

Annexures

ANNEXURE - A: BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I.	Details of the listed entity	
1.	Corporate Identity Number (CIN)	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	www.unitedbreweries.com
9.	Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
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	26,44,05,149 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. Radovan Sikorsky – Director & CFO Telephone: +91 80 45655000 Email: ublinvestor@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):

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture and Supply	Beer	99.94
2.		Non-alcoholic beverages	0.06

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

Sl. No.	Product/Services	NIC Code	% of total Turnover contributed
1.	Beer	11031	99.94

Annexures contd.

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	21 (Twenty one)*	48	68
International	05 (Licensing units)	Nil	05

*Out of 21 (twenty one) owned manufacturing plants, 1 (one) at Patna, Bihar and 1 (one) at Chertala, Kerala are not in operation.

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?

– 0.83%

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)	1,245	1,061	85	212	17
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total Employees (D+E)	1,245	1,061	85	212	17
WORKERS						
1.	Permanent (F)	1,492	1,460	98	32	2
2.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
3.	Total Employees (F+G)	1,492	1,460	98	32	2

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)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D+E)	1	1	100	Nil	Nil
DIFFERENTLY ABLED WORKERS						
1.	Permanent (F)	21	19	90.47	2	95.23
2.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled workers (F+G)	21	19	90.47	2	95.23

19. Participation/Inclusion/Representation of women:

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors	8	2	25
Key Management Personnel (including Directors)*	3	Nil	Nil

*As on March 31, 2023, Key Managerial Personnel are Chief Executive Officer and Managing Director (CEO & MD), Chief Financial Officer (Director & CFO) and Company Secretary (CS).

20. Turnover rate for permanent employees and workers:

Particulars	FY 2022-2023 (Turnover rate in current FY in %)			FY2021-2022 (Turnover rate in previous FY in %)			FY2020-2021 (Turnover rate in the year prior to the previous FY in %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20	2	22	19	3	22	9	1	10
Permanent Workers	1.8	0.1	1.9	3.6	0.1	3.7	6	0.2	6.2

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.) : 74,917 Million
(iii) Net worth (in Rs.) : 39,490 Million

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Annexures contd.

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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	3	Nil	Resolved	5	Nil	Resolved
Employees and workers*	Yes	18	5	13 complaints Resolved	4	4	Resolved
Customers	Yes	2710	Nil	Resolved	903	Nil	Resolved
Value Chain Partners*	Yes	Nil	Nil	NA	Nil	Nil	NA
Others (Health & Safety)*	Yes	Nil	Nil	NA	2	1	Resolved

* UBL's stakeholders include our investors, employees, vendors/partners, governments, customers (includes consumers), and the community. A strong 'Whistleblower Policy' and non-retaliation clause is available to all our stakeholders. For details on employees' grievances and resolution, refer to Question 6 of Principle 5. (i) Grievance redressal mechanism is covered under 'Speak up Policy' available on Company's Intranet portal, and (ii) 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.

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

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: www.unitedbreweries.com/investors . 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 (listed entity has flexibility regarding the placement of this disclosure). – UBL is committed to make the business sustainable and socially responsible. 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. For further details, on challenges and achievements, please refer to the detailed Sustainability Report attached as Annexure.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	The Corporate Social Responsibility and Environment, Social and Governance Committees (CSR & ESG) of the Board oversees the business responsibility and progress on our ESG ambition.								
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.	Yes. The CSR & ESG representative of Board of Directors, are responsible for decision making.								

Annexures contd.

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 & ESG Committee of the Board meets twice a year 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
		These Policies are reviewed from time to time by the Management and Auditors.								

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	04	(i) Prevention of Sexual Harassment (ii) Code of Business Conduct (iii) Security Awareness and (iv) All-inclusive Leadership Training	100%
Employees other than Board of Directors and KMPs	04	(i) Prevention of Sexual Harassment (ii) Code of Business Conduct (iii) Security Awareness and (iv) Life Saving Commitments	100%
Workers	03	i) Prevention of Sexual Harassment (ii) Code of Business Conduct (iii) Life Saving Commitments	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)
Fine	P1	Stock Exchanges	Rs. 12,980/-	<u>Delay in filing of:</u> (i) Annual Report 2022, (ii) Disclosure on Related Party Transaction & (iii) Corporate Governance Report	No
Settlement	NA	Nil	Nil	Nil	NA

Annexures contd.

Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	There are no actions on the Company or its Directors/KMPs with regulators/law enforcement agencies/judicial institutions, in the financial year.			
Punishment				

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

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. Our code of Business Conduct and Ethics complies with the legal requirements of applicable laws and regulations, including Anti-Bribery & Anti-Corruption (ABAC) and ethical handling of conflict of interest. Additionally, we also have a Policy on Money Laundering and Sanctions (available in the company intranet) which provides the requirements around ABAC in detail.

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 2022-2023 (Current Financial Year)	FY 2021-2022 (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 2022-2023 (Current Financial Year)		FY 2021-2022 (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.

Leadership 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. The Company receives periodic/ongoing declarations from its Board members, on the entities they are interested in and ensure requisite approvals, as required under the Statute as well as on the Company's Policies which are in place before transacting with such individuals/entities.

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.

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
Research & Development (R&D)	Nil	Rs.260 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.510 million	Rs.336.6 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~~)
– Yes. All our procurement follows the principles of sustainable sourcing.
- 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.

#	Materials	Destination	Description
1.	Plastics	Recycle	Under Extended Producer Responsibility (EPR) program, collect the plastic material for recycling
2.	E-waste	Recycle	Computer and Printer leased out on 'Buy-back Policy' with the OEMs.
3.	Lead acid batteries	Disposed	Disposed under buy-back policy with OEMs.
4.	Hazardous Waste	Treatment/Landfill	Segregated at brewery and sent to State Pollution Control Board authorized TSDF (Treatment Storage Disposal Facility) site for disposal. ETP waste and MEE salt sent for Landfilling.
			Used/Spent Oil, discarded empty drums sent to authorized vendor for recycling
5.	Other Non-Hazardous Waste	Recycle	Sent to authorized vendor for recycling

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.

Annexures contd.

Leadership Indicators

- 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					

- 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		

- 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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Used Glass Bottles as a percentage of total input material in our portfolio	10.9%	11.8%

- 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 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	Nil	3,537	Nil	Nil	1,318	Nil
E-waste	Nil	Nil	6	Nil	Nil	4
Hazardous waste	10,88,714	26.99	7,190	109	12.1	5,718
Other waste	1,91,721	41,169	4,793	131	24,141	3,812

- 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% comprised of bottles that were returned to us and were reused in production, and balance 35% recycled in the market as cullets (precursor for making glass).
Beer Cans	Aluminium Cans are recyclable by nature

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	1,061	1,061	100	100	100	Nil	NA	25	2.35	Nil	NA
Female	184	184	100	100	100	7	3.80	Nil	NA	1	0.54
Total	1,245	1,245	100	100	100	7	0.56	25	2.00	1	0.08
Other than Permanent employees											
Male	Nil										
Female											
Total											

(*) Out of 184 female members, 1 member has availed day care facility.

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

% of workers 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 worker											
Male	1,460	1,460	100	1,460	100	Not Applicable					
Female	32	32	100	32	100						
Total	1,492	1,492	100	1,492	100						
Other than permanent worker											
Male	Nil										
Female											
Total											

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

Benefits	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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	13.5	Yes	Nil	22	Yes
Others	Nil					

(*) All eligible employees covered under the Employees State Insurance Act ("ESIC"), 1948 are provided the benefit.

Annexures contd.

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

– Yes. The 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.

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	25	100	Nil	Nil
Female	7	100	Nil	Nil
Total	32	100	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. UBL is committed to providing a safe and positive work environment. In keeping with this philosophy, the organisation envisages an open-door policy. Employees and Contract staff have access to several forums where they can highlight matters or concerns faced at the work place. These are resolved through a well-established and robust Grievance Redressal Mechanism forum for reporting 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:

– We recognize our employee's rights to assemble, communicate and join association of their choice in matters related to their employment within the purview of our policies and procedures. We respect the rights of our employees to associate or not associate with internal employee resource groups and seek representation, to bargain or not bargain collectively in accordance with local laws.

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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)
Total Permanent Employees						
Male	Nil	Nil	NA	Nil	Nil	NA
Female	Nil	Nil	NA	Nil	Nil	NA
Total Permanent Workers						
Male	1,609	1,609	100	1,247	1,157	93
Female	35	35	100	33	33	100

8. Details of training given to employees and workers:

– Continuous learning and reskilling have always been central to our culture. We also offer instructor-led training programs to our employees around the world.

Health, Safety and Environment (HSE) culture in the organization necessitates development. Training includes awareness-building, mock drills, classroom sessions and periodic demonstrations. Job-specific and generic training is conducted for contractual staff during induction.

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (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	1,061	1,061	100	1,061	100	1,120	1,120	100	1,120	100
Female	184	184	100	184	100	105	105	100	105	100
Total	1,245	1,245	100	1,245	100	1,225	1,225	100	1,225	100
Workers										
Male	1,460	1,460	100	1,460	100	1,728	1,728	1,001	1,094	63.31
Female	32	32	100	32	100	47	47	100	47	100
Total	1,492	1,492	100	1,492	100	1,775	1,775	1,101	1,141	64.28

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,061	999	94.16	1,324	1,212	91.54
Female	184	151	82.06	97	85	87.63
Total	1,245	1,150	92.37	1,421	1,297	91.27
Workers						
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						
Total						

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Annexures contd.

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?

Action Plan for Risk reduction	<ul style="list-style-type: none"> Move to SMS v2.1 (UBL's Safety management system+Heiquest compliance) Process safety management: Conduct Process Hazard Analysis for critical equipment. Assessment of the Explosive Atmosphere (ATEX) in the breweries.
Safety culture transformation	<ul style="list-style-type: none"> Safety leadership workshop with all the stakeholders. Drive behaviour-based safety (BBS) program for all employees. Learning management system: online shot/long duration self- learning courses.
Infrastructure capabilities	<ul style="list-style-type: none"> Digital portal for capturing the EHS data. Develop infrastructure to meet the Heiquest compliance. Completion of gaps identified in the emergency evacuation assessment. Horizontal deployment of learnings from the call to action.
Continuous learning	<ul style="list-style-type: none"> 100% of horizontal deployment of applicable actions from Call-to-action. Review of Risk reduction program based on the HLRA (High Level Risk Assessment) data (Q1 2023). Risk Based Learning Module.

- 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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	(*) 0.30
	Workers	0.55	NA
Total recordable work-related injuries	Employees	9	5
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	1
	Workers	Nil	Nil
High consequences work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

(*) Formula for LTIFR, has been revised in reference to Occupational, Health and Safety Association (OHSA) Regulation.

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 2022-2023 (Current Financial Year)			FY 2021-2022 (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	Nil	Nil	Nil	01	Nil	Resolved
Health & Safety	Nil	Nil	Nil	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) 100% of UBL's breweries & offices were assessed by third party; and ii) Fire Compliance Assessment of 8 offices of the Company and 2 contract breweries, were assessed by the entity's of EHS team.
Working conditions	

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

- Adherence to Permit to work with Risk Assessment for all non-routine activities in line with UBL 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.
- Stringent operation controls such as maker and checker control points have been deployed across the operational areas. These are also monitored on a periodic basis.
- 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 & probability reduction action plan in progress.

There have been no significant risks/concern arising from assessment of health and safety practices and working conditions.

Annexures contd.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)
– Yes.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
– The Company periodically audits value chain partners to ensure timely deduction and deposits of statutory dues.
- 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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Employees	Not Applicable			
Workers				

- 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.
- 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

- 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

- Describe the processes for identifying key stakeholder groups of the entity.
– We are privileged to maintain a strong relationship with our investors based on a deep understanding of their expectations and our commitment to consistently fulfill them. 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.

Annexures contd.

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

Stakeholders 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 (includes consumers)	No	• Emails • Website • Distributor Meetings • Market visits • Outlet activation, on campaign-basis • Events	• Need basis • Periodically	• Business continuity • Support and collaboration • Business growth
Communities	Yes	• Community events • CSR project activities	• Monthly • Need Basis	• Community development programs • Improvement of social infrastructure • Economic and social empowerment
Value Chain Partners (Suppliers & vendors)	No	• Supplier meetings • Mutual visits • Events • Emails	• Monthly • Quarterly • Annually • Need Basis	• Mutual beneficial relationship
Government Bodies	No	• Meetings	• Need Basis	• Support and collaboration
Investors and Stakeholders	No	• Meetings	• Annually • Periodically	• Enhanced return on investment • Lowering capital risks • Business continuity
Other External Stakeholders	No	• Meetings and events	• Periodically	• Support and collaboration • Business growth
Management	No	• Events • Meetings • Emails	• Monthly • Quarterly • Annually • Need Basis	• Enhanced business performance
Employees and Workers	No	• Monthly and quarterly meet • Personal review and visits • Surveys • Trainings • Events • Emails	• Quarterly • Annually • Need Basis	• Personal development • Health and Safety • Grievance resolution mechanism • Engagement

Leadership Indicators

- 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. Consultation with stakeholders on ESG topics are delegated to departments within the organisation who are also responsible for engaging with stakeholders continually. No consultation between stakeholders & the Board.
- 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. Material topics were shortlisted and prioritized based on their impact on our stakeholders and our business.
- Provide details of instances of engagement with and action taken to, address the concerns of vulnerable/marginalized stakeholder groups.
 - Not Applicable.

Annexures contd.

PRINCIPLE 5 – Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1,245	1,245	100	2,837	1,600	56.40
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Employees	1,245	1,245	100	2,837	1,600	56.40
Workers						
Permanent	Nil	Nil	Nil	1,612	1,600	99.25
Other than permanent	Nil	Nil	Nil	163	Nil	Nil
Total Workers	Nil	Nil	Nil	1,775	1600	90.14

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

Legal minimum is defined based on various parameters like tenure, role, location, citizenship status etc., and varies by states. We have defined detailed processes considering these parameters to ensure the employees are paid as per the local regulations and we are compliant with local laws, as applicable.

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (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	1,460	Nil	Nil	1,460	100	1,720	67	4	1,653	96
Female	32	Nil	Nil	32	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)	10	44,70,817	2	75,66,879
Key Managerial Personnel*	5	5,58,74,922	Nil	Nil
Employees other than BoD and KMP	1,295	9,66,732	210	9,06,978
Workers	1,550	4,43,616	38	2,30,628

* Key Managerial Personnel includes Chief Executive Officer & Managing Director (CEO & MD), Director & Chief Financial Officer (Director & CFO) and Company Secretary (CS).

During the year FY23, there were 5 KMPs on the role of the Company, the details of which are as under:

(i) Mr. Radovan Sikorsky was appointed as Director & CFO w.e.f. August 15, 2022 to succeed Mr. Berend Odink, Director & CFO who has completed his assignment of three years on August 14, 2022. (ii) Mr. Govind Iyengar, Company Secretary of the Company, voluntary retired with effect from January 01, 2023, and (iii) Mr. Amit Khera, Company Secretary and Compliance Officer, was appointed with effect from March 15, 2023.

During the year FY23, there were 12 Directors on the Board of the Company, the details of which are as under:

(i) Mr. Radovan Sikorsky was appointed as Director & CFO with effect from August 15, 2022. (ii) Ms. Geetu Gidwani Verma and Mr. Manu Anand were appointed as Independent Directors with effect from May 29, 2022. (iii) Mr. Anand Kripalu was appointed as Independent Director with effect from February 22, 2023. (iv) Mr. Sunil Alagh and Mr. Stephan Gerlich, Independent Directors resigned with effect from June 13, 2022. (v) Mr. Berend Odink, Director & CFO and Mr. Madhav Bhatkuly, Independent Director resigned with effect from August 15, 2022, and March 01, 2023, respectively.

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.

– UBL is committed to providing a safe and positive work environment. In keeping with this philosophy, the organization has an open-door policy. Employees also have access to several forums where they can highlight matters or concerns faced at the workplace. This is achieved through a well-established and robust grievance resolution mechanism. The grievance redressal mechanism adhere to the principles of natural justice, confidentiality, sensitivity, non-retaliation, and fairness while addressing concerns. A detailed investigation process ensures fairness for all involved, with an opportunity to present facts and any material evidence.

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

Annexures contd.

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

Particulars	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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	7	1	6 complaints Resolved	3	Nil	Resolved
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

A robust feedback mechanism ensures employee feedback and concerns are heard and addressed in a timely manner.

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
- UBL commits to protect the complainant and ensure that they are not retaliated against because of any report that they raise in good faith. UBL does not tolerate any form of retaliation (whether by a manager, co-worker or otherwise) against an individual because he or she made a good faith report of an integrity concern. This protection also extends to anyone who assists with or cooperates in an investigation or report of an integrity concern or question. We support those who support our values. 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	100
Forced/Involuntary labor	100
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. There were no significant risks/concerns arising from the human rights association.

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.
- At UBL, our commitment to a values-based ethos is embodied in our Code of Conduct and Ethics. We have strengthened our approach to raising awareness of the Code. We want to continue to build a culture of compliance, where everyone feels they are doing the right thing and prioritizing legal and ethical choices.

2. Details of the scope and coverage of any Human rights due diligence conducted.
 - UBL is committed to providing a safe and positive work environment. In keeping with this philosophy, the organization has an open-door policy. Training on UBL's values and the Code of Conduct and Ethics, in which our stand on human rights is enshrined, is an integral part of the induction program for new employees. Every employee at UBL is mandated to take the training every year which contains learning and assessments on the Code and human rights-related topics.
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. The premise/office of the entity is accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016

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.
 - There were no significant risks/concerns arising from the assessment.

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

Essential Indicators

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total electricity consumption (A) in MJ x 10 ⁶	488	381
Total fuel consumption (B) MJ x 10 ⁶	1,532	1,264
Energy consumption through other sources (C) MJ x 10 ⁶	Nil	Nil
Total energy consumption (A+B+C)	2,020	1,645
Energy intensity per rupee of turnover (Total energy consumption/turnover in Rupees) - MJ per INR	0.016 MJ per INR	0.016 MJ per INR
Energy intensity (optional) – the relevant metric may be selected by the entity - MJ per INR	167.6 MJ per INR	158.1 MJ per INR

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.

Annexures contd.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (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.

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface (Municipality) water	2,33,11,320	16,92,034
(ii) Ground water	7,59,680	13,86,062
(iii) Third party water	1,95,87,090	2,04,959
(iv) Sea water/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	4,36,58,090	32,83,056
Total volume of water consumption (in kiloliters)	4,36,58,090	32,83,056
Water intensity per rupee of turnover (Water consumed/turnover)	25.03	25.03
Water intensity (optional)-the relevant metric may be selected by the entity	3.43	3.44

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

Yes. As per Consent to Operate (CTO) issued by the State Pollution Control Board, out of 19 operating breweries, only 4 breweries have applicability of ZLD i.e., breweries located at Chennai, Tamil Nadu; Chopanki & Aravalli, Rajasthan and Srikakulam, Andhra Pradesh. The Company has implemented a mechanism for ZLD in brewery Chopanki at Rajasthan and other three breweries are under progress and will be completed by end of the FY24.

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

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
NOx	Ton/Year	174	220.5
Sox	Ton/Year	95.3	121.10
Particulate matter (PM)	Ton/Year	163	140.80
Persistent organic pollutants (POP)	Not Applicable	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	Not Applicable	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	Not Applicable	Not Applicable	Not Applicable
Others – please specify	Not Applicable	Not Applicable	Not Applicable

Annexures contd.

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	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₂ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	8,454	15,860*
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)		33,953	58,422**
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.65 tons/million INR	0.57 tons/million INR
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		6.68 kg/hl***	7.37 kg/hl

* As per Intergovernmental Panel on Climate Change (IPCC), Regulation 2019, CO₂ emission from Biomass has excluded from CO₂ calculations and therefore previous number has been revised and updated.

** For last year, the company had used Indian Green House Gas emission (GHGE) factor 0.79 Grams per Mega Joule for calculating Metric Tons of CO₂ and whereas for FY 2022 onward the revised 0.81 Grams per Mega Joule used for calculating Metric Tons of CO₂ as per internal policy.

*** Change in Metric to CO₂ emission per Hectoliter of volume produced.

Notes: 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 – We have an ambition for Net Zero in production (Scope 1 and 2) by 2030 as a key part of our sustainability strategy. Following are the projects are aligned for next two years to reduce Green House Gas (GHG)
- (i) Biogas utilization from waster water treatment (WWT) or steam + power generation, (ii) Back pressure turbine for power generation, (iii) Concentrated solar for washer – pasteurizer, (iv) Biofuel for captive power plants, (v) Solar panels for borewells + Lighting system, (vi) Passive filters for high-capacity prime movers, (vii) Fluid thermic heaters for yeast driers.

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Annexures contd.

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	3,537	1,318
E-waste (B)	6	4
Bio-medical waste (C)	0.27	0.27
Construction and demolition waste (D)	Not quantified	Not quantified
Battery waste (E)	Buy back System	Buy back System
Radioactive waste (F)	Not generated	Not generated
Other Hazardous waste. Please specify, if any. (G)	8,306	5,842
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	2,37,683	1,59,094
Total (A+B+C+D+E+F+G+H)	2,49,532.27	1,66,258.27
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	44,732	25,471
(ii) Re-used	1,92,809	1,31,250
(iii) Other recovery operations	Nil	Nil
Total	2,37,541	1,56,721
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.532	1.8
(ii) Landfilling	11,983	9,531
(iii) Other disposal operations	Nil	Nil
Total	11,984	9,533

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. The company has taken 100% waste reduction to landfill.

Annexures contd.

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. We are compliant with the applicable environmental law/regulations/guidelines in India.

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) form renewable and non-renewable sources, in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) x 10 ⁶ MJ	162	123
Total fuel consumption (B) x 10 ⁶ MJ	1,494	1,110
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	1,656	1,233
From non-renewable sources		
Total electricity consumption (D) x 10 ⁶ MJ	326	224
Total fuel consumption (E) x 10 ⁶ MJ	39	156
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources	365	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.

Annexures contd.

2. Provide the following details related to water discharged:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(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 treatment – please specify level of treatment	15,14,250	13,52,572
(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	4,46,626	3,73,430
(v) Others		
– No treatment	Nil	Nil
– With treatment – please specify level of treatment	Not Applicable	Not Applicable
Total water discharged (in kilolitres)	15,14,250	13,52,572

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:

– We recognize that we are working in states which are water-stressed zones. We continue our efforts in water conservation through a combination of technology interventions, rainwater harvesting, recycling and reuse of waste water, communication, and employee engagement. We have over the years succeeded in recharging groundwater aquifers through the deep injection wells and lakes, which were created by the Company, and this has benefitted local communities as well.

(i) Name of the areas – 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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	1,40,703	1,17,522
(ii) Groundwater	13,85,762	8,20,448
(iii) Third party water	19,755	3,10,650
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	15,46,220	12,48,620
Total volume of water consumption (in kilolitres)	15,46,220	12,48,620
Water intensity per rupee of turnover (Water consumed/turnover)	Nil	12.2
Water intensity (optional) – the relevant metric may be selected by the entity	3.48	3.60

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
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	6,23,011	4,07,503
(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
Total water discharges (in kilolitres)	6,23,011	4,07,503

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 CO ₂ equivalent)	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Currently Not Available		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (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.

Annexures contd.

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	Regular training and compliance program for relevant employees undertaken.

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 Odisha to meet peak season demand in a streamlined manner in the State	Created a Business case for the State on benefits of allowing shifts which included buoyancy in State Revenues and Volumes, as well as higher local employment and in-state resource utilization like packaging material and logistics/transport services. This would lead to sustainability of the investment made in the state. Submitted the Win-Win proposal through meetings at Excise Department as well as Secretarial Level in the Government.			
2.	Because of hyperinflation in commodities and the services, the need for price revision (EBP increase) in the State of Telangana . Costs have increased for most input goods and services.	Built a case for price revision owing to inflation in dry and wet goods; increased working capital, steep increase in logistics/transportation and packaging material cost. Shown socio-economic benefits of the request, and how the same would drive Industry sustainability, at the same time driving additional revenues for the State. Submitted the Win-Win proposal through meetings at Excise Department as well as Secretarial Level in the Government.			
3.	Multiple Policy representations made seeking correction of discrimination bottling fee levy policy imposed by the State Excise in Madhya Pradesh between the local & national player (as per State's definition of the same)	Submitted a Business Proposal on how correction of this discriminatory levies would bring in higher investment (including foreign investment), more MNCs coming into the State, better market competition and higher consumer choices, leading to buoyancy in State revenues. Submitted the Win-Win proposal through meetings at Excise Department as well as Secretarial Level in the Government.	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 Rajasthan . 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. Quantified the benefits to the investment made in the State and thus the need for a comprehensive policy on pricing and taxation to drive sustainability of the investments made in the State. Submitted through meetings at Excise Department, as well as Secretarial Level in the Government.			
5.	Tax rationalization in the State of Maharashtra , where the price of Beer is high compared to other States of India.	The State has one of the highest taxes which has led to degrowth of the Beer Industry. Submitted a plea on the immediate need for tax rationalization for Beer vis-à-vis other segments of alcoholic beverages to revive demand in the State (which has been flat since 2012), and sustainability of investments made in the State by United Breweries Limited as well as other Brewers.			

Annexures contd.

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 – we have no SIA notification					

- 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.
– UBL works closely with communities in identified areas in the domains of education, healthcare, women empowerment, sustainability, rural development, and disaster relief. Within its areas of work, the Company has robust mechanisms to assess the impact of projects on intended beneficiaries. These mechanisms include, site visits, one-on-one and group discussions with beneficiaries to independent external assessments, among others, and provide ample opportunity to receive and redress grievances of the intended beneficiaries. 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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directly sourced from MSMEs/Small producers	19.39%	19.32%
Sourced directly from within the district and neighboring districts *	0.66%	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
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)
Not Applicable		

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) – No
 (b) From which marginalized/vulnerable groups do you procure? – Not Applicable
 (c) 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	Not Owned	No	Not Applicable
2.	Trademark	Not Owned	No	Not Applicable
3.	Copyrights	Not 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
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.	Jal Unnati, Mysore, Karnataka	3,639	56.7
2.	Water Conservation, Sangareddy, Telangana & Bangalore Rural, Karnataka	3,141	66
3.	Water Conservation, Ludhiana, Punjab	14,139	40
4.	Water Conservation, Alwar, Rajasthan Phase 1	6,720	70
5.	Water Conservation, Alwar, Rajasthan Phase 2	2,959	80
6.	Water Conservation, Thiruvallur, Tamil Nadu	9,075	35
7.	Jal Sanchay, Bangalore Rural, Karnataka	1,164	80
8.	Jal Shakti, Sangareddy, Telangana	2,250	65
9.	Jal Khushali, Alwar, Rajasthan	5,901	98
10.	Jal Akshay, Dharuhera, Haryana	6,750	27
11.	Swach Jal, Khurda, Odisha	46,270	63
12.	Pragati Scholarship Program, Pan India	516	100
13.	Tarang Agroforestry, Aurangabad, Maharashtra	30	100
14.	Project Oxygen Zone, Maharashtra	48,390	28.35
15.	Responsible Consumption of Alcohol, Ludhiana, Punjab	Not definable	Not definable
16.	Flood Relief, Khurda, Odisha	10,000	100
17.	Shuttle Express Stadium Renovation, South 24 Parganas, West Bengal	Not definable	Not Definable

Annexures contd.

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.
 - We have a structured and well-publicized mechanism in place to address concerns of Consumer and receive feedback about the products of the Company. Customer care contract details (email address and phone number) are declared on the package of every product of the Company. Consumers send their queries and feedback about products of the Company and the concerns of the consumers are addressed promptly.
- 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

(*) All bottles, and cans of alcoholic beverages manufactured and sold by the Company has mandatory statutory warnings on the label.

- Number of consumer complaints in respect of the following

Particulars	FY2022-2023 (Current Financial Year)			FY2021-2022 (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	Nil	NA	Nil	Nil	NA
Advertising	1	Nil	Resolved	Nil	Nil	NA
Cyber-security (Fake Interviews)	Nil	Nil	NA	1	Nil	Resolved
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Others (Consumer cases)*	08	24	NA	01	36	NA

* Out of twenty-four (24) pending consumer cases, sixteen (16) cases belong to previous financial year and two (2) cases were disposed during current financial year.

- Details of instances or product recalls on account of safety issues:

Particulars	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

- 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 namely Information Security Policy which is based on National Institute of Standards & Frameworks on cyber security and risk related to data privacy 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. We carry out surveys to gauge customer/consumer satisfaction for our product. Additional Information about the product is displayed on the labels, over and above what is mandated. UBL periodically assesses consumer trends, consumer choice, preference, and consumer satisfaction 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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