li>(a) IPC;</li> <li>(b) Radio Technical Committee for Aeronautics;</li> <li>(c) Vertical Takeoff And Landing Airplane;</li> <li>(d) Society of Indian Aerospace Technologies and Industries</li> </ul>
2.	<b>Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/ No; if yes specify the broad areas ( drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)</b>	Yes. The Company has advocated through the various organization to which it is a member on areas relating to Governance and Administration, Economic Reforms, Inclusive Development Policies, Industry specific Issues, Sustainable Business Principles among others.



## Annexure - 8 to the Report of the Board of Directors

### Principle 8

1.	<b>Does the Company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof</b>	Yes, the details of all such initiative are given in Annexure 2, - Annual Report on CSR activities forming part of the Board Report for the financial year 2021-2022.
2.	<b>Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organization</b>	During the financial year 2021-2022, The CSR activities/projects were undertaken by the Company itself as well as through some implementing agencies/external organisation.
3.	<b>Have you done any impact assessment of your initiative</b>	Not applicable
4.	<b>What is your Company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken</b>	During the financial year 2021-2022, the Company's direct contribution to community development projects is ₹ 7.63 Lakhs out of aggregate CSR spending of ₹ 48.03 Lakhs. Details of the projects are provided in Annexure 2 - Annual Report on CSR activities forming part of the Board Report for the financial year 2021-2022.
5.	<b>Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so</b>	Yes, the CSR projects and programs are undertaken after identifying the communities where development is needed. The Company also interacts with the local/concerned stakeholders to ensure that its projects are being implemented effectively and benefits the community at large.

### Principle 9

1.	<b>What percentage of customer complaints/consumer cases are pending as on the end of financial year</b>	NIL
2.	<b>Does the Company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks(additional information):</b>	Yes.
3.	<b>Is there any case filed by any stakeholder against the Company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so:</b>	No case has been filed against the Company by any stakeholder with regard to unfair trade practices, irresponsible advertising and/or anticompetitive behaviour during the last five years. Thus, no such case is pending at the end of the year.
4.	<b>Did your Company carry out any consumer survey/ consumer satisfaction trends?</b>	No. However, there is continuous dialogue with the customers to get their feedback.