

## Annexures

### ANNEXURE - A: BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

[Pursuant to Regulation 34 of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015]

#### SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity		
1.	Corporate Identity Number (CIN) of Listed Entity	L36999KA1999PLC025195
2.	Name of the Listed Entity	UNITED BREWERIES LIMITED
3.	Year of Incorporation	May 13, 1999
4.	Registered office address	UB Tower, UB City, #24 Vittal Mallya Road, Bengaluru - 560 001, Karnataka, INDIA
5.	Corporate Address	Same As above
6.	E-mail	ublinvestor@ubmail.com
7.	Telephone	+91 80 45655000
8.	Website	<a href="http://www.unitedbreweries.com">www.unitedbreweries.com</a>
9.	Financial year (FY) for which reporting is being done	April 01, 2021 to March 31, 2022
10.	Name of the Stock Exchange(s) where shares are listed	(i) BSE Limited (ii) National Stock Exchange of India Limited
11.	Paid-up Share Capital	264,405,149 Equity Shares
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR	Mr. Bharani Kumar J – Head Projects & Engineering Telephone: +91 80 45655053 Email: bharanikumar@ubmail.com
13.	Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	On standalone basis

#### II. Products/Services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacture and Supply	Beer	99.77
	Non-alcoholic beverages	0.23

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

Product/Services	NIC Code	% of total Turnover contributed
Beer	11031	99.77
Non-alcoholic beverages	11049	0.23

### 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	20 (Twenty)*	48	68
International	05 (Licensing units)	Nil	05

\*Non-Alcoholic beverage unit near Patna is proposed to be closed effective May 2022. Alternate production arrangement through contract to derive economies in scale has been made.

17. Market served by the entity:

a. Number of locations

Location	Number
National (No. of States)	28 States & 8 Union Territories
International (No. of Countries)	50 International Countries

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

– 1.11%

c. A brief on types of customers

- State Government/ State owned Corporation in Government market.
- Distributors in open market

### IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1225	1120	91%	105	9%
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total Employees (D+E)	1225	1120	91%	105	9%
WORKERS						
1.	Permanent (F)	1612	1569	97%	43	3%
2.	Other than Permanent (G)	163	159	98%	4	2.45%
3.	Total Employees (F+G)	1775	1728	97%	47	3%

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	Nil	Nil
2.	Other than Permanent (E)	2	1	50%	1	50%
3.	Total differently abled employees (D+E)	3	2	67%	1	33%
DIFFERENTLY ABLED WORKERS						
1.	Permanent (F)	19	18	95%	1	5%
2.	Other than Permanent (G)	2	1	50%	1	50%
3.	Total differently abled workers (F+G)	21	19	90%	2	10%

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

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors	8	1	12.5
Key Management Personnel (including Directors)	3	Nil	Nil

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

Particulars	FY2021-2022 (Turnover rate in current FY)			FY2020-2021 (Turnover rate in previous FY)			FY2019-2020 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	3%	22%	9%	1%	10%	14%	2%	16%
Permanent Workers	3.6%	0.1%	3.7%	6%	0.2%	6.2%	9.8%	0.1%	9.9%

## 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
1.	Maltex Malsters Limited	Subsidiary	51%	No
2.	Kingfisher East Bengal Football Team Private Limited	Associate	49.99%	No

## VI. CSR Details

## 22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 : (Yes/No)

(ii) Turnover (in Rs.) : 58,319 Million

(iii) Net worth (in Rs.) : 39,156 Million

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## 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 2021-2022 (Current Financial Year)			FY 2020-2021 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	NA	Nil	Nil	NA	Nil	Nil	NA
Investor (other than shareholders)*	Yes	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes	5	Nil	Resolved	13	Nil	Resolved
Employees and workers*	Yes	4	4	Resolved	2	2	Resolved
Customers/Consumers	Yes	903	Nil	Resolved	1653	Nil	Resolved
Value Chain Partners*	Yes	Nil	Nil	NA	Nil	Nil	NA
Others (Health & Safety)*	Yes	2	1	In process to resolve	3	3	NA

\*Grievance redressal mechanism is covered under 'Speak up Policy' available on Company's Intranet portal, and; for business associates, the company has framed a policy 'Guidance Note to Business Associates', which can be viewed on Company's website: [www.unitedbreweries.com/investors](http://www.unitedbreweries.com/investors).

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

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

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Fresh Water (i.e., Raw Material for manufacture of Beer)	Risk	Water availability and Conservation	(i) Reduce consumption of fresh water; (ii) Reuse-recycle of treated wastewater, and (iii) Tap & recharge Rainwater	Negative implications

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## 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 National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes /No)	The Company has framed Policies to meet statutory requirements. In a few areas internal guidelines have been framed which cover certain aspects of NGRBC.								
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	Policies covering certain Stakeholders can be viewed on Company's website: <a href="http://www.unitedbreweries.com/investors">www.unitedbreweries.com / investors</a> . Internal policies are restricted and can be viewed by employees only on Company's Intranet portal.								
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)	Formalized Policies have been communicated to key internal Stakeholders of the Company. The company has an inhouse structure for implementation. As we progress in this area, the same will be strengthened suitably.								
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Certain breweries of the Company are in conformance of international standards and have been accredited with various certifications like ISO 9001:2015 (Quality Management System); ISO 14001:2004 (Environmental Management System); ISO 22000:2005 (Food Safety Management System); OHSAS 18001:2007 (Occupational Health Safety Assessment System).								
5.	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	To adhere to the policies covering each principle and its core elements of the NGRBC.								
6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Overall, the Company's performance is in line with its commitments.								
Governance, leadership, and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> ). – We constantly strive to ensure maximum compliance in terms of governance, environment, and economic strategies. We always strive to enhance our strategies and commitments towards being a responsible business while we continue to transparently share our sustainability performance and goals moving forward. In our efforts we maintain an honest accountability towards our communities, stakeholders, and shareholders.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	Mr. Rishi Pardal, Managing Director & Chief Executive Officer								
9.	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes /No). If yes, provide details.	The Corporate Social Responsibility and Environment, Social and Governance Committees are responsible for decision making. The Board has framed various Committees whose role includes formulation and implementation of Policies within their terms of reference though a specified Committee to oversee the implementation of Policies is not constituted.								

## 10. Details of Review of NGRBC by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Responsible Business conduct is reviewed through Code of Business Conduct, Environment, Social and Governance and Corporate Social Responsibility engagements by the respective Committees at periodical intervals i.e., half-yearly/Annual basis.  The Board of Directors assess CSR initiatives, Sustainability, Risk and Strategic initiatives. The CSR Head and the CXO/MD meet frequently to oversee implementation of CSR projects/programmes/activities to be undertaken by the Company. The CSR Committee of the Board meets annually to oversee the functioning of CSR activities and implementation of projects.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	We comply with statutory requirements relevant to the principles in relation to Govt. Statutory requirements and in case of non-compliance steps to rectify the same are taken immediately.																	

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
While these Policies are reviewed from time to time by the Management, Auditors and consultants in respective areas, a separate evaluation exercise by an independent agency is yet to be carried out.									

## 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)	All Principles are covered by required policy/policies								
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)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1 - Business 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	Nil	NA	NA
Key Managerial Personnel	03	(i) Code of Business Conduct (ii) Information Technology (iii) Prevention of Sexual Harassment	100%
Employees other than Board of Directors and KMPs	04	(i) Code of Business Conduct (ii) Information Technology (iii) Prevention of Sexual Harassment (iv) Human Rights	100%
Workers	02	(i) Skill Development and (ii) Human Rights	100%

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):

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty	P1	Competition Commission of India	Rs.751,83,00,000/-	Alleged anti-competitive conduct in the Beer Market in India	Yes
Penalty	P1	Stock Exchanges	Rs.1,85,000/-	Composition of Independent Directors	Paid under protest
Settlement	NA	Nil	Nil	Nil	NA
Compounding Fee	P1	Inspector of Legal Metrology, Agra	Rs.50,000/-	Compounding of case relating to labelling of product	No
	P1	Foods Safety and Standards Inspector, Shimla	Rs.50,000/-		No
Non-Monetary					
Imprisonment	NA	NA	NA	Nil	Nil
Punishment	NA	NA	NA	Nil	Nil

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Alleged anti-competitive conduct, engaged in price co-ordination and indulging cartelization	Competition Commission of India
Compliance relating to composition of Independent Directors.	The Stock Exchanges (i.e., BSE Ltd., and National Stock Exchange of India Limited)

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy  
 – Yes. Policy implemented and covered as part of Business Conduct program. Also available on Company's Website [www.unitedbreweries.com](http://www.unitedbreweries.com) and on Company's Intranet Portal.

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

Particulars	FY 2021-2022 (Current Financial Year)	FY 2020-2021 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2021-2022 (Current Financial Year)		FY 2020-2021 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

– Not Applicable

### Essential Indicators

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

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

2. Does the entity have processes in place to avoid / manage conflict of interest involving members of the Board? (Yes/No) If Yes, provide details of the same.

– Yes, Directors are covered under the Code of Business conduct.



**PRINCIPLE 2 - Businesses should provide goods and services in a manner that is sustainable and safe**
**Essential Indicators**

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

Particulars	FY 2021-2022 (Current Financial Year)	FY 2020-2021 (Previous Financial Year)	Details of improvements in environmental and social impacts
Research & Development (R&D)	Rs.260 million	Rs.3.66 million	Developed two rows malting variety of Barley (i.e., Raw material) and achieved 'Zero Liquid Discharge' of water through innovative New Water project.
Capex	Rs.336.6 million	Rs.330.85 million	Recycle and reuse of treated wastewater for conservation of fresh water.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
– We initiated, data collection for Environment, Social and Governance (ESG). Sustainable sourcing is one of the goals identified as part of ESG program.
- b. If yes, what percentage of inputs were sourced sustainably?  
– 65% of inputs were sourced sustainably.
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.
- a) Plastics (Including packaging) – Under Extended Producer Responsibility program, collect the plastic material for recycling.
- b) E-Waste – Computer and Printer (leased out on 'Buy-back Policy' of the Company with the OEMs.
- c) Acid Batteries – Disposed under buy-back policy with OEMs.
- d) Hazardous waste – Segregated at brewery and send to state pollution control board authorized TSDF (Treatment Storage Disposal Facility) site for disposal.
- e) Other Nonhazardous waste – Scrap & By-products sold to Vendors.
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.  
– The EPR is applicable for our operational management. Waste collection plan is in line with the Extended Producer Responsibility plan as submitted to the Pollution Control Board.

**Leadership Indicators**

1. Has the entity conducted Life Cycle Perspective/Assessment (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?  
– Life Cycle Perspective/Assessment is not applicable to Alcohol & Beverage Industries.

NIC code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
Not Applicable					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessment (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name or Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2021-2022 (Current Financial Year)	FY 2020-2021 (Previous Financial Year)
Used Glass Bottles containing our registered Trademarks.	63.2%	65%

4. Of the products and packaging reclaimed at end of life of products, amount [in Metric Tonnes (MT)] reused, recycled, and safely disposed, as per the following format:

	FY 2021-2022 (Current Financial Year)			FY 2020-2021 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	1318	Nil	Nil	1447	Nil
E-waste	Nil	Nil	4	Nil	Nil	6
Hazardous waste	109	12.1	5,718	391	1.3	4,639
Other waste	131	24,141	3,812	104	20,179	3,093

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Beer Glass bottles	>95% recycled (Out of 95%, 60% reclaimed by the company and balance 35% recycled in the market as cullet's (precursor for making glass))
Beer Cans	>95% recycled

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### 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:

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1120	1120	100	1120	100	NA	NA	Nil	NA	Nil	NA
Female	105	105	100	105	100	5	4.76	Nil	NA	Nil	NA
<b>Total</b>	1225	1225	100	1225	100	5	0.41	Nil	NA	Nil	NA
Other than Permanent employees											
Male	NIL										
Female											
<b>Total</b>											

\*Out of 105 female members, no members have availed day care facility.

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

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1569	1569	100%	758	48%	NOT APPLICABLE					
Female	43	43	100%	40	93%						
Total	1612	1612	100%	798	49%						
Other than Permanent employees											
Male	NIL										
Female											
Total											

\*Not Applicable

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

Benefits	FY2021-2022 (Current Financial Year)			FY2020-2021 (Previous Financial Year)		
	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%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	Nil	22%	Yes	Nil	23%	Yes
Others	NIL					

### 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

### 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.

– No

### 5. Return to work & 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	Nil	Nil	Nil	Nil
Female	5	75%	Nil	Nil
<b>Total</b>	5	75%	Nil	Nil

### 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.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes – Grievance Redressal Mechanism forum is available for reporting, by way of direct approach to immediate Head/Supervisor/Manager
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 2021-2022 (Current Financial Year)			FY 2020-2021 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (C/D)
<b>Total Permanent Employees</b>						
Male	Nil	Nil	NA	Nil	Nil	NA
Female	Nil	Nil	NA	Nil	Nil	NA
<b>Total Permanent Workers</b>						
Male	1225	1150	94%	1247	1157	93%
Female	32	32	100%	33	33	100%

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

Category	FY 2021-2022 (Current Financial Year)					FY 2020-2021 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	1120	1120	100%	1120	100%	1402	1402	100%	1402	100%
Female	105	105	100%	105	100%	102	102	100%	102	100%
Total	1225	1225	100%	1225	100%	1504	1504	100%	1504	100%
Workers										
Male	1728	1728	100%	1094	63.32%	1247	1247	100%	985	79%
Female	47	47	100%	47	100%	33	33	100%	33	100%
Total	1775	1775	100%	1141	64.28%	1280	1280	100%	1018	80%

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

Category	FY 2021-2022 (Current Financial Year)			FY 2020-2021 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1324	1212	91.54%	1402	1293	92%
Female	97	85	88%	102	96	94%
<b>Total</b>	1421	1297	91%	1504	1389	92%
<b>Workers</b>						
Male	Performance and Career developments reviewed, as per the terms and conditions of Long-Term Wage Settlement/Agreement entered between the company and Permanent Workers					
Female						
<b>Total</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 such system?
  - Tailor-made Safety Management System covers the length & breath of our operation.
  - Environment, Health and Safety (EHS) policy is existence to focus both physical & mental well-being of the employees and to protect the environment.
  - Periodical training is imparted to develop a good safety work environment culture.
  - Environment and Safety Risk Assessment is carried out periodically to evaluate the potentials risk and continuously work for risk reduction.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
  - Specialized tool used for assessing the risks associated with our nature of work.
  - Hazard Identification and Risk Assessment (HIRA) is carried out for all risk activity and risk control are placed for Human Safety.
  - Process Hazard Analysis is carried out through HAZOP, HAZID and LOPA techniques to identify and control the risk related process, equipment and people engaged in the activities.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)  
– Yes
- d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)  
– Yes

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

Safety Incident/Number	Category	FY 2021-2022 (Current Financial Year)	FY2020-2021 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.25	0.07
	Workers	NA	NA
Total recordable work-related injuries	Employees	4	1
	Workers	0	4
No. of fatalities	Employees	1	0
	Workers	Nil	Nil
High consequences work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Step 1: High level risk assessment is conducted based on the past historic events and the potential hazards and risk are identified.

Step 2: HIRA (Hazard Identification & Risk assessment) and PHA (Process Hazard Analysis) studies are conducted for evaluating the risk level.

Step 3: Control of risk

- Elimination/substitution - Assessment to eliminate the activity/hazard which has potential to harm or injury the team.
- Engineering controls - Suitable engineering solution like placing guards, interlocks to reduce the risk level are provided.
- Administrative controls - Follow Safety Management System viz., issue permit to work, and provided work (Job) safety training.
- PPE - Provided personal protective equipment to all employees exposed to the residual risks while performing the activity.

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

Particulars	FY 2021-2022 (Current Financial Year)			FY 2020-2021 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	01	Nil	Resolved	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

## 14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	i) About 90% of breweries and its offices were assessed by third party; and
Working conditions	ii) Fire Compliance Assessment of 48 offices of the Company and 8 contract breweries, were assessed by the entity's EHS team.

## 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 &amp; safety practices and working conditions.

- Adherence to Permit to work with Risk Assessment for all non-routine activities in line with Company's safety guidelines.
- Ensured that all work/job shall be performed after complete understanding of all the risks associated/PTW condition before carrying out the job.
- Major engineering control taken this year based on past histories
  - Layers of Protection in the brew house.
  - Fall protection system like roof lifeline and fragile protection in the roof.
  - Upgradation of LOTO system to machine specific procedures.
- Reviewed and updated the Systematic Operating Procedure on maintenance work.
- Conducted Process Hazard Analysis (PHA) studies to identify risks in the process and severity mitigation and probability reduction action plan in progress.

<b>Leadership Indicators</b>
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1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers (Yes/No)
  - Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
  - Regular Audit conducted by the Internal auditor and yearly audit by Statutory Auditors of the Company.
3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment).

Particulars	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2021-2022 (Current Financial Year)	FY 2020-2021 (Previous Financial Year)	FY 2021-2022 (Current Financial Year)	FY 2020-2021 (Previous Financial Year)
Employees	Not Applicable			
Workers				

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)
  - Yes

#### 5. Details of assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	Nil
Working Conditions	Nil

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.
- Proposed to be implemented after end of Financial Year 2024-2025.

### PRINCIPLE 4 - Business should respect the interest of and be responsive to all its stakeholders

#### Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Stakeholders play a vital role in the outcome of projects. Stakeholders' identification, analysis, and selection can be tricky areas to navigate. If at the end of the day, the appropriate stakeholders aren't selected for a project, requirements and deliverables may not be successfully met, and the end goals can erroneously be sidestepped. There are many different stakeholders (like Direct/Indirect internal stakeholders and External Stakeholders) throughout the life of a project

As a process, we first (i) identify stakeholders', do research individuals and third-party organization that may be relevant to your project. (ii) Categorize the stakeholders in terms of their influence, interest, and levels of participation in project, (iii) Study potentiality of the Stakeholders, (iv) Communicate with identified stakeholders about management process and communication plan.

2. List stakeholder groups identified as key for your entity and the frequency or 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	Emails and Website	As and when required	Purpose and scope of engagement is communication for attending queries / grievance / notice / complaints / Suggestion concerns and providing response, solutions, and assurance
Employees	No	Email, Notice, and Intranet Portal	Quarterly/Half-yearly and Annually	
Government Bodies	No	Newspapers, Community Meetings, Notice and Website	Regular	
Investors and Stakeholders	No	Emails, Newspapers, Notice and Website	Quarterly/Half-yearly and Annually	
Local communities	Yes	Newspapers, Meetings, and others.	Regular	
Suppliers and vendors	No	Emails	Regular	

#### Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
- Periodical Reports on economic, environmental, and social topics shall be provided to stakeholders including Govt. Bodies. No consultation between stakeholders & the Board.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No), If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities or the entity.
- Yes. Internal guidance/Systematic Operation of Process have been formulated after consultation and keeping in view the interest of stakeholders only.



3. Provide details of instances of engagement with and action taken to, address the concerns of vulnerable/marginalized stakeholder groups.  
– Not Applicable

#### PRINCIPLE 5 - Businesses should respect and promote human rights

##### Essential Indicators

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

Category	FY 2021-2022 (Current Financial Year)			FY 2020-2021 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	2837	1600	56.40%	2934	1514	51.60%
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Employees</b>	2837	1600	56.40%	2934	1514	51.60%
<b>Workers</b>						
Permanent	1612	1600	99.25%	1280	1280	100%
Other than permanent	163	Nil	Nil	4692	3000	63.93%
<b>Total Workers</b>	1775	1600	99.25%	5972	4280	71.67%

2. Details of Minimum wages paid to employees and workers, in the following format:

Category	FY 2021-2022 (Current Financial Year)					FY 2020-2021 (Previous Financial Year)				
	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)	No. (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Male										
Female										
Workers										
Permanent										
Male	1720	67	4%	1653	96%	1753	76	4%	1677	96%
Female	47	Nil	Nil	47	100%	47	Nil	Nil	47	100%
Other than Permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

Particulars	Male		Female	
	Number	Median remuneration /salary/wages of respective category	Number	Median remuneration /salary/wages of respective category
Board of Directors (BOD)	5	73,55,932	*1	1,10,37,006
Key Managerial Personnel	3	4,30,93,846	Nil	NA
Employees other than BOD and KMP	1,116	8,03,629	105	6,34,357
Workers	1,816	5,18,544	51	3,19,540

\* Sitting fees and Commission paid to one female director.

## 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

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

– We have not received any complaints on human rights violations during the reporting period.

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

Particulars	FY 2021-2022 (Current Financial Year)			FY 2020-2021 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	Nil	Resolved	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labor	Nil	Nil	NA	Nil	Nil	NA
Forced Labor/Involuntary Labor	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issued	Nil	Nil	NA	Nil	Nil	NA

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

– Grievance mechanism with respect to Code of Business Conduct is in place.

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

– Yes

## 9. Assessment for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.
- Corrective actions taken as per the Systematic Operation of Process/Internal Guidelines framed and Policies formulated and implemented which are approved by the Board as per the guidelines of the Govt. Bodies.

#### Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.
  - Not Applicable
2. Details of the scope and coverage of any Human rights due diligence conducted.
  - Not Applicable
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
  - Yes
4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	
Child Labor	
Forced Labor/Involuntary Labor	
Wages	
Others-please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.
  - Not Applicable

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## PRINCIPLE 6 - Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

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

Parameter	FY 2021-2022 (Current Financial Year)	FY 2020-2021 (Previous Financial Year)
Total electricity consumption (A)	381	320
Total fuel consumption (B)	1264	1094
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumption (A+B+C)</b>	1645	1414
Energy intensity per rupee of turnover (Total energy consumption/turnover in Rupees)	0.016	0.015
Energy intensity (optional) – the relevant metric may be selected by the entity	158.1	162.8

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

– No

- 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? (Yes/No) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

– Not Applicable

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

Parameter	FY 2021-2022 (Current Financial Year)	FY 2020-2021 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	16,92,034	11,64,929
(ii) Ground water	13,86,062	10,04,750
(iii) Third party water	2,04,959	6,22,868
(iv) Sea water/desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)</b>	32,83,056	27,92,553
<b>Total volume of water consumption (in kiloliters)</b>	32,83,056	27,92,553
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover)	25.03	27.42
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	3.44	3.61

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

– No

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

Yes – Out of 19 operating breweries, 2 breweries located at Tamil Nadu (UB Chennai) and Rajasthan (Chopanki) have implemented the mechanism of ZLD.

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

Parameter	Unit	FY2021-2022 (Current Financial Year)	FY2020-2021 (Previous Financial Year)
NOx	Ton/Year	220.5	93
Sox	Ton/Year	121.10	351
Particulate matter (PM)	Ton/Year	140.80	57
Persistent organic pollutants (POP)	Not Applicable	Nil	Nil
Volatile organic compounds (VOC)	Not Applicable	Nil	Nil
Hazardous air pollutants (HAP)	Not Applicable	Nil	Nil
Others – please specify	Not Applicable	Nil	Nil

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

– No

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

Parameter	Unit	FY2021-2022 (Current Financial Year)	FY2020-2021 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,20,661	1,03,852
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)		56,605	49,142
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		1.35 Tons	1.5 Tons
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) - the relevant metric may be selected by the entity		0.019 Tons	0.020 Tons

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by external agency? (Yes/No) If yes, name of the external agency.

– No

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.  
Yes – Developed Environment, Social and Governance (ESG) roadmap and identified potentials projects for achieving targeting Net Carbon foots in both Electricity & Thermal Energy.

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

Parameter	FY2021-2022 (Current Financial Year)	FY2020-2021 (Previous Financial Year)
<b>Total Waste generated (in metric tons)</b>		
Plastic waste <b>(A)</b>	1,318	1,477
E-waste <b>(B)</b>	4	6
Bio-medical waste <b>(C)</b>	0.27	0.27
Construction and demolition waste <b>(D)</b>	Not quantified	Not quantified
Battery waste <b>(E)</b>	Buy back System	Buy back System
Radioactive waste <b>(F)</b>	Not generated	Not generated
Other Hazardous waste. Please specify, if any. <b>(G)</b>	5,842	5,032
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	28,094	23,376
<b>Total (A+B+C+D+E+F+G+H)</b>	35,248	29,893
<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	25,471	21,658
(ii) Re-used	241	496
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	25,711	22,154
<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	2.0	1.1
(ii) Landfilling	9,531	7,733
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	9,533	7,734

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

– No

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

– The Company has standardized the methodology to identify, segregate and quantify the waste generated. Implemented 3Rs (Reduce-Reuse-Recycle) concept for the waste before disposing at landfill site.

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:

– No

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

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 (Yes/No). If not, provide details of all such non-compliance, in the following format:

– Yes

Sl. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control board or by courts	Correction action taken if any
Not Applicable				

### Leadership Indicators

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

Parameter	FY 2021-2022 (Current Financial Year)	FY2020-2021 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	123	96
Total fuel consumption (B)	1110	938
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	1233	1034
<b>From non-renewable sources</b>		
Total electricity consumption (D)	258	224
Total fuel consumption (E)	154	156
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	412	380

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

– No

2. Provide the following details related to water discharged:

Parameter	FY 2021-2022 (Current Financial Year)	FY2020-2021 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatments – please specify level of treatment	13,52,572	12,94,434
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	3,73,430	2,66,332
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
<b>Total water discharged (in kilolitres)</b>	<b>17,26,002</b>	<b>15,60,766</b>

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

– No

3. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility/plant located in areas of water stress, provide the following information:

(i) Name of the area - Ludhiana, Chennai, Nelamangala, Chopanki, Aravalli, Dharuhera, Palakkad & Srikakulam.

(ii) Nature of operations – Manufacturing of Beer

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

Parameter	FY 2021-2022 (Current Financial Year)	FY2020-2021 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	1,17,523	1,15,137
(ii) Groundwater	8,20,448	7,07,544
(iii) Third party water	3,10,650	2,65,109
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>12,48,621</b>	<b>10,87,790</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>12,48,621</b>	<b>10,87,790</b>
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover)	<b>12.26</b>	<b>8.29</b>
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	<b>3.6</b>	<b>3.4</b>



Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Not Applicable	Not Applicable
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	4,07,503	5,41,101
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Not Applicable	Not Applicable
(v) Others		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Not Applicable	Not Applicable
<b>Total water discharges (in kilolitres)</b>	<b>4,07,503</b>	<b>5,41,101</b>

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

– No

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

Parameter	Unit (Metric tonnes of CO2 equivalent)	FY 2021-2022 (Current Financial Year)	FY 2020-2021 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	As per the manufacturing plan, Scope Assessment Plan will be implemented in Financial Year 2023-2024.		
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (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? (Yes/No) If yes, name of the external agency.

– No

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
- Not Applicable
6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiative, as per the following format:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

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

– Yes, the Company have Disaster management plan across the Breweries/Units.

Each of our brewery has an On-site emergency plan for Disaster management. This plan provides guidelines to employees, contractors, transporters, etc., on actions to be carried out in the event of an Emergency. It not only defines responsibilities but also informs about prompt rescue operations, evacuations, rehabilitation, coordination, and communication.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

– No adverse impact to the environment.

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

– Nil

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/associations – Four (4)

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

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	All India Brewers' Association (AIBA)	National
2.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3.	Confederation of Indian Industry (CII)	National
4.	Federation of Karnataka Chambers of Commerce and Industry (FKCCI)	State

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

Name of authority	Brief of the case	Corrective action taken
Competition Commission of India	Pricing discussions	Stay obtained. Regular training and compliance program in place.

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## Leadership Indicators

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others – please specify)	Web Link, if available
1.	Need for the policy on third shift Brewery operations in <b>Odisha</b> to meet peak season demand.	Created a Business case for the State on benefits of allowing 3 <sup>rd</sup> shift which included buoyancy in revenue and Volumes for the State, as well as higher local employment and in-state resource utilization. Submitted through meetings at Excise Department as well as Principle Secretary level.			
2.	Need for rationalization of COVID cess as well as approving the policy on price revision (EBP increase) in <b>Telangana</b> on account of increased cost pressures on manufacturing.	Built a case for price revision owing to inflation in dry and wet goods, increased working capital, steep increase in logistics and packaging material cost. Shown socio-economic benefits of the request, and how the same would drive industry sustainability. Submitted through meetings at Excise Department, Principle Secretary as well as Ministerial level.			
3.	Multiple Policy Inputs to encourage responsible consumption in the State of <b>Karnataka</b>	Submitted a Business Proposal on rationalized taxation on milder drinks and adequate retail presence in the State in order to encourage responsible consumption among customers. Illustrated the socio-economic benefits to the State citing examples of best practices in other States. Submitted through meetings at Excise Department and Principal Secretary level.	No	Part of overall business plan	Not Available
4.	Immediate need for price revision on account of huge cost burden on manufacturing and supply in <b>Rajasthan</b> . Also, rationalization of Excise Duties and tax structure to avoid tax on tax.	Built a case for price revision owing to inflation in dry and wet goods, increased working capital, steep increase in logistics and packaging material cost. Also submitted a business case for rationalization of Beer taxes and to revive the industry badly hit by COVID. Showcased the benefits to the investments made in the State and thus the need for a comprehensive policy on pricing and taxation to drive sustainability of the investments. Submitted through meetings at Excise Department, Principal Secretary as well as Ministerial level.			
5.	Tax rationalization and Ease of Doing Business in <b>West Bengal</b>	Submitted a plea on the immediate need for tax rationalization to revive demand in the State. Also emphasized on the need for Ease of Doing Business on certain processes to enable an efficient supply chain for the industry. Submitted through meetings at Excise Department and Principal Secretary level.			

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

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

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

Sl. No.	Name of the Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

- Describe the mechanism to receive and redress grievances of the community.  
– At the brewery level, grievances if any, are taken up and addressed.
- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particulars	FY 2021-2022 (Current Financial Year)	FY 2020-2021 (Previous Financial Year)
Directly sourced from MSMEs/Small producers	19.32%	18.85%
Sourced directly from within the district and neighboring districts *	About 19%	About 19%

\* Given the multi locational scale of operations across India, numbers are provided in a range.

### Leadership Indicators

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

Details of negative social impacts identified	Corrective action taken
Nil	Not Applicable

- Provide the following information on Corporate Social Responsibility (CSR) projects undertaken by your entity in designated aspirational districts as identified by government bodies:

State	Aspirational District	Amount spent (In INR)
West Bengal	Nadia	2,38,273/-

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)  
– No
  - From which marginalized/vulnerable groups do you procure?  
– Not Applicable
  - What percentage of total procurement (by value) does it constitute?  
– Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1.	Patents	Owned	No	Not Applicable
2.	Trademark	Owned	No	Not Applicable
3.	Copyrights	Owned	No	Not Applicable

5. Details of corrective actions taken on underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Nil	Not Applicable	

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Water Conservation, Haryana	76,265	64.71
2.	Water Conservation, Rajasthan	4,800	17
3.	Integrated Water Resource Management, Tamil Nadu	49,753	93.75
4.	Water Conservation, Punjab	38,444	41
5.	Water Conservation, Telangana and Karnataka	17,000	66
6.	Sustainable livelihood through climate resilient practices, Kerala	41,696	13
7.	Covid Relief-Happiness Kit distribution, Karnataka	16,680	47
8.	Project Oxygen Hub, Maharashtra	64,500	62
9.	Tarang Agroforestry	17,820	73
10.	Project Oxygen Zone, Maharashtra	63,250	60
11.	Pragati Scholarship Programme, Pan India	97	84
12.	Project H.E.A.L., Pan India	1,280	Not Captured
13.	Local covid response and community activities, Pan India	Not Definable	Not Definable

## PRINCIPLE 9 - Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicators

- Describe the mechanism in place to receive and respond to consumer complaints and feedback.
  - There is a customer service number available on the label of every beer bottle. Consumers contact directly to the number available and grievances resolved, if any. In case grievances are directed to sales team, the regional sales team shall contact the customer/consumer and resolve the issues, and the feedback is provided to the customer care.
- Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

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

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

Particulars	FY2021-2022 (Current Financial Year)			FY2020-2021 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	NA	NA	Nil	NA	NA
Advertising	Nil	NA	NA	4	Nil	NA
Cyber-security (Fake Interviews)	1	Nil	NA	1	Nil	NA
Delivery of essential services	Nil	NA	NA	Nil	NA	NA
Restrictive Trade Practices	Nil	NA	NA	Nil	NA	NA
Unfair Trade Practices	Nil	NA	NA	Nil	NA	NA
Others (Consumer cases)*	01	36	NA	04	31	NA

\* Out of 36 consumer cases only 18 cases are active in Consumer forum.

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

## 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. Company has implemented data privacy policy on cyber security and risk related to data privacy under the Business Conduct Program and available on Company's Intranet Portal.

## 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essentials 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 such instances/issues have been faced so far.

## Leadership Indicators

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

– Information on products and services can be accessed through Company's Weblink:  
<https://www.unitedbreweries.com/our-brands>.

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

– We educate on 'Responsible usage of Consumption of Alcohol' (i.e., Beer) and also display Statutory Warning on Labels of Bottles and Cans.

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

– Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes – Additional Information about the product is displayed on the labels. Our regional sales heads in the regions, meet customers on a regular basis, ascertain business concern areas which require attention and resolve their concerns in a time bound manner. UBL periodically assesses consumer trends, consumer choice and preference through need-based survey.

5. Provide the following information relating to data breaches:
- a. Number of instances of data breaches along-with impact  
– Nil
  - b. Percentage of data breaches involving personally identifiable information of customers  
– Nil

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