

## SOM DISTILLERIES & BREWERIES LIMITED

# ANNEXURE II TO THE BOARD'S REPORT BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Som Distilleries and Breweries Limited (Formerly Known As Som Distilleries Breweries & Wineries Limited) was incorporated in 1993. Today, with a blend of experience led wisdom and youthful exuberance, SDBL operates with high standards of quality in the Alcobrew business, driven to create value for all our stakeholders. Our presence in multiple segments and price points of the value chain is clearly visible, with well-integrated operations aiding in ensuring quality and cost control.

In accordance with clause (f) of sub-regulation (2) of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (Listing Regulations). Your Company's Business Performance and Impacts are disclosed based on the 9 Principles of the 'National Guidelines on Responsible Business Conduct' (NGRBC).

### SECTION A: GENERAL DISCLOSURES

#### I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1993PLC052787
2	Name of the Listed Entity	Som Distilleries and Breweries Limited
3	Year of incorporation	1993
4	Registered office address	1-A, Zee Plaza, Arjun Nagar, Safdarjung Enclave, Kamal Cinema Road, New Delhi – 110029
5	Corporate address	23, Zone II, Maharana Pratap Nagar, Bhopal- 462011 (Madhya Pradesh) India
6	E-mail	compliance@somindia.com
7	Telephone	0755-4271271, 4278827
8	Website	www.somindia.com
9	Financial year for which reporting is being done	April 1, 2024 – March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	(a) National Stock Exchange Limited and (b) BSE Limited
11	Paid-up Capital	Rs. 41,18,02,624.00
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri. Nakul Kam Sethi Executive Director (0755-4271271) Email:(nksethi@somindia.in)
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).	The Report presented is on Consolidated Basis. The Report is made based on the data collected by the 3 SDBL owned Plants and 5 Offices.
14	Name of Assurance Provider	Not Applicable
15	Type of Assurance Obtained	Not Applicable

#### II. PRODUCTS/SERVICES

##### 16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Business Activity Code	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	C1	Food, Beverages and tobacco products	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of beer	11031	88%
2	Alcoholic Beverages, Indian Made Foreign Liquor	11011	12%

#### III. OPERATIONS

##### 18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	3	5	8
International	NIL	NIL	NIL

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

###### a. Number of Locations

Locations	Number
National (No. of States)	22 States & Union Territories
International (No. of Countries)	18

###### b. What is the contribution of exports as a percentage of the total turnover of the entity? 0.45%

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

SDBL's main customers are retail consumers, restaurants, hotels and Canteen Store's Department, The Products are either supplied through Government Corporations and Distributors.

#### IV. EMPLOYEES

##### 20. Details as at the end of Financial Year: 31.03.2025

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	494	488	98.78	6	1.22

2.	Other than Permanent (E)	334	334	100%	0	0
3.	<b>Total employees (D + E)</b>	828	822	99.27	6	0.73
<b>WORKERS</b>						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	850	591	69.52	259	30.48
	<b>Total workers (F + G)</b>	850	591	69.52	259	30.48

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil

2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total differently abled employees (D + E)</b>	Nil	Nil	Nil	Nil	Nil
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	<b>Total differently abled workers (F + G)</b>	Nil	Nil	Nil	Nil	Nil

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	2	0	0

**22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

Particulars	FY 2024-25 (Turnover Rate in Current FY)			FY2023-24 (Turnover rate in previous FY)			FY2022-23 (Turnover rate in the year prior to other previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.9	0	2.9	2.5	0	2.5	2.4	0	2.4
Permanent Workers	3	0	3	2.0	0	2.0	2.6	0	2.6

**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**

**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Woodpecker Distilleries & Breweries Private Limited	Subsidiary	78.87%	Yes
2	Som Distilleries and Breweries Odisha Private Limited	Subsidiary	100%	Yes
3	Woodpecker Greenagri Nutrients Pvt. Ltd.	Associate	26%	NA*

\* A newly incorporated company.

**VI. CSR DETAILS (FOR LISTED ENTITY ONLY)**

**24.**

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): YES

(ii) Turnover (in Lakhs) : 88474.41

(iii) Net worth (in Lakhs): 51171.18

**VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES**

**25. 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 2024-25 Current Financial Year			FY 2023-24 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	No complaint received.							

Investors (other than shareholders)	Not Applicable. SDBL is a listed entity and does not have any other investor type apart from Ordinary Equity.							
Shareholders	Yes	<a href="https://www.somindia.com/som-policies-codes.php">https://www.somindia.com/som-policies-codes.php</a>	02	0	-	15	0	-
Employees and workers	Yes		NIL	--	NIL	NIL	--	-
Value Chain Partners	Yes		NIL	--	NIL	NIL	--	-

Weblink: <https://www.somindia.com/som-policies-codes.php>

## 26. 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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	R	Our Business is dependent on weather conditions on both the demand and supply side. Changes to existing regulations and the introduction of new ones can have a substantial impact on our sourcing of materials, emissions levels, waste management, and the production of finished goods. These, along with other environmental issues, could potentially have a negative effect on our business.	Our Efforts have been towards minimizing the impact of this risk.  Conscious of the challenges posed by climate change and environmental issues, the Company realigns its strategies to ensure business continuity. Internally, various initiatives are in progress to lower carbon reduction, lower emissions.	Negative
2.	Governance, Ethics and Transparency	O	The Company is dedicated to maintaining the highest standards of governance, recognizing that long-term sustainability depends on a robust governance and ethical framework. As the demand for transparency, accountability, and fairness in governance continues to grow, it is crucial for the Company to not only comply with current regulations but also anticipate and prepare for future ones.	The Company has implemented robust systems, procedures, and policies to maintain high standards of corporate governance. Key among these are the Code of Conduct and Ethics Policy and the Anti-Bribery Policy, which ensure that all employees act with integrity and fairness in their professional roles.  In addition, the Whistleblower Policy, Related Party Transaction Policy, and various reporting mechanisms are essential tools for identifying and addressing potential issues, promoting transparency and accountability across the organization.	Positive
3.	Sustainable Management	O	Environmentally friendly products would drive long-term growth. Global threats such as global warming, stratospheric ozone depletion, resource scarcity, bioaccumulation, are addressed through sustainability. Moreover, the Company being dutiful towards society and adopts utmost working culture.	We recharge groundwater and recycle glass bottles, and our breweries operate on a zero-discharge basis. To minimize reliance on conventional fuels, we use briquettes as an alternative energy source.  Our company has implemented several green technologies and remains committed to continually developing new eco-friendly methods, materials, innovative technologies, and systems tailored to meet the unique needs of our valued clients.	Positive

4.	Social Responsibility	O	We have created sustainable practices across all our breweries and operate zero discharge breweries. We employ local youth from nearby locations at our breweries. We engage with local suppliers and believe in Make in India.	As a responsible company with a vision for long-term sustainability, we are committed to continuously striving to use cleaner production methods, materials, innovative technologies, and systems to achieve our goals.	Positive
5.	Waste Management	R	To adopt sustainable management, it is important to adopt efficient and effective waste management practices	The Company is committed to reducing waste generation and actively working to minimize its environmental footprint. To support this commitment, several waste management initiatives have been implemented, including: - Utilizing briquettes as an alternative fuel source - Partnering with government-approved vendors for the safe collection and disposal of waste - Operating an efficient effluent treatment plant to reduce environmental impact	Positive
6.	Cyber Risk	R	As the business expands, the company faces increased risks of data breaches and cyber threats, as well as challenges pertaining to data privacy and protection.	The Company has taken proactive steps to strengthen the cybersecurity of its information assets by implementing critical infrastructure, deploying advanced tools, and establishing robust backup strategies to effectively mitigate cyber risks.	Negative
7.	Health and Safety Issues	R	Such events can lead to injuries or health issues for employees, disrupting their ability to work and potentially affecting team morale. Furthermore, operational disruptions caused by these incidents can halt production processes, delay project timelines, and result in financial losses.	The Company follows the highest standards of safety and operations. In line with its policy, appropriate safety gear is provided to all personnel working within the Plants. Regular fire drills are conducted to ensure staff are well-acquainted with evacuation procedures. Systematic identification and ongoing improvements are integral to the Company's processes.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, The Policies formulated are as per the principle and core values of NGRBCs								
b. Has the policy been approved by the Board? (Yes/No)	Yes, The Policy have been reviewed and approved by the Board								
c. Web Link of the Policies, if available	<a href="https://www.somindia.com/som-policies-codes.php">https://www.somindia.com/som-policies-codes.php</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. Every department of SDBL has implemented the working of our policies. These are governed / monitored by the respective Departmental heads.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. our Company's documentation (Agreements, Contracts, Purchase Orders) with our value chain partners (for both supply and services) contain compliance clauses.  Value chain partners are required to comply with our Business Code of Conduct prior to or on signing of the Agreement, understand the policies contained therein and agree to act in accordance with the standards and principles.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	SDBL follows the policy /practice as issued by the Ministry of Corporate affairs under National Voluntary Guidelines, 2011.  Accredited with Various Certifications likes:  FSSAI Certification  ISO: 9001:2008								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Society: Spirit of Progress is our 10-year ESG action plan to help create a more inclusive and sustainable world, building on the legacy of our founders to create a positive impact on our company, within our communities and for society. To lead our business through the next decade, we have set ourselves 15 goals which align with the United Nations' Sustainable Development Goals.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>SOM's sustainability agenda is centred around minimizing its environmental footprint and promoting long-term resource stewardship. Key focus areas include reducing carbon emissions, sustainably sourcing raw materials, ensuring responsible water management, enhancing packaging sustainability, and advocating for responsible consumption of its products.</p> <p>As part of this commitment, SDBL actively promotes responsible drinking through awareness campaigns and community engagement. The Company also aims to replenish 100% of the water it withdraws in water-stressed regions by 2026, contributing to local water security. Additionally, efforts are underway to transition to eco-friendly packaging materials, increase energy efficiency across operations, and collaborate with suppliers and partners to uphold sustainable practices throughout the value chain.</p>
<b>Governance, leadership and oversight</b>	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the Chairman's message in the Annual Report page.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company is primarily responsible to protect and enhance shareholder value through strategic supervision. As trustees, the Board ensures that the Company has clear goals aligned to shareholder value and its growth, and in line with its Sustainability agenda.
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.	<p>Yes, Corporate Social Responsibility Committee (CSR Committee) of the Board is responsible for decision making on sustainability related issues.</p> <p>The CSR Committee has various responsibilities, including reviewing, overseeing and monitoring the Company's CSR matters.</p>

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board of Directors while formulating the policies for the Organisation as a whole take into consideration all the principles laid down under NGRBC guidelines. Additionally, the Business Code of Conduct of the Organisation is reviewed and modified at a regular interval. No Violation/ Deviation has been reported.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The company monitors all its regulatory compliance requirements through Churchgate Partners, our Investor Relations Agency								
Subject of Review	Frequency Quarterly								
a. Performance against above policies and follow up actions	Annually								
b. Compliance with Statutory Requirements of relevance to the principles and rectifications of any non-compliances	Annually								

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								
If yes, Provide name of the agency	NA								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not Applicable								
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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

### 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	4	SDBL has been committed itself in Spreading awareness and creating a learning environment through its familiarization programs for its Board of Directors at regular intervals	80%
Key Managerial Personnel	6	SDBL conducted awareness sessions on various area covering Conflict of Interest, Employee Health & Safety, External Communications, Human Rights & Dignity at Workplace and Information Management and Security.	75%
Employees other than BOD and KMPs	5	During the year, SDBL has conducted various awareness programs and workshop on health & safety, skill development programme, Information on cyber security awareness, programmes on mental and physical well-being.	75%
Workers	7	During the year, SDBL has conducted various awareness programs and workshop on health & safety, skill development programme, Information on cyber security awareness, programmes on mental and physical well-being.	65%

#### 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:

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL
Non-Monetary					
Imprisonment	Nil				
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
-	-

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No) - Yes

If Yes, provide details in brief

The company Code of Conduct is the key Guiding principle with relation to governance and ethical Structure of the organization.

These policies are similar across all the entities in the Group. All stakeholders of the Company- internal as well as external are expected to work within the framework of the aforesaid policies/principles. In the selection of its vendors and contractors, the Company ensures to identify and deal with those who can maintain and follow ethical standards. The Company further on a regular basis endeavor to reiterate awareness and also impart training on these values to its employees. The relevant stakeholders of the Company are also made aware of the said values from time to time.

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place-

<https://www.somindia.com/som-policies-codes.php>

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

Particular	FY2024-25	FY2023-24
Director	Nil	Nil
KMP		
Employee		
Worker		

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

	FY2024-25		FY2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	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 conflicts of interest.

No Corrective action required.

8. Number of days of accounts payables:

Particular	FY 2024-25	FY 2023-24
Number of days of accounts payables	45 Days Approx	30 Days Approx

Note: The above indicator has been calculated as  $365/(\text{Trade payables turnover ratio})$ . The Trade payable turnover ratio is taken as disclosed in the audited standalone financial statements

9. Open-ness of Business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameters	Metrics	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Concentration of Purchase	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchase are made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL

<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	NIL	NIL
	b. Number of dealers / distributors to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NIL	NIL
<b>Shares of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	4.50%	3.52%
	b. Sales (Sales to related parties / Total Sales)	8.50%	6.47%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	50.00%	56.68%
	d. Investment (Investment in related parties/ total investment made)	99.99%	99.99%

*Note 1: SDBL has considered 'trading house' as a business entity that specializes in facilitating transactions between a home country and a foreign country. Such an entity acts as an intermediary between buyers and sellers across different countries, connecting them and facilitating the exchange of goods and services.*

*In line with the above, SDBL does not have any supplier falling under the category of a 'trading house'.*

*Note 2: Majority sales of the company are to state owned excise corporations.*

*Note 3: For Loans & advances and Investments (current and non-current), closing balances disclosed in the audited standalone financial statements for the year ended March 31, 2025 have been considered.*

## PRINCIPLE 2

### BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

#### ESSENTIAL INDICATORS

- 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.** *(Rs. in Lakhs)*

S. No.	Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	Details of improvements in environmental and social impacts
1.	Research & Development	NIL	NIL	NA
2.	Capex	200	255	NIL

- a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, The company has always thrived to adopted practices that are sustainable in nature.

- b. **If yes, what percentage of inputs were sourced sustainably?**

The Company is committed to using its resources efficiently and responsibly, focusing on sustainability through reduction, re-use, recycling, and waste management. We continually strive to enhance energy efficiency across all aspects of our operations. Measures are in place to monitor and prevent pollution, and we aim to boost our environmental performance by adopting cleaner production methods and promoting energy-efficient and environmentally friendly technologies. We also develop processes and contingency plans designed to prevent, mitigate, and control any environmental impacts resulting from our operations.

- 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.**

- Plastics (including packaging):** SDBL is committed to collect and dispose off the Plastic waste so generated or Resale to approved recyclers
- E-waste:** SDBL is committed to collect and disposed off the E- waste so generated or disposing to PCBs authorized vendor for recycling and safe disposal
- Hazardous waste:** N.A.
- Other waste:** Other waste such as glass, paper etc. is collected and disposed to authorized vendors

- a. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No) - Yes**

b. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

The waste collection plan is in line with the Extended Producer Responsibility (EPR) plan.

- If not, provide steps taken to address the same- NA

### PRINCIPLE 3

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

#### ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	488	488	100	488	100	NIL	NIL	NIL	NIL	NIL	NIL
Female	6	6	100	6	100	1	17	NIL	NIL	NIL	NIL
Total	494	494	100	494	100	1	17	NIL	NIL	NIL	NIL
Other than Permanent Employees											
Male	334	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	0	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	334	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

Category	% of worker covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent Workers											
Male	591	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	259	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	850	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

##### (c) Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.05%	0.04%

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

Benefits	FY2024-25 Current Financial Year			FY2023-24 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	100	100	Yes	100	100	Yes
Others – please specify	-	-	-	-	-	-

##### 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.

Not applicable, as the company doesn't have any differently abled employees and workers. However most the Establishments owned by the

Company are accessible to the Differently-abled employees and workers.

If not, whether any steps are being taken by the entity in this regard

Not Applicable

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.

Yes, the same is accessible in the following link <https://www.somindia.com/som-policies-codes.php>

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to Work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief. Yes/No(If Yes, then give details of the mechanism in brief)

Category	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes	The Company has established a transparent & impartial complaint resolution process with the goal of addressing concerns as quickly as possible & in compliance with the law. There has been a Code of Conduct for Workers which provides ways for assessing, investigating & reporting of complaints.
Other than Permanent Employees		
Permanent Workers	Yes	For Employees, the Company has a vigil mechanism to deal with instance of fraud and mismanagement; if any. The Vigil Mechanism ensures that strict confidentiality is maintained whilst dealing with concerns and that no discrimination will be meted out to any person for a genuinely raised concern.
Other than Permanent Workers		

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2024-25			FY 2023-24		
	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)	% (D/C)
Total Permanent Employees	The company doesn't have any Worker association(s) or Unions.					
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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)
Employee										
-Male	488	342	70	342	70	642	444	69.15	444	69.2
-Female	6	6	100	6	100	9	5	65	5	65
TOTAL	494	348	70	348	70	651	449	69.2	449	69.2
WORKER										
-Male	591	408	69	408	69	322	229	69.10	229	69.10
-Female	259	181	70	181	70	278	208	70.21	208	70.21
TOTAL	850	589	69	589	69	610	437	70.1	437	70.1

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	488	488	100.00	486	486	100.00
Female	6	6	100.00	8	8	100.00
<b>Total</b>	<b>494</b>	<b>494</b>	<b>100.00</b>	<b>494</b>	<b>494</b>	<b>100.00</b>
<b>Workers</b>						
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL
<b>Total</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</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?

SDBL has always focused upon World Class Health and Safety Culture in all our operations by creating a Dynamic Health and Safety Environment and Wellbeing culture through which the management supervises all the risk associated by the health and safety management system.

We comply with all health and safety laws and regulations prescribed by the Indian Government. Our occupational health and safety programs are managed at the regional and departmental level.

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

We have adopted a comprehensive and systematic approach to identifying and managing work-related risks. This includes proactive hazard identification, detailed risk assessments, and thorough incident investigations. By continuously monitoring and analyzing health and safety indicators in line with established standards and best practices, we can effectively detect and mitigate potential risks—ensuring a safer work environment for all employees.

We actively encourage a safety-first culture, where employees are empowered to report any hazards or unsafe conditions without hesitation. Prompt reporting and resolution of such issues are critical to preventing injuries, occupational illnesses, and near misses. To support this culture, we conduct regular and mandatory training programs that equip employees with the knowledge and tools to recognize unsafe practices, identify near misses, and respond effectively to incidents. These sessions also emphasize the importance of evaluating risks even after corrective actions are taken, ensuring that safety measures remain effective over time and continuous improvements are made.

In addition, safety audits, emergency preparedness drills, and cross-functional safety committees further strengthen our workplace safety framework. Our commitment is not only to comply with regulatory requirements but to foster a proactive safety culture where every individual plays an active role in maintaining a safe and healthy work environment.

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

Yes, we have robust systems of reporting work-related hazards through various mechanisms.

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

No.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence 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 workplace.

Our Company has set up elaborate safety systems to ensure a safe work environment. Emphasis is given to prevention of any accident. As a result of strict safety norms being followed.

A Central Safety Committee has been constituted to continuously review and upgrade the safe working practices. Emergency management plan is in place for mitigating any kind of emergency. Proper systems have been set up to record and report any accident, which is thoroughly investigated and corrective action taken for future prevention.

At work place appropriate protective equipment and gears are provided to the employees and usage of the same is strictly monitored to ensure

a high level of safety. Training programs are regularly conducted for training the employees in proper use of safety equipment and following the safe work practices.

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

Category	FY 2024-25			FY 2023-24		
	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	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

**14. Assessments for the year**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	90%
Working Conditions	90%

**15. 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.**

We have placed various safety protocols and hierarchy of controls in place to mitigate hazards and ensure safety of workplace and its team members. Working conditions and furthermore, the Risk Identified are regularly monitored and suitable corrective action is taken.

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.**

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

**ESSENTIAL INDICATORS**

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

SDBL identifies its stakeholder groups through Stakeholder Engagement process. As part of the process, we look at the external trends shaping our operating environment and how we can most effectively align our work with these trends and the sentiment of relevant stakeholders. Our key stakeholders include customers, investors, community, employees, suppliers & policy makers.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	NO	Through press releases, results calls, Shareholders can lodge their complaints or grievances via e-mail to the Company Secretary & Compliance Officer at <a href="mailto:compliance@somindia.com">compliance@somindia.com</a> or to the Registrar and Share Transfer Agent ("RTA") at <a href="mailto:info@masserv.com">info@masserv.com</a> . The contact details of the Company Secretary & Compliance Officer and the RTA is available on the website of the Company at <a href="https://www.somindia.com">https://www.somindia.com</a>	Throughout the year	Performance growth prospects
Customers	NO	Direct meetings, website through trade bodies and other associations. The customers can also contact us through our customer care number or through our website.	Throughout the year	Development, customer feedback
Suppliers	NO	Supplier meetings, trade shows. The suppliers can also connect with us through our web site.	Throughout the year	Credit terms, quantity of supplies contracts
Employees	NO	Yes - For its employees and workers, the Company has a Grievance Redressal Committee in place. Internal processes have been established to address grievances effectively.  The company also uses direct one to one meetings, phone calls, email.	Throughout the year	Role, remuneration, work culture, KRA

Community	NO	One-to-one meetings or conversations, Ongoing projects with small farmers, Community meetings	Throughout the year	Community development, employment, CSR, Sustainability
Government and Regulatory body	NO	One-to-one meetings or conversations, Ongoing partnerships, Emails	Throughout the year	Statutory Compliances, Licenses, Tenders, Industry representation

#### 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.	Stakeholders' engagement is delegated to the senior management, with whom quarterly meetings are held as per the defined frequency. The feedback from such consultations are kept before the board for evaluations and review.
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, the input received from the stakeholders consultation are carefully reviewed and after evaluation are incorporated in the activities and policies of the entity.
3.	Provide details of instances of engagement with and action taken to, address the concerns of vulnerable/marginalized stakeholder groups.	No instance of any concern was raised by vulnerable/marginalized stakeholder groups. Potential risks discussed with the Independent Directors have been incorporated in the risk management policy.

#### PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

##### ESSENTIAL INDICATORS

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 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	494	331	67	494	323	65.38
Other permanent than	334	231	69.16	157	111	70.70
<b>Total Employees</b>	<b>828</b>	<b>562</b>	<b>67.87</b>	<b>651</b>	<b>434</b>	<b>66.67</b>
<b>Workers</b>						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Other than permanent	850	612	72	610	457	74.91
<b>Total Workers</b>	<b>850</b>	<b>612</b>	<b>72</b>	<b>610</b>	<b>457</b>	<b>74.91</b>

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 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)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	494	0	0	494	100	494	0	0	494	100
Male	488	0	0	488	100	486	0	0	486	100
Female	6	0	0	6	100	8	0	0	8	100
Other than Permanent	334	0	0	850	100	157	0	0	157	100
Male	334	0	0	334	100	156	0	0	156	100
Female	0	0	0	0	100	1	0	0	1	100
Workers										
Permanent	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent	850	0	0	850	100	610	0	0	610	100
Male	591	0	0	591	100	332	0	0	332	100

Female	259	0	0	259	100	278	0	0	278	100
--------	-----	---	---	-----	-----	-----	---	---	-----	-----

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

(Rs. in Lakhs)

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) *	3	20.14	0	-
Key Managerial Personnel	2	9.25	0	-
Employees other than BoD and KMP	489	0.55	6	0.40
Permanent Workers	NA	NA	NA	NA

\* The Board of Directors comprises remuneration paid to Executive Directors.

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, we have an internal committee specifically for Human Rights Impact.

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

The Company has Internal Complaints Committee (ICC) with Ms. Anamma Bosco as (Presiding Officer), Mr. Nakul Sethi (Member), Mr. Rajesh Dubey (Member), Ms. Madhuri Goel a member from an NGO, to oversee the matter related to human rights.

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

Category	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (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	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

The Company has Internal Complaints Committee (ICC) with Ms. Anamma Bosco as (Presiding Officer), Mr. Nakul Sethi (Member), Mr. Rajesh Dubey (Member), Ms. Madhuri Goel a member from an NGO, in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. All female employees are covered under the Policy. There was no complaint received from any employee during the FY 2024-25 and hence no complaint is outstanding as on March 31, 2025 for redressal.

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

9. Assessments for the year:

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

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

We have put extra emphasis during our training and awareness of labour rights, non-discrimination, harassment, and other areas pertaining to Human Rights.

Our Code of Conduct is applicable to all employees in the Company and any violation of the Code renders the person liable for disciplinary action. Employees can raise complaints / issues if any in accordance with our whistleblower policy.

We continue to focus on training and awareness of labour rights, non-discrimination, harassment, and other areas pertaining to Human Rights. We also conduct annual policy refresher trainings to all employees.

**PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

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

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Energy Consumption in Terra Joules (TJ)</b>		
Total electricity consumption (A)	98.95	130.36
Total fuel consumption (B)	167.22	111.18
Energy consumption through other sources (C)	2.40	4.47
<b>Total energy consumption (A+B+C)</b>	<b>268.57</b>	<b>246.01</b>
<b>Energy Intensity</b>		
Energy intensity per crore rupee of turnover (Total energy consumption/ turnover in crore rupees) (MJ/Cr)	84688	89896
Energy intensity for litre of Beverage packed (MJ/L)	1.58	1.25
Energy intensity for litre of spirit distilled (MJ/L)	NA	NA

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

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Not Applicable, as the Company does not fall in the category (as Designated Consumer) of industries mandated under PAT scheme\

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

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	254886.00	263197.29
(ii) Groundwater	543599.00	462862.00
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>798485.00</b>	<b>726059.29</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>752849.00</b>	<b>651815.00</b>
Water intensity per crore rupees of turnover (Water consumed / turnover) (KL/ Cr)	265	238.02
Water intensity for Beverage packed (Litre of Water consumed per litre of Beverage packed)	3.3	2.98
Water intensity for Spirit distilled (Litre of Water consumed per litre of Spirit distilled)	NA	NA

**Note:** Water details in the table above include data pertaining to 3 Plants and 5 Offices only.

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

**4. Provide the following details related to water discharged:**

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Current Financial Year)
<b>I. To Surface Water</b>		
No Treatment	NA	NA
With Treatment-Pls Specify	NA	NA
<b>II. To Ground Water</b>		
No Treatment	NA	NA
With Treatment-Pls Specify	NA	NA
<b>III. To Sea Water</b>		

No Treatment	NA	NA
With Treatment-Pls Specify	NA	NA
<b>IV. Send to Third Parties</b>		
No Treatment	NA	NA
With Treatment-Pls Specify	NA	NA
<b>V. Others</b>		
No Treatment	NA	NA
With Treatment-Pls Specify	NA	NA

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

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

All our breweries are operated with Zero Liquid Discharge facilities. Recognizing the importance of preserving this shared resource across our breweries. We have deployed several water stewardship initiatives which help to conserve water and reduce wastewater and power circularity in water.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY2023-24 (Previous Financial Year)
NOx	Mg/Nm3	27	45 (MT/Annum)
Sox	Mg/Nm3	17.2	69 (MT/Annum)
Particular matter (PM)	Mg/Nm3	48	94 (MT/Annum)
Persistent organic pollutants (POP)	Mg/Nm3	Nil	Nil
Volatile organic	Mg/Nm3	Nil	Nil
compounds (VOC)	Mg/Nm3	Nil	Nil
Hazardous air pollutants (HAP)	Mg/Nm3	Nil	Nil
Others-please specify	Mg/Nm3	Nil	Nil

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

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

Parameter	Please Specify Unit	FY 2024-25 (Current Financial Year)	FY2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	Nil	Nil
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted	-	Nil	Nil
for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	Nil	Nil
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) the relevant metric may be selected by the entity	-	Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) the relevant metric may be selected by the entity	-	Nil	Nil

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

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

The company do not have any project relating to the reduction of emission of Green house gases

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

Parameter	FY2024-25 (Current Financial Year)	FY2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	453.86	319.03
E-waste (B)	NIL	NIL
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	Recycle Battery Through Buyback Policy from vendor	Recycle Battery Through Buyback Policy from vendor
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	Lubricating Oil of 1.5 MT disposed to an PCB authorized waste oil recycler	Lubricating Oil of 0.25 MT disposed to an PCB authorized waste oil recycler
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	37148.92	33978.73
Total (A+B + C + D + E + F + G + H)	<b>37604.28</b>	<b>34297.76</b>
Waste intensity per crore rupee of turnover (Total waste generated/Revenue from operations)	13.26	13.69
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
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	2850.92	5499.00
(ii) Re-used	NA	28304.00
(iii) Other recovery operations	NA	NA
Total	2850.92	33803.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NA
(ii) Landfilling	NIL	NA
(iii) Other disposal operations	NIL	NA
Total	NIL	NA

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

10. 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

We comply with all regulations concerning the safe and responsible management of waste materials. The waste is disposed off to authorized vendors

11. 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:

S. 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
None of our operations are located near the vicinity of ecologically sensitive areas			

12. Details of environmental impact assessments of projects undertaken by the entity based 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
Our group has not undertaken any project which requires Environmental impact assessment in financial year 2024-25					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation/ guidelines which was not complied with	Specify the law / regulation / guidelines which was not complied with	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company is following all the environmental regulations of the country. There have been no incidents of non-compliances related to the environment in financial year 2024-25.				

**PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner and avoid engaging in activities that could undermine the public interest or the democratic process.)

**ESSENTIAL INDICATORS**

- 1.a. Number of affiliations with trade and industry chambers/ associations: 2

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	All India Brewers Association (AIBA)	National
2	M.P. Chamber of Commerce	State

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

**PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

**ESSENTIAL INDICATORS**

1. Details of Social Impact Assessments (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					

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

S. No.	Name of 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						

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

In accordance with our stakeholder engagement with the communities, we have developed various platforms through which the Community Grievances can be resolved. Our dynamic approach allows us to resolve the grievance in an expeditious manner.

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

Parameters	FY 2024-25 Current Financial Year	FY2023-24 Previous Financial Year
Directly sourced from MSMEs/small producers	20%	20%
Directly from within India	90%	90%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Parameters	FY 2024-25 Current Financial Year	FY2023-24 Previous Financial Year
Rural	12%	13%

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

Semi Urban	35%	28%
Urban	30%	32%
Metropolitan	33%	27%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)		

**PRINCIPLE 9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services and provide consumers with the information they need to make informed choices.)

**ESSENTIAL INDICATORS**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

SDBL is focused upon Customer satisfaction therefore we have adopted a dynamic and vigilante customer complaint handling process to receive and address consumer concerns related to our product.

Consumers can raise their concern to the company by calling on our Customer Care Executive No. 0755-4271271 or through [info@somindia.in](mailto:info@somindia.in).

Post Registration of complaint SDBL Customer care team will take further action and resolve customer concern at the earliest. The team would ensure that sample is collected from consumer who has raised concern for investigation. Investigation result will be communicated to consumer and concern will be addressed as per our consumer policy.

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

Particulars	As a percentage of total turnover
Environmental and social parameters relevant to the product	100% of Our Product carry the information as "Consumption of alcohol is injurious to health" to provide warning message to consumer. All our goods are printed be safe don't drink & drive.
Safe and responsible usage	
Recycling and/or safe disposal	100% our CC Boxes used for Packaging carry the Embossed Symbol of recyclability.

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

Particulars	FY 2024-25	FY 2023-24
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

**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, The Risk management committee of the company headed by Shri Nakul Kam Sethi is responsible to formulate, monitor and review Cyber Security and risk related to data privacy. <https://www.somindia.com>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

NA

**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches along-with impact - NIL
- Percentage of data breaches involving personally identifiable information of customers - NIL
- Impact, if any, of the data breaches - NA