



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

### SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity		
1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L01132WB1994PLC063513
2.	<b>Name of the Listed Entity</b>	Rossell India Limited
3.	<b>Year of Incorporation</b>	1994
4.	<b>Registered Office Address</b>	Rossell India Limited Jindal Towers Block B, 4th Floor 21/1A/3, Darga Road Kolkata - 700 017
5.	<b>Corporate Address</b>	Rossell India Limited DCM Building, 1st Floor 16, Barakhamba Road New Delhi - 110 001
6.	<b>E-mail id</b>	corporate@rosselltea.com ; rossell@rossellindia.com
7.	<b>Telephone</b>	(033) 2287 4794
8.	<b>Website</b>	<a href="http://www.rossellindia.com">www.rossellindia.com</a>
9.	<b>Financial year for which reporting is being done</b>	2022-2023
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited and National Stock Exchange of India Ltd
11.	<b>Paid up Capital (INR)</b>	7,53,92,950
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. NK Khurana Director (Finance) and Company Secretary Tel: (033) 2287-4794 Email: nk.khurana@rosselltea.com
13.	<b>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)</b>	Disclosures under this report are made on a standalone basis.

### II. Products / Services - As on 31st March, 2023

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Cultivation, Manufacture and Sale of Tea	Cultivation and Manufacture of Tea	46.56%
2.	Aviation Products and Services	Wire Harnesses, Interconnect Systems and Panels, Electronics Assemblies, After Market For Electrical Products (MRO), Engineering and Systems Integration	53.44%

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

Sl. No.	Product/Service	NIC Code	% of total contributed Turnover
1.	Black Tea	01271 / 10791 / 46306	46.56%
2.	Engineering and Manufacturing in Aerospace and Defense	31905 / 35303	53.44%



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

### 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	7	2	9
International	-	-	-

#### 17. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	All states and UT
International (No. of Countries)	9

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

Exports constitute 57.73% of the total turnover of the entity.

##### c. A brief on types of customers

Rossell India Limited have 2 businesses i.e., Cultivation, Manufacturing and Sale of Tea as well as Engineering and Manufacturing center for Aerospace and Defense sector.

Rossell Tea produces some of the finest CTC and Orthodox Tea, exported to many countries like Canada, UK, Germany, UAE, Saudi Arabia, Poland, Egypt etc. Rossell Techsys undertakes Build to Specifications (BTS) and Build to Print (BTP) services for leading global OEMs in Aerospace & Defense, primarily focused in the export sector, with major exports to USA, Europe and Israel.

### IV. Employees

#### 18. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled)

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	655	570	87%	85	13%
2.	Other than Permanent (E)	283	178	63%	105	37%
3.	<b>Total employees (D + E)</b>	938	748	80%	190	20%
<b>WORKERS</b>						
4.	Permanent (F)	5070	2531	50%	2539	50%
5.	Other than Permanent (G)	6066	2335	38%	3731	62%
6.	<b>Total workers (F + G)</b>	11136	4866	44%	6270	56%

##### b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	15	12	80%	3	20%
3.	<b>Total employees (D + E)</b>	16	13	81%	3	19%



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

DIFFERENTLY ABLED WORKERS						
4.	Permanent (D)	1	1	100%	0	0%
5.	Other than Permanent (E)	-	-	-	-	-
6.	<b>Total workers (D + E)</b>	1	1	100%	-	-

### 19. Participation / Inclusion / Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	3*	-	-

\* CFO and Company Secretary is common Individual

### 20. Turnover rate for permanent employees and workers

	Turnover rate FY 2022-2023			Turnover rate FY 2021-2022			Turnover rate FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	33%	17%	10%	16%	9%	6%	4%	13%
Permanent Workers	4.8%	4.7%	4.7%	5.3%	5.1%	5.2%	4.3%	4.3%	4.3%

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

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

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	B M G ENTERPRISES LTD.	Holding	65.61%	No
2.	ROSSELL TECHSYS INC., USA	Subsidiary	100%	No
3.	ROSSELL TECHSYS LTD	Subsidiary	100%	No

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No) - YES**  
(ii) Turnover (in Rs.) - ₹ 348.66 Crores (FY 2022-2023)  
(iii) Net worth (in Rs.)- ₹ 286.67 Crores (FY 2022-2023)



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

### 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) (If yes, then provide web-link for grievance redress policy)	FY 2022-2023			FY 2021-2022		
		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	Y*	-	-	-	-	-	-
Investors (other than shareholder)	Y**	-	-	-	-	-	-
Shareholders	Y**	-	-	-	-	-	-
Employees and workers	Y***	-	-	-	-	-	-
Customers	Y****	-	-	-	-	-	-
Value Chain Partners	Y*****	-	-	-	-	-	-

No complaints have been received from communities, value chain partners, employees, customers and investors during the FY 2022-23 and FY 2021-2022.

\* Estate Managers in the tea estates are designated person to receive and resolve any queries / grievances of the community around the estates.

\*\* Board has constituted several Committees of Directors with adequate delegation of powers to focus effectively on issues and ensure expedient resolution of diverse matters. The Stakeholders' Relationship Committee deals with all the grievances and complaints of the Investors and Shareholders.

\*\*\* The details of grievance redressal mechanism for employees and workers are provided in Principle 3, point No. 6

\*\*\*\* The details of grievance redressal mechanism for customers are provided in Principle 9, point No. 1

\*\*\*\*\* Complaints / Grievances from Value Chain Partners are addressed by concerned Departments on a case-to-case basis.

Policies & grievance redressal mechanism are accessible on: <https://www.rossellindia.com/divisions/>



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

### 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:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying The risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Risk	Tea cultivation is dependent on the vagaries of nature. Excess of rains or excessive heat waves both affect the production	In case of excessive rains the timely intervention like proper drainage system to avoid water logging inside the Estate and putting permitted pesticides to control the damage caused by the pest attack after such rain. Similarly in case of excessive heat timely irrigation helps in preserving the plants and the leaves. Water bodies created along with planting of new saplings of Shade & Fuel.	Positive
2.	Training and Skill Development of employees	Opportunity	HR Team organizes several trainings to employees for induction and upskill.	Not Applicable	Positive

### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

<b>Principle P1:</b> <b>Transparency &amp; Accountability</b> <ul style="list-style-type: none"> <li>Code of Conduct for Directors and Senior Management Staff</li> <li>Vigil Mechanism/Whistle Blower Policy</li> <li>Prohibition of Insider Trading Code</li> </ul>	<b>Principle P2:</b> <b>Product Responsibility</b> <ul style="list-style-type: none"> <li>Food Safety Policy</li> <li>Tea Cultivation Policy</li> <li>Manufacturing Policy</li> </ul>	<b>Principle P3:</b> <b>Employee Development</b> <ul style="list-style-type: none"> <li>Human Resource Policy</li> <li>Training &amp; Competency Assessment Procedure</li> <li>Personal Hygiene Policy.</li> </ul>
<b>Principle P4:</b> <b>Stakeholder Engagement</b> <ul style="list-style-type: none"> <li>Corporate Social Responsibility (CSR) Policy</li> <li>Dividend Distribution Policy</li> </ul>	<b>Principle P5:</b> <b>Human Rights</b> <ul style="list-style-type: none"> <li>Anti- Harassment Policy</li> <li>Anti- Sexual Harassment Policy</li> <li>No Discrimination Policy</li> <li>Child &amp; forced Labour Policy</li> <li>Gender Equality Policy</li> <li>Freedom of Association Policy</li> </ul>	<b>Principle P6:</b> <b>Environment Principle</b> <ul style="list-style-type: none"> <li>Ecosystem Conservation</li> <li>Soil Conservation</li> <li>High Value Conservation Area</li> <li>Water Conservation.</li> </ul>
<b>Principle P7:</b> <b>Public Advocacy</b>	<b>Principle P8:</b> <b>Inclusive Growth</b> <ul style="list-style-type: none"> <li>Corporate Social Responsibility (CSR) Policy</li> </ul>	<b>Principle P9:</b> <b>Customer Value</b> <ul style="list-style-type: none"> <li>Business Ethics Policy</li> </ul>



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

Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	All the policies statutorily required to be adopted have been approved by the Board.								
c. Web Link* of the Policies, if available	<a href="https://www.rossellindia.com/investor-information/">https://www.rossellindia.com/investor-information/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the Policies have been made as per the National Guidelines on Responsible Business Conduct, 2019 released by the Ministry of Corporate Affairs. Certifications for Rossell Tea adopted are, Rainforest Alliance, Trustea, FSSC 22000 & FSSAI. Rossell Techsys Division is ISO 14001: 2015 – Environmental Management System certified & ISO 45001:2018 – Occupational Health & Safety certified.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our strategies, business model and operations are based on environment protection, employee safety and customer satisfaction.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
<b>Governance, leadership, and oversight</b>									
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>Rossell India Limited has always been working towards sustainability. We understand that the environment around us and the communities living around our estates / plants are integral to the achievement of our strategic objective. The BRSR report showcases our commitment and approach to sustainability in the areas of Environment, Employees, and Community. We know the importance of environmental protection, people empowerment and industry transparency to build a sustainable business. Sustainability has been central to our operations and decision making for many years – and is critical to our future. With this report, we are challenging ourselves to be more ambitious, more impactful, and more transparent with our efforts and our public reporting.</p> <p>Sustainability at Rossell India is about operating and using resources in a way that can be continued in perpetuity without harming people, the planet, or future generations. We must continue to find ways to use less water, to reduce emissions, to better support workers, to drive safer chemistry, to further reduce waste, and to become more circular. We must use our voice and resources to support our people and communities, providing the support they need.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The highest authority for the Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the Executive Chairman Mr. H. M. Gupta, under the guidance of the Board of Directors.								
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.	Not as yet.								



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

### 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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The review has been done by the CEO/ COO of the respective Divisions and eventually by the Executive Chairman Mr. H. M. Gupta									The frequency of the review is Annual.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with the laws of the country is the first step in responsible business conduct. The designated Compliance Officer of the Company is responsible to ensure that all the applicable laws are being complied with in letter and spirit. The compliance review with all the statutory requirements of relevance to the principles of National Guidelines on Responsible Business Conduct has further been done by the respective committees of the Board.																	

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

#### Rossell Tea Division

Yes, the assessment / evaluation of the working of its policies is being done internally as part of the business operating policies and procedures and externally. Some of the Policies are evaluated by independent agencies namely Indocert (RA & Trustea), BSI (FSSAI 22000) and concerned Government Departments.

#### Rossell Techsys Division

Assessment is done by external agencies on a periodic basis to maintain the Division's operational certifications, of AS 9100:2016 – (Quality Management System), ISO 14001: 2015 – (Environment Management System); ISO 45001:2018 – (Occupational Health & Safety); ISO 37001:2016 – (Anti Bribery Management System), ISO 27001, information safety and security management, NADCAP AC7121, for special process for its core competency, which also deals with chemicals and chemical handling, safety issues. Further, its customers mandatorily assess the Division either before issuance of any contract / RFP or after pre-determined periods of time.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-----Not Applicable -----								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



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

### 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 in respective category covered by the awareness programmes
Board of Directors	The Board Members and KMP (all being part of the Board) are made aware about various issues concerning Business of the Company including the underlying responsible business conduct principles.	All the pertinent principles are covered in the discussion.	100%
Key Managerial Personnel			
Employees other than BoD and KMPs	On the job training by respective supervisor is an ongoing process.	The scope of training is work related specific to section of employees. Its impact cannot be measured in quantitative term.	Majority of employees and workers
Workers			

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format. (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

	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	No fines / penalties /punishment/ award/ compounding fees/ settlement amount has been paid by the entity or by the Directors / KMPs.				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	No Non-Monetary imprisonment or punishment has been imposed on the entity or on the Directors / KMPs.				
Punishment					





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

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 as no fine, penalties etc. has been paid by the company	

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.

### Rossell Tea Division

The Code of Conduct for Board of Directors & Senior Management covers the concerns regarding anti-corruption or anti-bribery policy. The policies are accessible at <https://www.rossellindia.com/investor-information/>.

### Rossell Techsys Division

Yes, Division is certified to ISO 37001, 2016, an international standard designed to help organizations implement an anti-bribery and ethical transactions management system. It specifies a series of measures the organization must implement to help prevent, detect and address bribery or unethical transactions. It also communicates its business ethics and business courtesies policy to all stakeholders, internal and external.

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

No disciplinary action has been taken by any law enforcement agency for the charges of bribery/ corruption against any of the Directors/KMPs/employees.

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

No complaint has been received with regard to conflict of interest of the Directors, KMPs or any other employee.

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

## 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 Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R & D*	100 %	100%	Membership Subscription to Tea Research Association, the premier Research body for Tea Industry
Capex*	8.11 % of total Capex Spendings	7.17%of total Capex spendings	Energy Efficient Gensets Motors/Burners/Solar

\*Information pertains to Rossell Tea Division



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

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- b. If yes, what percentage of inputs were sourced sustainably?

### Rossell Tea Division

Yes, environmental parameters are considered while making procurement decisions. All required materials are procured with standard specifications from regular reputed business associates.

### Rossell Techsys Division

Yes, The Division ensures that it does not use conflict minerals, in particular 3TG (Tin, tungsten, tantalum and gold), uses Lead-Free Solder material, and monitors and maintains lead in the environment well below stated thresholds. It segregates and isolates harmful chemicals and takes precautions as prescribed in all the MSDS (Material Safety Data Sheet) for material procured. The use of conflict material, lead content, and chemical content is regularly reported to customers in accordance with the reporting guidelines of the OECD.

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.

### Rossell Tea Division

The unuseable packing material are buried as per the Company's SOP.  
All Medical waste are handed over to the local Government hospitals.  
Empty containers of chemicals are sold as scrap Items to PCB approved vendors.

### Rossell Techsys Division

All wastes including plastic waste, hazardous waste and e-waste is disposed only through authorized service providers approved by KSPCB (Karnataka State Pollution Control Board) for recycling and in accordance with the Divisions, EMS and OHSAS practices. This process is mandated by the local laws.

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.

No, the Extended Producer Responsibility (EPR) is not applicable to the entity's activities.

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

### Essential Indicators

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

Category	% of employees covered by *										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	570	570	100%	570	100%	NA	NA	-	-	386	68%
Female	85	85	100%	85	100%	85	100%	NA	NA	29	34%
<b>Total</b>	<b>655</b>	<b>655</b>	<b>100%</b>	<b>655</b>	<b>100%</b>	<b>85</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>415</b>	<b>63%</b>
<b>Other than Permanent employees</b>											
Male	178	178	100%	178	100%	NA	NA	-	-	18	10%
Female	105	105	100%	105	100%	105	100%	NA	NA	4	4%
<b>Total</b>	<b>283</b>	<b>283</b>	<b>100%</b>	<b>283</b>	<b>100%</b>	<b>105</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>22</b>	<b>8%</b>



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

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

Category	% of workers covered by *										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers*</b>											
Male	2,531	2,531	100%	2,531	100%	NA	NA	-	-	2,531	100%
Female	2,539	2,539	100%	2,539	100%	2,539	100%	NA	NA	2,539	100%
<b>Total</b>	<b>5,070</b>	<b>5,070</b>	<b>100%</b>	<b>5,070</b>	<b>100%</b>	<b>2,539</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>5,070</b>	<b>100%</b>
<b>Other than Permanent workers*</b>											
Male	2,335	2,335	100%	2,335	100%	NA	NA	-	-	2,335	100%
Female	3,731	3,731	100%	3,731	100%	3,731	100%	NA	NA	3,731	100%
<b>Total</b>	<b>6,066</b>	<b>6,066</b>	<b>100%</b>	<b>6,066</b>	<b>100%</b>	<b>3,731</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>6,066</b>	<b>100%</b>

\*All the employees and workers at Tea Estates are entitled to full medical protection at the Estate Hospitals / Outside Treatment (if required), compensation in case of any accident as per Workmen Compensation Act, Maternity Benefits, Sick leave, Baby crèches facility during day time etc.

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

Benefits	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	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	NA					

\* ESI does not apply to workers at Tea Estates as all the Estates have well equipped Hospital managed by qualified Medical Professionals.

### 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, the offices and the facilities are accessible with multiple elevators and ramps for persons with disabilities.

### 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.

#### Rossell Tea Division

There is no formal policy but the company's hiring and other HR practices are aligned with the Rights of Persons with Disabilities Act, 2016.

#### Rossell Techsys Division

The policy is covered in the staff hand book. The Division specifically hires people with disabilities, trains them, skills them, to make them productive. The Division has a clear objective to meet at least 40% of staff members on rolls to be from differently abled, or gender diverse or veterans. It skills them, in-house, to perform required tasks.



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

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	-	-
Female	100 %	100 %	100 %	100 %
<b>Total</b>	100 %	100 %	100 %	100 %

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p><b>Rossell Tea Division</b></p> <p>Welfare Officer at the Tea Estates are the first point of contact for employees / workers in case of any complaint or grievance. Employees can also reach out to Estate Manager or the Chief Executive Officer or the Director (Finance) and Company Secretary. All grievances are addressed as per grievance mechanism under union rules and Rainforest Alliance Certification.</p> <p><b>Rossell Techsys Division</b></p> <p>The Division strives to ensure fair and honest treatment of all staff members. The mechanism and the process are well defined in the staff handbook. If staff members have concerns about work conditions, compensation, or discrimination, they are encouraged to voice these concerns directly to their managers and/or the Human Capital team, or the management team without any fear of reprisal. All policies, detailing the process to be followed is covered in the staff handbook and all Employees are given refresher training on an annual basis. Policies are also in place for Customers and Value partners, including whistle blower policy, ombudsman and direct channels of airing grievances to the Division leader.</p>
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 2022-2023			FY 2021-2022		
	Total Employees/ Workers in respective Category (A)	No. of employees / workers in respective category who are part of association / union (B)	% (B/A)	Total Employees/ Workers in respective Category (A)	No. of employees / workers in respective category who are part of association / union (B)	% (B/A)
<b>Total Permanent Employees</b>						
Male	570	312	55%	517	325	63%
Female	85	28	33%	108	28	26%
<b>Total Permanent Workers</b>						
Male	2,531	2,531	100%	2,499	2,499	100%
Female	2,539	2,539	100%	2,552	2,552	100%



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

### Rossell Tea Division

All the employees / workers are part of employee unions at the respective Tea Estates.

### Rossell Techsys Division

There is no union as employees have chosen not to have one. However, the Division does have a staff-welfare committee to look into issues that pertain to staff. The Staff welfare committee is by the staff, for the staff and through the staff and is constituted on a yearly and on a voluntary basis.

#### 8. Details of training given to employees and workers:

Category	FY 2022-2023					FY 2021-2022				
	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)
<b>Employees</b>										
Male	748	660	88%	344	46%	672	661	98%	446	66%
Female	190	186	98%	80	43%	169	166	98%	69	41%
<b>Total</b>	<b>938</b>	<b>846</b>	<b>90%</b>	<b>624</b>	<b>67%</b>	<b>841</b>	<b>827</b>	<b>98%</b>	<b>515</b>	<b>61%</b>
<b>Workers</b>										
Male	4,866	3,208	66%	4,379	90%	4,849	3,236	67%	4,233	87%
Female	6,270	4,921	78%	5,329	85%	6,219	4,842	78%	4,953	80%
<b>Total</b>	<b>11,136</b>	<b>8,129</b>	<b>73%</b>	<b>9,708</b>	<b>87%</b>	<b>11,068</b>	<b>8,078</b>	<b>73%</b>	<b>9,186</b>	<b>83%</b>

100% of the Rossell Techsys Division's employees are trained internally by its Learning and Development Team, also called the "Rossell School of Learning". All the procedures are detailed in the staff handbook as well as in the training manuals. All Employees go through a 360 degree training program on all the policies and procedures on joining, and a refresher training is provided on an annual basis.

#### 9. Details of performance and Career development reviews of employees:

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	570	350	61%	517	352	68%
Female	85	68	80%	108	77	71%
<b>Total</b>	<b>655</b>	<b>418</b>	<b>64%</b>	<b>625</b>	<b>429</b>	<b>69%</b>
<b>Workers</b>						
Male	2,531	1,473	58%	2,499	1,441	58%
Female	2,539	1,455	57%	2,552	1,458	57%
<b>Total</b>	<b>5,070</b>	<b>2,928</b>	<b>58%</b>	<b>5,051</b>	<b>2,899</b>	<b>57%</b>

#### 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 system?

Yes, we have occupational health and safety management system at all of our Tea Estates. We have OHS Team and OHS officer. Periodical Training are organized. Rossell Techsys is ISO 14001: 2015 – Environmental Management System certified and ISO 45001:2018 – Occupational Health & Safety.



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

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

ISO 45001:2018 – Occupational Health and Safety procedure defines the processes to identify work-related hazards and assess risks on a routine and non-routine basis. This is followed by the Division and audited on an annual basis for adherence and compliance.

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

Yes, the employees can report the work-related hazards to the Safety committee members or their respective Manager and there is a process in place to address such risks.

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

Yes. A certified nurse is available on every work day in the facility. Retiring rooms are also available for men and women for taking rest.

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

Safety Incident/Number	Category	FY 2022-2023	FY 2021-2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers		
Total recordable work-related injuries	Employees	1	-
	Workers		
No. of fatalities	Employees	-	-
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers		

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

### Rossell Tea Division

- Providing appropriate Personal Protective Equipment (PPE)
- Ensuring proper ventilation to prevent exposure to dust and to maintain good air quality in the workplace
- Implementing good Hygiene practice, such as regular hand washing and use of sanitizers, to prevent the germs.
- Regular training to workers on how to handle equipment and machine and on how to respond in case of an emergency.
- Training on fire and emergency procedure, mock drills being carried out
- Conducting regular health and safety audits to identify potential hazards and ensure that all safety procedures are being followed.
- Offering workers particularly the female workers wellness programs to promote healthy habits and reduce the risk of injury and illness.

### Rossell Techsys Division

ISO 45001:2018 – Occupational Health and Safety procedure defines the measures to be taken by to ensure a safe and healthy workplace.

- Providing appropriate Personal Protective Equipment(PPE)
- Training on fire and emergency procedure, mock drills are being carried out
- Conducting regular health and safety audits to identify potential hazards and ensure that all safety procedures are being followed. Periodic safety committee meetings are held to review the risks and mitigation actions.
- Periodic training to all Employees



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

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

	FY 2022-2023			FY 2021-2022		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour / Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Any other type of complaint	-	-	-	-	-	-

No complaints were registered during the last two Financial Year.

14. Assessments for the year:

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

#### Rossell Tea division

Assessments have been done as part of business operations. Inspection is conducted regularly by the Inspectors of various statutory / regulatory authorities.

#### Rossell Techsys division

Assessments have been done by the certifying agency for ISO 14001: 2015 – Environmental Management System certified & ISO 45001:2018 – Occupational Health & Safety on an annual basis.

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

Not applicable as there are no significant risks / concerns arising from assessments of health and safety practices and working conditions.

### 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.

Rossell India Limited acknowledges its responsibility towards society and supports inclusive growth and equitable development of all its stakeholders. We strongly believe in growing together responsibly leading to the success of our business. We aim at balancing the needs and address the concerns of our stakeholders and endeavor to take into consideration the impact it has on the environment, society, and the community.



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

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 & 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
Customers	No	Customer Meetings, Customer Feedback, Website, Product Catalogues.	Ongoing	Customer Satisfaction, Product Quality.
Employees	No	Notice Boards, Website, Employee Survey feedback, Annual Performance Review, Meetings, Trainings	Ongoing	Working conditions, Employee performance, Employee Satisfaction
Community, NGOs	Yes	Corporate Social Responsibility engagements, Meeting with community representative	Ongoing	The welfare of the community
Investors & Shareholders and Analysts	No	AGM, Investor Grievance redressal mechanism	Ongoing	Business Strategies and Performance
Regulatory Bodies	No	Compliance Reports	Ongoing	Compliance with the Law of the land

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

We are committed to respect and protect the Human Rights of all stakeholders impacted by our business especially our employees and people who are vulnerable and marginalized. We also contribute to Human right causes through our CSR activities such as slum area development to provide dignified environment to the underprivileged, promoting gender equality etc.

#### Essential Indicators

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

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of / employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	655	526	80%	625	569	91%
Other than permanent	283	276	98%	216	213	99%
Total Employees	938	803	86%	841	781	93%
<b>Workers</b>						
Permanent	5,070	3,448	68%	5,051	3,283	65%
Other than permanent	6,066	4,125	68%	6,017	3,911	65%
Total Employees	11,136	7,572	68%	11,068	7,194	65%





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

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

Category	FY 2022-2023					FY 2021-2022				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	570	248	44%	322	56%	517	258	50%	259	50%
Female	85	23	27%	62	73%	108	23	21%	85	79%
<b>Other than Permanent</b>										
Male	178	18	10%	160	90%	155	16	10%	139	90%
Female	105	4	4%	101	96%	61	4	7%	57	93%
<b>Workers</b>										
<b>Permanent</b>										
Male	2,531	2,040	81%	491	19%	2,499	2,008	80%	491	20%
Female	2,539	1,519	60%	1,020	40%	2,552	2,071	81%	481	19%
<b>Other than Permanent</b>										
Male	2,335	2,096	90%	239	10%	2,350	2,143	91%	207	9%
Female	3,731	2,776	74%	955	26%	3,667	3,408	93%	259	7%

### Rossell Tea Division

The employees and workers are being paid in terms of Industry wise settlement with the Unions. For the purpose of the above table, we have considered Industry wise settlement with the Unions as the minimum wages. There is no Minimum wage prescribed for Plantations employee and workers in Assam.

### Rossell Techsys Division

All employees are paid above the prescribed central and state government notified Minimum wages.

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	-	-	3	1,26,06,135
Key Managerial Personnel	-	-	-	-
Employees other than BoD and KMP	95	5,01,170	692	3,51,731
Workers	2,466	79,713	2,311	80,827

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 Human Resource Officer (designated as Manager (Administration)) is the focal point for addressing human rights impacts or issues caused or contributed to by the business at Head Office as well as Estate Level. For Rossell Techsys Division the Human Resource Manager is the focal point for addressing human rights impacts or issues caused or contributed to by the business.

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

Grievance redressal mechanism has been explained under Principle 3 Point No. 6.



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

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

	FY 2022-2023			FY 2021-2022		
	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	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

### Tea Division

The Whistle Blower Policy provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

### Techsys Division

The Division has a grievance management committee headed by its Division leader. All staff members in the Division are trained in the grievance redressal process, wherein, any grievance or issues are communicated. Till date, due to the stakeholder empathetic policies, no grievance has been lodged and hence there was no necessity to act upon. Further, the Whistle Blower Policy and the POSH policy provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

Yes.

9. Assessments for the year:

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

All the assessments have been done as part of the business operations for the Company and subjected to regular inspection by the Inspectors from the statutory / regulatory authorities.



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

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

Not Applicable as there is no significant risks / concerns arising from the assessments at Question 9 above.

### 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 2022-2023	FY 2021-2022
Total electricity consumption (A)	19,445 GJ	15,458 GJ
Total fuel consumption (B)	1,50,948 GJ	1,39,149 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1,70,393 GJ	1,54,607 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	476.58 GJ / Crores of Turnover	509.77 GJ / Crore of Turnover
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.

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 operations of the Company are not covered under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

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

Parameter	FY 2022-2023	FY 2021-2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	22,800	22,800
(ii) Groundwater	23,630	23,887
(iii) Third party water*	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	46,430	46,687
Total volume of water consumption (in kilolitres)	46,430	46,687
Water intensity per rupee of turnover (Water consumed / turnover)	129.86 KL / Crores of Turnover	153.93 KL / Crores of Turnover
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.



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

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

No liquid is used in tea manufacturing process. Only for washing purpose which is discharged through effluent treatment plant.

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

Parameter	Please specify unit	FY 2022-2023	FY 2021-2022
NOx	PPM	14.85	14.55
Sox	mg/Nm3	8	6
Particulate matter (PM)	mg/Nm3	42.7	40.5
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP) <b>Carbon Monoxide)</b>	mg/Nm3	0.25	0.2
Others – please specify ( <b>Total Fluoride)</b>	mg/Nm3	3	2.5

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.

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	10,238	8,872
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4,375	3,392
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 Equivalent / Crores of Turnover	40.87 MT / Crores of Turnover	40.44 MT / Crores of Turnover
Total Scope 1 and Scope 2 emission 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. **N**

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

### Rossell Tea Division

#### Following steps have been taken to reduce Green House Gas emissions:

- All new acquisitions of Machinery are planned with a view towards energy and fund conservation.
- Consent for installing solar power sent to the Govt/APDCL. Installation of a 302.4 KWp Solar plant at Kharikatia TE under OPEX model has been ordered in collaboration with Tata Power Solar.
- Conventional pipe Gas burners at Dikom TE replaced for lowering consumption with better combustion/blue flame.
- Old gas pipeline replaced and put above the ground at Dikom TE and Nokhroy TE for longevity. Hydraulic testing of gas supply pipeline was conducted for all Estates receiving gas. Leaking/worn out valves were replaced to ensure no loss of gas.



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

- Fuel efficient Gas burners at Nokhroy TE and Romai TE have been recalibrated to get blue flame which indicates optimum combustion of gas.
- Cleaning of old and installation of additional perpex /transparent roof sheets to save on electricity.
- Enhancement in Mechanization of pruning operations- additional pruning machines were provided for improving pruning/work standards and timely completion.
- Halogen bulbs replacement with LED bulbs is ongoing.
- Water flow meters have been installed to measure and monitor water pumping.
- Reduction in chemical usage by adopting early detection/search and kill in initial stages to avoid harmful spraying.
- Reduction in N (Urea) & K (MOP), introduction of Nano Urea.

### Rossell Techsys Division

The Division operates out of a GOLD rated, LEED (Leadership in Energy and Environmental Design) certified, Green Building. Certification is from the India Green Building Council (IGBC). The facility design facilitates natural light, minimal use of water, for greenery, recyclable water for green cover. The facility is also paper-less, an IT enabled green operations. All IT equipment are also "green" certified. The Division adopts the e-waste disposal process to be fully compliant with green operations.

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

Parameter	FY 2022-2023	FY 2021-2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	5.30	6.40
E-waste (B)	1.20	1.30
Bio-medical waste (C)	0.10	0.10
Construction and demolition waste (D)	21.00	17.50
Battery waste (E)	2.70	0.30
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)- Used Oil	0.70	1.20
Other Non-hazardous waste generated (H). Please specify, if any.	45.80	48.10
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>76.80</b>	<b>74.90</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled*	76.80	74.90
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	Unusable paper sacks are buried and written off.	
(ii) Landfilling	The Agricultural waste is mulched back in the field.	
(iii) Other disposal operations	Empty Chemical Containers are disposed through Govt./PCB approved vendors.	
<b>Total</b>		

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.



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

### Rossell Tea division

Tea Waste is denatured by mixing lime with it, in case it is unfit for human consumption. In case it is usable, the same is sold to Instant Tea manufacturer after seeking permission from Tea Board of India.

All other Waste Material sent to recyclers / Composters through authorized collectors.

### Rossell Techsys division

Generated waste is disposed through KIADB authorized service providers and they in turn recycle the waste

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.

### Rossell Tea Division

Our waste management approach is based on the philosophy of Reduce, Reuse, and Recycle. We seek to uphold our ambition of zero waste to landfills. We follow a process of waste segregation at the source through which the entire volume is treated or disposed of in line with applicable legislative requirements.

### Rossell Techsys Division

The waste management practices for the Rossell Techsys Division, is in line with the applicable laws and regulations of the state of Karnataka and also in line with the Division's Environmental Management System Certification (ISO 14001) and Organizational Health and Safety Certification (OHSAS), ISO 45001. The Division is compliant to the requirements specified by KSPCB (Karnataka State Pollution Control Board). The Division follows the process of waste segregation at the source and adopts the philosophy of Reduce, Reuse, and Recycle.

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:

None of our offices are 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:

No Environmental Impact Assessment (EIA) was required to be done based on laws applicable in the current Financial Year.

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

Yes, the company is compliant with applicable environmental laws and regulations in India.

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

We work very closely with leading Industry Associations and Chambers of Commerce at International, National, State and Local levels to advocate and pursue various causes that are in larger interests of industry, economy, society and the public especially in areas of economic reforms.

### Essential Indicators

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

14 (Fourteen)



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

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers associations (State/National)
1	Indian Tea Association, Kolkata	National
2	Tea Research Association, Kolkata	National
3	Calcutta Tea Traders' Association, Kolkata	National
4	Tea Association of USA Inc, New York	International
5	Guwahati Tea Auction Committee, Guwahati	National
6	IPC	National
7	Radio Technical Committee for Aeronautics	National & International
8	Vertical Take-off and Landing Aeroplane	National & International
9	Society for Indian Aerospace Technologies and Industries	National
10	Society of Indian Defense Manufacturing	National
11	Federation of Karnataka Chambers of Commerce and Industry	National
12	NIIE	National
13	ERAI	International
14	Society for Indian Aerospace Technologies and Industries	National

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Not applicable as no adverse orders from regulatory authorities have been received related to anticompetitive conduct by the entity.

### PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

The Company encourages the Employees to contribute to society at an individual level by participating in blood donation, community service, donation for the needy etc.

#### Essential Indicators

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

No requirement of Social Impact Assessments (SIA) of projects was applicable to the company in the current FY 2022-2023.

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

There was no project involving R&R during the FY 2022-2023.

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

Considering the nature of the business, any concern/ grievance from the community is dealt with by respective Tea Estates / Departments on a case-to-case basis. No complaints/concerns have been raised by community during the FY 2022-2023 and FY 2021-2022.



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

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

### Rossell Tea Division

	FY 2022-2023	FY 2021-2022
Directly sourced from MSMEs/ small producers	Stores Items – 30% (approx..)	Stores items – 30% (approx.)
Sourced directly from within the district and neighbouring districts	Bought Leaf – 100%	Bought Leaf – 100%

### Rossell Techsys Division

	FY 2022-2023	FY 2021-2022
Directly sourced from MSMEs/ small producers	8.60%	5.13%
Sourced directly from within the district and neighbouring districts	5.01%	6.22%

## 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.

Customers can reach out to the company on the email id [rossell@rossellindia.com](mailto:rossell@rossellindia.com) and [corporate@rosselltea.com](mailto:corporate@rosselltea.com) & [rossell@rosselltechsys.com](mailto:rossell@rosselltechsys.com) in case of any feedback or complaints.

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

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

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

	FY 2022-2023			FY 2021-2022		
	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
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	-	-	-	-	-	-





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

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

There were no instances of product recalls on account of safety issues.

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, Rossell Techsys Division has its IT framework covering cyber security and risks related to data privacy. The Division is certified to ISO27001 as well as compliant to NIST SP 800-171 and currently in the process of CMMC v2.0 certification. The Division is an 100% IT enabled operations, and is completely green.

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 regulatory action has been taken regarding advertising, essential services, cyber security, data privacy or product recalls.