

Business Responsibility Report

(As per Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

| Sr. no. | Particulars | Details |
|---------|---|---|
| 1 | Corporate Identity Number [CIN] | L15419PN1985PLC037347 |
| 2 | Name | Tasty Bite Eatables Limited |
| 3 | Registered address | 201-202, Mayfair Towers, Wakdevadi, Shivajinagar, Pune 411005 Maharashtra, India |
| 4 | Website | www.tastybite.co.in |
| 5 | E - mail id | secretarial@tastybite.com |
| 6 | Financial Year reported | 1 April 2021 to 31 March 2022 |
| 7 | Sector(s) that the Company is engaged in (industrial activity code - wise) | Name and description of main product/ services: Prepared foods NIC code of the product / service: 107 |
| 8 | List three key products/services that the Company manufactures/provides (as in balance sheet) | Ready to Eat Formed Frozen Products Sauces |
| 9 | Total number of locations where business activity is undertaken by the Company | |
| a) | International locations | |
| | No. of Plants (for manufacturing business) | 0 |
| | No. of Offices (for non-manufacturing business) | 0 |
| b) | National locations | |
| | No. of Plants (for manufacturing business) | 1 |
| | No. of Offices (for non-manufacturing business) | 1 |
| | Total | 2 |
| 10 | Markets served by the company (local/ state/ national/ international) | |
| | National (No. of states) | 11 |
| | International (No. of countries) | 20 |

SECTION B: FINANCIAL DETAILS OF THE COMPANY

| | | (INR in Million) |
|---|--------------------------|------------------|
| 1 | Authorised Capital | 50.00 |
| 2 | Paid Up Capital | 25.66 |
| 3 | Total Turnover | 3,855.60 |
| 4 | Total Profit after Taxes | 103.28 |
| 5 | Net Worth | 2,171.78 |

6 (a)

- (i) Is CSR applicable as per section 135? – Yes
(ii) Turnover – 3,855.60
(iii) Net worth – 2,171.78

(b) Net Profits for last three financial years

| | (INR in Million) | | |
|--|------------------|---------|---------|
| Financial Year ended | 2018-19 | 2019-20 | 2020-21 |
| Profit Before Tax | 470.76 | 533.54 | 525.75 |
| Net Profit computed u/s 198 adjusted as per rule 2(1)(f) of the Companies (CSR Policy) Rules, 2014 | 495.20 | 566.60 | 545.08 |

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(c) Average net profit of the company for last three financial years (as defined in explanation to sub-section (5)) section 135 of the Act: INR 535.63 million

7 Prescribed CSR Expenditure (two percent of the amount as in point above): INR 10.71 million

(a) Total amount spent on CSR for the financial year: INR 10.71 million

(b) Amount spent in local area: INR 10.71 million

(c) List of activities / manner in which the amount spent during the financial year as detailed below:

(INR in Million)

| Sr No. | CSR project or activity identified | Sector in which the project is covered | State/Union Territory where Project/ Programme was undertaken | Specify the districts where the programme was undertaken | Amount outlay (budget) project or programme wise | Amount spent on project or programme |
|--------|--|--|---|--|--|--------------------------------------|
| 1 | Integrated Agriculture Development Projects | Rural Development | Maharashtra | Pune dist. Daund Taluka | 8.47 | 8.47 |
| 2 | Sustainable Livelihoods through Multi-Skills Training & Entrepreneurship Development | Women Empowerment and Livelihood | Maharashtra | Pune dist. Daund Taluka | 1.00 | 1.00 |
| 3 | Covid-19 relief | Covid relief | Maharashtra | Pune | 6.49 | 6.49 |
| 4 | Covid-19 relief | Covid relief | Maharashtra | Pune | 0.37 | 0.37 |

INR 16.33 million spent in FY 2021-22 (out of which INR 10.71 million contributed by Tasty Bite Eatables Limited in FY 2021-22). Sr. No. 1,2 & 3 through Tasty Bite Foundation. Details in Annual Report of CSR activities.

(d) Details of Implementing Agencies

| Sr No. | Project Name | Project Location Address | Details of Implementation Agency | | | |
|--------|--|---|----------------------------------|--|---------------------------------------|--|
| | | | Name | Address of Registered Office | Contact No. | Email Address |
| 1 | Integrated Agriculture Development Project | Khor, Deulgaon gad and Padvi. Daund Tal, Pune Dist. | Krishi Vigyan Kendra (KVK) | A/p. Malegaon Khurd, Tal. Baramati, Dist. Pune – 413 115 | 02112 255227 | kvkbmt@yahoo.com |
| 2 | Sustainable Livelihoods through Multi-Skills Training & Entrepreneurship Development | Deulgaon gad and Padvi. Daund Tal, Pune Dist. | American India Foundation (AIF) | 15/11, Ground Floor, Sarva Priya Vihar, New Delhi - 110016 | T: 91-124-4551850 M: 91-8527759990 | kavita.srivastava@aif.org |

SECTION C : OTHER DETAILS

Holding, Subsidiary and Associate Companies :

(a) Names of Holding Companies

| Sr No. | Name of the Company | CRN/FCRN | Holding/Subsidiary/ Associate/Joint Venture | % of shares held |
|--------|--|-----------------------|---|------------------|
| 1 | Preferred Brands Foods (India) Pvt. Ltd. | U15400MH1998PTC113768 | Holding | 74.22% |
| 2 | Effem Holdings Ltd. | NA | Holding | 0.01% |

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(b) Subsidiary Companies :

| | | |
|---|--|----|
| 1 | Does the Company have any Subsidiary Company/ Companies? | No |
| 2 | 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) | NA |
| 3 | 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%] | No |

SECTION D: BR INFORMATION (Governance, Leadership and Oversight)

1 Details of Director/Directors responsible for BR

a. Details of the Director/Directors responsible for implementation of the BR policy/policies

| No. | Particulars | Details |
|-----|------------------|-----------------------------|
| 1 | No. of Directors | 1 |
| 2 | DIN Number | 07529010 |
| 3 | Name | Gaurav Gupta |
| 4 | Designation | Whole Time Director and CFO |

b. Details of the BR head

| No. | Particulars | Details |
|-----|---------------------|--|
| 1 | DIN (if applicable) | 07529010 |
| 2 | Name | Gaurav Gupta |
| 3 | Designation | Whole Time Director and CFO |
| 4 | Telephone number | (020) 30216000 |
| 5 | e-mail id | gaurav@tastybite.com |

c. Details of review by the Company

| No. | Particulars | Details |
|-----|--|--|
| 1 | 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 | The Board of Directors and the Committees of the Board assess the BR performance of the Company periodically. Managing Director / Whole Time Director reviews the performance of Business Responsibility every 6 months by way of evaluating the performance of departments and entire organization. |
| 2 | Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published? | The Report is published on annual basis as a part of annual report. The same can be viewed at www.tastybite.co.in |
| 3 | Has the company carried out independent assessment/ evaluation of the working of this policy by an internal or external agency? | The Business Responsibility Policy is evaluated internally. Policies pertaining to health, safety and environment are audited externally by DNV [a leading global independent risk and assurance certification organisation. The Company is ISO 14001 certified and ISO 45000 certified. |

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2 Principle-wise (as per NVGs) BR Policy/policies

a. Details of compliance (Reply in Y/N)

| No. | Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|-----|--|--|---|-----------------|--|-----------------|---|-----------------|---|-----------------|
| 1 | Name your company's policy/policies that cover each principle and its core elements of the NGRBCs | Code of Conduct, Whistleblower & Vigilance Mechanism Policy, Anti bribery/ Anti corruption Policy | Product Responsibility is in our Mission Statement, Code of Conducts, Integrated Management System Policy | Code of conduct | Code of Conduct, Integrated Management System Policy | Code of conduct | Code of Conduct, CSR policy, Integrated Management System | Code of conduct | Code of Conduct, CSR policy, Integrated Management System | Code of conduct |
| 2 | Has the policy being formulated in consultation with the relevant stakeholders? | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 3 | Does the policy conform any national / international standards? If yes, specify? [50 words] | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Yes. These policies have been devised in confirmation with respective regulations or national standards that come into effect from time to time. These policies are revisited on a regular basis and are updated as and when there is any change in the norms. | | | | | | | | |
| 4 | Has the policy being approved by the Board? If yes, has it been signed by MD/owner/ CEO/ appropriate Board of Director? | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 5 | Does the company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy? | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 6 | Indicate the link for the policy to be viewed online? | Details given below | | | | | | | | |
| 7 | Has the policy been formally communicated to all relevant internal and external stakeholders? | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 8 | Does the company have inhouse structure to implement the policy/ policies. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 9 | Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/ policies? | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 10 | Has the company carried out independent audit/ evaluation of the working of this policy by an internal or external agency? | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

Details of Policies:

- Code of Conduct, Integrated Management System Policy are internally available to the employees and other relevant stakeholders
- CSR Policy, Whistleblower and Vigilance Mechanism Policy, Mission Statements are available on www.tastybite.co.in

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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 | - | - | - | - | - | - | - | - | - |
| 6 | Any other reason (please specify) | - | - | - | - | - | - | - | - | - |

SECTION E : PRINCIPLE WISE PERFORMANCE

This section is aimed at helping businesses demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions.

P1 – Business should conduct and govern themselves with ethics, transparency and accountability

| Principle No. | Description | Response |
|---------------|---|--|
| 1.1 | 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? | Our corporate governance practices apply across the Company and 3 rd parties dealing with the Company. TBEL also follows the Mars, Incorporated [ultimate holding company] business principles which adhere to highest standards of ethics and responsibilities. |
| 1.2 | 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. | (i) Shareholder complaints : 36 complaints were received in FY 2021-22 and resolved. (ii) Code Of Conduct: The Company's Code of Conduct outlines and creates a set of values for all concerned people to behave in an ethical manner while working for and on behalf of the Company. It takes into account factors like regulatory compliance, equal employment opportunity, non-harassment & prevention of sexual harassment, prevention of use of alcohol, illegal drug or medication, use of the Company's, Customers' and Suppliers' resources and competition. It is applicable to all directors and employees. (iii) Prevention of Sexual Harassment ["POSH"] Policy: The policy framework aims at educating employees on any sort of harassment (including sexual harassment) and report about it appropriately when seen or experienced at the workplace. All the cases are acted upon immediately and corrective actions are taken. (iv) The Company received whistleblower letters in March & April 2022, which were investigated by Independent agency. Details provided in Directors' report. |
| 1.3 | Describe the process of identifying key stakeholder groups of the company | Mapping of stakeholders (internal and external) is outcome of analysis of issues that have / may have impact on the Company activities or are critical for stakeholders of the Company |
| 1.4 | What are the channels through which stakeholders can access information about the company on issues relevant to them? | Email: secretarial@tastybite.com Website: www.tastybite.co.in Meetings, newspapers, Stock Exchange, Company website etc. |

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

Yes. The plan outlines key responses to various business risks which have the potential to disrupt manufacturing activities and mitigation of identified risk to ensure continuity of the business. This plan covers emergency response plan for onsite emergencies and key business risks that affect manufacturing operations.

P2 – Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

| Principle No. | Description | Response |
|---------------|---|---|
| 2.1 | List upto 3 of your products whose design has incorporated social or environmental concerns, risks and/or opportunities and briefly describe the actions taken to mitigate the adverse environmental and social impacts in production and disposal as identified in the LCA or any other means. | <ul style="list-style-type: none"> • TBEL uses 50 microns and above multilayer packaging material for its products. The Company has Extended Producer Responsibility (EPR) management in tie up with Waste Management Company authorised under Plastic Waste Management Rules. In addition, this year the weight of packaging pouches reduced from 100 micron to 80 micron for maximum product portfolio. • Development of processes and leveraging technology utilizing less water during production • Adopting sustainable energy policies and practices like Solar Energy, Waste Management, Environment Awareness, Occupational Health & Safety, Wind energy utilization, use of briquettes as alternate source of energy, generation of electricity from in - house biogas plant. • Invested in automated ETP to recycle water. Sludge from ETP used as compost in nearby farms. |
| 2.2 | <p>For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional):</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> | <ul style="list-style-type: none"> • More than 50% of consumer busines is organic. The concept of organic is based on sustainability. • Biogas - 1% of total power used • Solar - 7% of total power used • Windmill - 8% of total power used • 100% Biomass fuel used for steam production • Usage of renewable energy is around 75% of total energy consumption |
| 2.3 | 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. | <p>The Company endeavors to integrate sustainability in sourcing of its materials. Example:</p> <ul style="list-style-type: none"> • TBEL sources 100% of fresh vegetables directly from local farmers, small groups and collection centers. • Helping conventional suppliers follow sustainability practices like traceability, soil conservation etc. • Entire principle of organic certified operations is based on sustainability. Approximately, 76% of organic ingredients sourced from within the country. • The Company helps improve capability of local farmers by providing best farm practices, etc. We also have training facilities for the farmers. TBEL Organic farm acts as demonstartion farm for nearing farmers. |

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| Principle No. | Description | Response |
|---------------|--|--|
| 2.4 | 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 <5%, 5-10%, >10%]. Also, provide details thereof, in about 50 words or so. | <p>The Company has taken the following initiatives to recycle products and waste:</p> <ul style="list-style-type: none"> • Plastics: Company has a Extended Producer Responsibility (EPR) in place. Plastic is collected by a Plastic Waste Management company and recycled. • E-waste: E-Waste generated within the Company are in form of computers, batteries, etc. these are sold to authorised MPCB vendor for further recycling. • Other waste: 100% food waste generated is processed in inhouse biogas facility. |
| 2.5 | Describe the improvements in environmental and social impacts of product and processes due to R&D and Capex Investments in specific technologies | <ul style="list-style-type: none"> • Major capital expenditure was incurred on <ol style="list-style-type: none"> 1. Upgrading the existing ETP (Effluent Treatment Plant) 2. Rainwater harvesting: It is expected that due to the Project ~6 million litres of water per year may get collected. 3. Recycling waste water: Overall raw water consumption decreased significantly. • Roads inside the factory have been paved so as to reduce water runoff. • The biogas plant (including the UASB Digester) installed has been designed to digest and convert a total bio-waste of 4 ton per day to biogas and organic manure. |
| 2.6 | <p>Has the Company taken any steps to procure goods from local and small producers, including communities surrounding their place of work?</p> <p>a. If yes, what steps have been taken to improve their capacity and capability of local and small vendors?</p> | <ul style="list-style-type: none"> • The Company procures 100% fresh vegetables and various other perishable commodities from local farmers. • The Company provides recommendation and sustainable practices training to farmers about the crops, etc. • Building dams and deepening water bodies in local area by Tasty Bite Foundation in association with Krishi Vigyan Kendra (KVK) to help farmers and locals. |

2.7 Provide separate details of quantities collected for reuse, recycling, safe disposal after sale, and at end of life of your products of the following:

| Product | FY 2021-22 | | | | FY 2020-21 | | | |
|--------------------------------|------------|--------|----------|-----------------|------------|--------|----------|-----------------|
| | Collected | Reused | Recycled | Safely Disposed | Collected | Reused | Recycled | Safely Disposed |
| Plastics (including packaging) | 36 MT | - | - | 36 MT | 36 MT | - | - | 36 MT |
| E-waste | 105 KG | - | - | 105 KG | 200 KG | - | - | 200 KG |
| Other waste (food waste) | 526 MT | - | 526 MT | - | 493 MT | - | 493 MT | - |

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P3 – Businesses should promote the wellbeing of all employees

| | | |
|-----|--|---|
| 3.1 | Please indicate the total number of employees (staff and workmen) | Staff- 138, Workmen- 112 |
| 3.2 | Please indicate the total number of employees hired on temporary/contractual/casual basis. | 768 |
| 3.3 | Please indicate the number of permanent women employees | 25 |
| 3.4 | Please indicate the number of permanent employees with disabilities | Nil |
| 3.5 | Do you have an employee association that is recognized by management | Yes, CITU (Centre of Indian Trade Union) |
| 3.6 | What percentage of your permanent workmen is members of this recognized employee association? | 12% |
| 3.7 | 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. | Nil |
| 3.8 | What percentage of your under mentioned employees were given safety & skill upgradation training in the last year? | |
| | 1. Permanent Employees | 100% |
| | 2. Permanent Women Employees | 100% |
| | 3. Casual/Temporary/Contractual Employees | 100% |
| | 4. Employees with Disabilities | NA |

3.9 Is there a mechanism available to receive and redress grievances for the following categories of employees and workmen? If yes, please name the mechanism.

| Category | Yes/No |
|--------------------------------|--|
| Permanent Workmen | Yes. Grievance Redressal Committee is formed |
| Other than Permanent Workmen | Yes. Grievance Redressal Committee is formed |
| Permanent Employees | Yes. Open Door Policy in place |
| Other than Permanent Employees | Yes. Open Door Policy in place |

The Company has mandatory and non-mandatory committees to enable the employees (including contractual workmen) to raise their concerns. Safety Committee, Internal Complaints Committee, Grievance Committee, Sudhar group etc. are some of the Committees. There is also 'Ombudsman' system in place implemented by Mars group.

3.10 Describe the measures taken by the company to ensure a safe and healthy work place:

Health Measures

1. Workplace monitoring survey by external agency for noise monitoring, lux monitoring, dust monitoring, tap water testing etc.
2. Various medical camps to ensure the workplace activities exposure / impact on employee health by conducting lung function test, eye and ear test, all blood pathogen testing and regular fitness. Various vaccinations like tetanus, swine flu, typhoid, Covid vaccine.
3. Prompt trained first aid team and a regular Medical Practitioner available in all shifts. Trainings also provided to workmen and employees on safety and precautions to be taken on site.
4. Adequate air ventilation throughout the factory and cool air supply by installing Air Handling Units (AHU). Natural air ventilators installed at roofs of building & sheds in the factory.
5. Tested and filtered portable cold water supply and neat & clean urinals for both men / women employee.
6. Dedicated ambulance and tie up with the nearest hospital to provide and referral services to take care of impaired health issue.
7. Dedicated online / medical app and various medical policies. Medical room with paramedical staff available.

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Safety Measures

1. Frequently carryout 'Identification of Risk and Hazard Analysis' (HIRA) process and take corrective action immediately.
2. External audits done on regular basis.
3. Training, development and rotation of employees done on frequent intervals to assure human resource balance throughout the factory.
4. Regular meeting on safety aspects with all safety representatives and volunteers and uplift the ground level safety issues.
5. On Job training, Mock drill, Fire drill and emergency exercises to upkeep the ERT (Emergency Response Team) and check the health of emergency handling facilities and services.
6. Employee participation in safety during various activities like hazard identification, safety meeting, safety week celebration and other safety promotional activities [like loto programme, kaizen, near miss & spot hazards competitions].
7. Incident / Accident investigation, analysis of root cause and confirm the CAPA and update the actions in HIRA / Training records / monthly inspection checklist etc.
8. Ensure all storage locations and other fire prone area free from fire hazards and any dangerous occurrences.
9. Trained fire fighters alongwith dedicated fire protection system available in factory.

| | | |
|------|---|--|
| 3.11 | Provide the measures undertaken by the company to ensure that statutory dues have been deducted and deposited by the 3rd parties | The Company undertakes compliance audits of 3rd parties such as Contractors, etc on frequent basis. Compliance check is also done by 3rd party auditors of the Company. |
| 3.12 | Provide the corrective actions taken for children/ adolescents identified as employed in your establishments and value chain | The Company undertakes compliance audits by 3rd parties on frequent basis. Compliance check is also done by Internal Auditors of the Company. There has been no instance reported of underage / child labour in company. |
| 3.13 | Provide the corrective actions taken for forced/involuntary labour identified in your establishments | There has been no such instance. |
| 3.14 | Provide the actions taken to prevent adverse consequences to the complainant in discrimination and harassment cases | The Code of Conduct including various policies specifically states that the complaints shall be kept confidential by the management/ investigating team. The Policies also mention that no adverse effect on whistleblower/ complainant under any policy, in case, the compliant is true. |
| 3.15 | Provide the corrective actions taken on the outcomes of health and safety audits of your establishments, including value chain partners | The Company undergoes many audits w.r.t. Health and Safety by various customers and external agencies during the year. Various audits include audits by Customers on Minimum Mandatory Standards (MMS) and COSCO framework. Internal Audit by Mars Companies and ISO 45001:2018 and ISO 14001:2015 audit, mandatorily done by external agency once a year. No major non compliance highlighted in any of the report. |

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| | |
|---|--|
| 3.16 Percentage of accident-affected employees/ workmen rehabilitated and placed in suitable employment | <p>Serious injury is termed as Lost Time Incident (LTI) wherein the worker is not able to resume work within the next 48 hours[in accordance with the Factories Act, 1948].</p> <p>The Company has reported zero LTI in the last one year. The company facilitates hospitalization of the employee/ workmen. Recovery time to the employee/ workmen is given by the Company. Fitness certificate ensured before joining the duty. Company also facilitates insurance for all employees. Company also provides paid leave to the employee/ workmen after accident to recover. Welfare officer continuously monitors the health of such employees.</p> |
|---|--|

P4 – Businesses should respect the interest of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

| | |
|--|---|
| 4.1 Has the company mapped its internal and external stakeholders? Yes/No | <p>Yes, the Company has mapped its stakeholders, internal as well as external as below:</p> <ol style="list-style-type: none"> 1. Employees: Trainings, surveys, rewards & recognitions, team building and fun activities, celebrations, learning series and meeting with personalities, communication with employees on regular basis by the top management. 2. Bankers: Various visits and regular communications 3. Shareholders: AGM, meetings(virtual) with shareholders, annual reports, updates on website etc 4. Suppliers/Vendor : Various visits and regular communication. |
| 4.2 Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders | <p>Yes</p> |
| 4.3 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>The Company is guided by its mission statement "to be a socially responsible company that will delight consumers". The Community initiatives undertaken is the commitment of the business to contribute to sustainable economic development, working with employees, their families, the local community and society at large to improve their standard of living. The thematic area of initiatives is centered on environment, rural education; farming & soil conservation, disaster relief, etc. Various activities done by the Company through Tasty Bite Foundation during the year are -</p> <ol style="list-style-type: none"> 1. Built Matti Dam at Khor and Mati Nala Bandh at Khor, Deepening and carried widening of the natural streams etc. projects to enhance water availability in nearby area. 2. Skill development programmes like Computer Training in rural areas for technical enhancement. 3. Tailoring camps for women to contribute to their empowerment and livelihood. <ul style="list-style-type: none"> Partnered with American India Foundation to provide sustainable livelihoods through multi-skills training & entrepreneurship development. 4. Training on modern methods of farming to enhance farmers' knowledge about scientific procedures and latest tools and help them take precautions to maintain soil fertility. 5. TBEL farm is used as demonstration farm. 6. Employee policies changed to suit need of employees. |

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| | | |
|-----|---|--|
| 4.4 | Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups | <ul style="list-style-type: none"> • Supplier development programmes by TBEL to help them develop specific products, in case need be. • Farming training given to nearby farmers in our demonstration farm. • Sourcing of 100% fresh vegetables from local farmers/ farmer group. • Prioritizing the payment of MSME (even before the regulatory/ agreed timeframe) to support during pandemic. • Annual awards to recognize the efforts of Suppliers and 3rd parties, equal rights & opportunities given to contractual labours, etc. |
| 4.5 | Provide details of 3 instances as to how the inputs received from stakeholders were incorporated into policies and activities of the company: | <ul style="list-style-type: none"> • Inputs given by the farmers/ producers of raw material to source specific raw material within the country. This learning from our producers was implemented for better efficiency in production (pre and post) activities. • Packaging line wastages reduced considerably by implementing process and changes suggested by the vendor. • The Company also introduced new policies as a part of "Employee Handbook" for its employees after receiving suggestions and feedback. |

P5 – Businesses should respect and promote human rights

| | | |
|-----|---|--|
| 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 policies not only cover employees but also contractors, customers and others. |
| 5.2 | How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management? | No complaints were received relating to human rights violation during the year. |
| 5.3 | 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] | <p>Yes, the Company has 'Open Door Policy' and 'Grievance Redressal Policy' in place to address the human rights impacts/ issues caused or contributed by the business.</p> <p>The employees may also connect with 'Ombudsman' for their grievances.</p> |
| 5.4 | Describe the internal mechanisms in place to redress grievances related to human rights issues: | Respective Committees are formed and necessary redressal takes place. Confidentiality of all complaints are maintained throughout. |
| 5.5 | Do human rights requirements form part of your business agreements and contracts? [Yes / No]: | Yes, by way of Contracts with Customers and Employee handbook mentioning Code of Conduct with employees and 3 rd parties. |
| 5.6 | Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints: | No complaints received w.r.t. human rights. The Company follows highest standards of human rights compliances. |
| 5.7 | Details of the scope and coverage of any Human rights due diligence conducted, including in the value chain: | The Company is from time to time audited for Social Accountability compliance by its Customers. Meanwhile, the Policies like Vigilance Mechanism and Whistle Blower are public documents. The Employee handbook also mandates the employees and business partners to mandatorily follow the business ethics. We are also guided by our Mission Statement to be a "socially responsible" company. |

Business Responsibility Report [Contd..]

P6 – Business should respect, protect and make efforts to restore the environment (Health, Safety and Environment)

| | | |
|-----|---|---|
| 6.1 | Does the policy related to Principle 6 cover only the Company or extends to the Group/Joint Ventures/ Suppliers/ Contractors/ NGOs/ others | <p>The Policy is applicable to employees and third parties also. The Company is ISO 14001 and ISO 45001 certified which are based on Environment standard.</p> <ul style="list-style-type: none"> • Workplace environment • Ambient environment (inside and outside environment of plant) • EURO4 safe products <p>The Company has always considered its employees as the most valuable asset of the organization. The Company constantly undertakes initiatives to ensure the safety and well-being of its employees at workplace. The Company engages its employees and third party vendors, contractors in various EOHS initiatives held in the organization. The hazard identification and risk assessment is carried out in consultation with relevant stakeholders, employees and third party contractors. The implemented controls are monitored and evaluated regularly to ensure employee safety all the time at workplace.</p> <p>Few of the activities performed towards occupational health and employee safety:</p> <ul style="list-style-type: none"> • Awareness programmes • OSHA awareness floor walks • Periodic evacuation drills • Regular trainings and mock drills. <p>The Company conducts regular health checkup [specific to areas of work] of all employees and workers in factory and head office. All safety guards such as gloves, ear plugs, safety shoes, replacement of sharp tools with blunt end tools, etc. are provided.</p> |
| 6.2 | 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. | <p>Yes. www.tastybite.co.in</p> <p>(i) We are working on curbing carbon footprints by using renewable sources of energy like solar panels, wind energy, biogas, briquettes made from sugarcane waste, etc. and reducing the natural resources depletion.</p> <p>(ii) Carbon emission being curbed by dust collector to settle the carbon particles.</p> <p>(iii) Recycling & reuse of used water to conserve water.</p> |
| 6.3 | Does the company identify and assess potential environmental risks? Y/N | <p>Yes. The Company maintains and continually monitors the aspect impact register by which environmental risks are identified. The Company is ISO 14001: 2015 certified.</p> |
| 6.4 | Does the company have any project related to Clean Development Mechanism? If Yes, provide details: | <p>The Company has continuously ensured extensive usage of renewable sources of energy. Primary energy needs at the factory are met through the rooftop solar panels, biogas plants and through wind energy. The Company uses biomass fuels for 100% operations of its boiler and steam generation. 75% of the total energy used for production is through renewable energy sources. All these measures have helped the Company maintain a low carbon footprint.</p> |

Business Responsibility Report (Contd..)

| | | |
|-----|--|---|
| 6.5 | 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. | Yes. 75% of the total energy used is generated through renewable sources of energy including solar power, wind power & bio gas. Company also uses Biomass energy [i.e. Briquettes]. https://www.tastybite.co.in/sustainable#renewable |
| 6.6 | Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported? | Yes. Emission control equipment is installed at the plant. Air quality is tested twice a year by NABL accredited laboratories to ensure that emissions generated by the Company are within permissible limits. There have been no instances of exceeding limits. All the waste and emission parameters are within the limits set by Maharashtra Pollution Control Board. |
| 6.7 | 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 | Nil |

6.8 Details of environmental impact assessments of projects undertaken by the company:

| | FY 2021-22 | FY 2020-21 |
|--|--------------------------------|--------------------------|
| Environmental impact assessment conducted | EMS certified, ISO 14001: 2015 | EMS certified, ISO 14001 |
| Whether conducted by independent external agency | Yes | Yes |

6.9 What are the material environmental risks to the business identified and the mitigation measures adopted by the company with regard to the following:

| Environmental Component | Risk(s) Identified | Mitigation Measures Adopted |
|-------------------------|--|---|
| Land Use | No risk identified | Not applicable |
| Emissions | Yes Primary Risk: Level of emissions released from the plant during and post production | Pollution control equipment like dust collector installed in the factory and timely and routine maintenance of these equipment is carried out. Additionally, an audit is conducted by a National Accreditation Board for Testing and Calibration Laboratories accredited laboratory twice a year. No non-compliance with any of the norms set by the government authorities was highlighted during the audit. |
| Water | Yes Primary Risk: Waste water generated and released from the factory without treatment | All waste water is treated in the Effluent Treatment Plant [ETP] and domestic waste is treated in the Sewage Treatment Plant [STP]. The waste water is recycled and used in non-production processes and for ancillary purposes. Any surplus treated water is then distributed to farmers for agricultural purposes, thus ensuring zero waste water in the factory. |
| Energy | Yes Primary Risk: Reliance on non-renewable sources of energy for production and operations | Yes. 75% of the total energy used is generated through renewable sources of energy including solar power, wind power & bio gas. Company also uses Biomass energy [i.e. Briquettes]. |

Business Responsibility Report [Contd..]

| Environmental Component | Risk(s) Identified | Mitigation Measures Adopted |
|-------------------------|--|--|
| Biodiversity | Yes Primary Risk: Threat to biodiversity in and around the factory due to pollutants, emissions and waste generated from production processes | All waste generated at the plant is treated before being released to ensure that pollutants are eliminated. The residue from the Effluent Treatment Plant is distributed to local farmers to be used as manure for agricultural purposes |
| Other | None | Not applicable |

6.10 What is the % of solid waste generated that is recycled and sent to the landfill?

100% of the solid waste generated is recycled into biogas. No landfill by Company.

6.11 Percentage of renewable energy consumed to total energy consumed:

| | FY 2021-22 | FY 2020-21 |
|---|------------|------------|
| % age of renewable energy consumed to total energy consumed | 16% | 22.50% |

| | |
|--|--|
| 6.12 Provide details of solid waste management relating to the following aspects | <ul style="list-style-type: none"> All the solid waste generated is used in the inhouse biogas facility. Hazardous waste generated is minimal - in form of used machine oil. This is sent to a Maharashtra Pollution Control Board authorized vendor for disposal. Food waste is used to generate biogas. The sludge generated from the biogas plant is then used as manure by local farmers. |
| 6.13 Briefly describe the solid waste management practices adopted in your establishments | <p>(i) 100% solid waste generated used in inhouse biogas plant.</p> <p>(ii) Sludge generated in Effluent Treatment Plant is used as manure.</p> |
| 6.14 Briefly 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 | Not applicable. Our products do not contain chemicals. |

6.15 List innovative technologies, solutions and initiatives undertaken resulting in lower environment footprint adopted by the company, if any.

| Sr No. | Environmental footprint | Initiatives undertaken |
|--------|-------------------------|---|
| A | Land Use | No land filling done by the Company. |
| B | Emissions | Emission is only from boiler. Boiler set up with 100% MPCB compliances. Further, all emissions are within the MPCB limit. |
| C | Water | Major capital expenditure was incurred on rainwater harvesting, recycling waste water and upgrading the existing ETP (Effluent Treatment Plant). Roads inside the factory have been paved so as to reduce water runoff. |
| D | Energy | The biogas plant (including the UASB Digester) installed has been designed to digest and convert a total bio-waste of 4 ton per day to generate electricity. |
| E | Biodiversity | 100% of the fuel used in boilers are sugarcane briquettes which accounts for 75% of the total energy consumption along with other renewable energy source. |

Business Responsibility Report (Contd..)

P7 – Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

- 1 a. Number of affiliations with trade and industry chambers/ associations - 4
- b. List the trade and industry chambers/ associations Company is a member of/are affiliated to:

| Sr No. | Name of the trade and industry chambers/ associations | Scope of Entity(State/National) |
|--------|---|---------------------------------|
| 1 | Mahratta Chamber of Commerce, Industries and Agriculture(MCCIA) | National |
| 2 | Confederation of Indian Industry(CII) | National |
| 3 | Association of Indian Organic Industry(AIOI) | National |
| 4 | Institute of Directors(IOD) | National |

c. Have you advocated/ lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others) No

P8 – Businesses should support inclusive growth and equitable development

| | |
|--|---|
| 8.1 Specified programmes to support this principle | The Company is guided by its mission statement to be socially responsible company that will delight consumers. Community initiatives undertaken is commitment of business to contribute to sustainable economic development, working with employees, their family, local community and society at large to improve quality of life. Various programmes include support to local farmers / farmer groups for procuring 100% fresh vegetables from them, maximum workers from local community, skill building programme in youth in nearby area in association with American India Foundation, Water conservation project in association with Agriculture Development Trust (KVK) and support to society at large by providing dry ration kits and ready to eat food during pandemic. |
| 8.2 Modes through which the above projects/programmes undertaken | Details mentioned in CSR annual report section. |
| 8.3 Company direct contribution to community development | Details mentioned in CSR annual report section. |

8.4 Details of Social Impact Assessments (SIA) undertaken by the company for projects in the current financial year

| | |
|--|----|
| Has Social Impact Assessment been conducted | No |
| Has the Social Impact Assessment been conducted by an independent external agency | No |
| Have the results of the Social Impact Assessment been communicated in public domain? | No |
| Web Link | NA |

Business Responsibility Report [Contd..]

8.5 Steps undertaken to ensure that community development initiatives are adopted by community: Community collaboration and participation are encouraged at all stages of CSR initiatives. Multiple interactions with local communities through people/ beneficiary meetings, meeting with local administrative officials to understand the needs of people, trainings provided etc. Extensive engagement with the community helps in better planning and execution of the projects. This ensures continued support for the initiative and adoption of good practices even after completion of project by the Company.

Both agencies associated with Tasty Bite Foundation regularly meet the people / beneficiaries to understand feedback.

P9 – Businesses should engage with and provide value to their customers and consumers in a responsible manner

9.1 % of products and services [by turnover] of your business carrying information about:

| | % of products and services carrying information |
|---|---|
| Environmental and social parameters relevant to the product | 100% |
| Safe and responsible usage | 100% |
| Recycling and safe disposal | 100% |
| Not Applicable [Yes/No] | NA |

1. All products have usage instructions mentioned on packaging.
2. Packaging also has recycling, safe disposal practices instructions mentioned.
3. Social/Environmental parameters like organic, chemical free etc. are also mentioned.

| | |
|--|--|
| 9.2 What percentage of customer complaints/ consumer cases are pending as on the end of financial year? | There are no pending complaints/consumer cases. All responses to the complaints are closed within 2-3 days basis the nature of the complaints. |
| 9.3 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] | Yes, the Company provides all the mandated information alongwith additional information like handling and making the product, etc |
| 9.4 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 | No, there is no such case filed by any stakeholder |

Business Responsibility Report (Contd..)

| | | |
|-----|--|--|
| 9.5 | Did your company carry out any consumer survey/ consumer satisfaction trends? | The Company conducted one customer feedback survey during FY 2021-22. |
| 9.6 | Channels / platforms where information on products and services of the company can be accessed [provide web link if applicable]: | www.tastybite.co.in |
| 9.7 | Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products: | Packaging/ Label of the products has all the information related to safe & responsible usage of products |
| 9.8 | Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services: | Company has regular telephonic calls with customers and also e-mail communications. During pandemic, the Company and its representatives were in constant communication with the Customers not only w.r.t. the business but also to lend any help during pandemic. |
