BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Company

S. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1995PLC064007
2	Name of the Listed Entity	GRM OVERSEAS LIMITED
3	Year of Incorporation	03/01/1995
4	Registered Office Address	128, First Floor, Shiva Market, Pitampura, Delhi-110034 IN
5	Corporate Office Address	Village Naultha, Tehsil Israna, Panipat (Haryana)-132145 IN
6	E-mail	investors.relations@grmrice.com
7	Telephone	+91-9729647000
8	Website	www.grmrice.com
9	Financial year for which reporting is being done	01st April 2022 to 31st March, 2023
10	Name of the Stock Exchange(s) where shares are listed	a. BSE Ltd b. National Stock Exchange of India (NSE)
11	Paid-up Capital	INR 12,00,00,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sachin Narang Tel Phone: +919729647000 Email: cs@grmrice.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).	Standalone basis

II. Products/services

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

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

15. 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	Rice	10612	97.95

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	3	4	7
International	Nil	2	2

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	31
International (No. of Countries)	37

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

83.35% of the total turnover of the entity.

c. A brief on types of customers

In Domestic Market:

Domestic market/sale is covered by the company through its subsidiary company M/s GRM Foodkraft Pvt Ltd. Domestically the Company has a Strong network of Distributors PAN India having 90235 touch point outlets.

In International Market:
Set-up subsidiary in UK & launched basmati brand 'Himalaya River' & 'Tanoush' in Europe & Gulf Counties through big stores like ASDA, Walmart, Carrefour, Besides this GRM also private label sales in the international market.

IV. Employees

18. Details as at the end of Financial Year:

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)	105	105	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total employees (D + E)**	105	105	100	0	0
WORKERS						
4.	Permanent (F)	75	75	100	0	0
5.	Other than Permanent (G)	312	312	100	0	0

6.	**Total workers (F + G)**	**387**	**387**	**100**	0	0

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)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D + E)**	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	**Total differently abled workers (F + G)**	0	0	0	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in currentFY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10	0	10	8	0	8	10	0	10
Permanent Workers	9	0	9	10	0	10	8	0	8

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

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

S. No.	Name of theholding/ 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	GRM International Holdings Ltd	Subsidiary Company	100	No
2	GRM Fine Foods Inc.	Step down Subsidiary Company	100	No
3	GRM Foodkraft Private Limited	Subsidiary Company	94.69	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
(ii) Turnover (Rs. in Lakhs.): 1,27,430.37
(iii) Net worth (Rs. in Lakhs.): 25,294.52

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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaint sfiled during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint sfiled during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Investors (other than shareholders)	Yes*	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

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 2022-23 Current Financial Year			FY 2021-22 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
Shareholders	Yes, Shareholders can directly raise their concern to the company and RTA i.e MAS Services Ltd and the details of whom are available on the website of the company.	2	0	Not Applicable	Nil	Nil	Not Applicable
Employees and workers	Yes*	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Customers	Yes*	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Value Chain Partners	Yes*	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other (please specify)	No	Note Applicable	Note Applicable	Note Applicable	Note Applicable	Note Applicable	Note Applicable

*Note: The Grievance Redress policy are available on the website of the company www.grmrice.com.

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

S. No.	Material issue identified	Indicate whether riskor 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	Environmental Risk	Risk	The impact of climate change on agriculture,	Though the risk is not under control. The	**Negative**

			including paddy can be sufficient. Changes in rainfall patterns, temperatures, and extreme weather events can affect crop yields and quality.	Company ensures to maintain production and manufacturing of rice.	
2	Increase in demand on Basmati Rice	Opportunity	Since, the government banned the export of Non-Basmati Rice. So, there is increase in demand of basmati rice.	-	**Positive**
3	Farmer's engagement	Risk	Rice Production requires a timely & continuous supply of good quality paddy which may be affected due to improper farmer engagement.	The Company through its Research & Development cell along with field staff ensures visits to farmers to support cultivation & guidance to enhance yield.	**Negative**

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policy has been approved by the Board of Directors.								
c. Web Link of the Policies, if available	The policies are available on the website of the company www.grmrice.com.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the anti-corruption polices, whistler polices etc. are applicable to value chain partners. While the company are also in the process of extending certain more policies with our value chain partners.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	1 The Company has valid licenses w.r.t food manufacturing by Food Safety and Standards Authority of India (FSSAI). 2 Alcumus ISOQAR Limited one of the most recognized and respected UKAS certification body issued ISO 22000:2018 Certificate. 3 Eurofins Assurance India Pvt. Ltd, from								

	United Kingdom (U,K) has issued a "BRC GLOBAL STANDARD FOR FOOD SAFETY" Certificate. 4 The company has also registered with U.S Food and Drug Administration pursuant to the Federal Food Drug and Cosmetic act.
5. Specific commitments, goals and targets set by the entity with defined timelines, ifany.	The Company is setting up guidelines and timeline for various compliances under Environmental, Social, and government principles.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is setting up guidelines and timeline for various compliances under Environmental, Social, and government principles.
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. These days success of business is not only measured in financial term, but also whether the business has integrated ESG (Environmental, Social and Governance) into their business as well. Through our report on Corporate Social Responsibility activity, one can observe our commitment towards society, upliftment of farmers which helps in achieving sustainable goals. In-order to demonstrate increased commitment towards ESG aspects we are in the process of making our internal policies more comprehensive with respect to nine principles of NGRBCs.	
8. Details of the highest authority responsiblefor implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Atul Garg Designation: Chairman & Managing Director DIN: 02380612 Email: atul@grmrice.com
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 Business Responsibility and Sustainability Committee, a committee of the Board, is responsible for making decisions on sustainability related issues. Details of the Committee: Mr. Atul Garg- Chairperson Mrs. Mamta Garg- Member

10. Details of Reviews of NBRBCs 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)
	P2 P3 P4 P5 P6 P7 P8 P9	P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	Policies wherever stated have been approved by the Board /Committees of the Board / Senior Management of the Company. They are reviewed and updated periodically in all aspects including to comply with statutory requirements as stated in the policy concerned. Frequency: Annually	
Compliance with statutory requirements of relevance to the principles, and,rectification of any non-compliances	All our policies comply with statutory requirements and no complaints of any non-compliance was identified.	

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

Yes, the policies pertaining to Food Safety and Standards, Hazardous Analysis and BRC are examined by external agency i.e Alcumus ISOQAR Limited, SGS and Eurofins Assurance India Pvt Ltd respectively.

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 Principlesmaterial to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available forthe task (Yes/No)	-	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financialyear (Yes/No)	-	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	-	NA	NA	NA	NA	NA	NA	NA	NA

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 bevoluntarily disclosed by entities which aspire to progress to a higher level in their quest to besocially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves withintegrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. **Percentage coverage by training and awareness programs on any of the Principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	1	Various updates pertaining to business conduct and regulatory matters.	100%
Key Managerial Personnel	2	GRM Code of Conduct	100%
Employees other than BoD and KMPs	36	The principles mentioned in this section are covered under the "core value". **Core Value Includes:** • Personnel Hygiene • Food Defense • Hazardous analysis • Labelling and Packaging • Safety parameters Further the training on fire safety are also undertaken from time to time.	70%
Workers	38		75%

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)**

There are no such monetary payments made (by the entity or by Directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, nor have any non-monetary actions (imprisonment or punishment) been initiated against the Company/ Director/ KMPs.

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or nonmonetary 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

The Company has an "Anti - Bribery Fraud and Corruption Policy".

According to the Policy, Artemis is committed to maintaining honesty and integrity in all its activities. It is also committed to prevent fraud, bribery and corruption and adhering to rigorous investigations, if any allegations of such nature are reported.

The policy are available on the website of the company www.grmrice.com.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Not applicable: as no such disciplinary action has been taken by any law enforcement agency for charges of bribery/ corruption against either Directors,KMPs, employees or workers.	
KMPs		
Employees		
Workers		

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

Particulars	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relationto issues of Conflict of Interest of the Directors	No such complaints have been received.			
Number of complaints received in relationto issues of Conflict of Interest of the KMPs				

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

This question is not applicable as no such issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest have arisen during the current financial year orthe previous financial year.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

Particulars	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NIL

Capex	25	20	The Company had purchased Sortex A machines that uses high resolution cameras to detect either light or dark defects. This includes detecting either color defects in your products or removing foreign materials. This helps to increase quality of product that is safe. The company has also installed water effluent treatment plant that is used to treat waste water. Also, the company has chosen to minimize the use of single use plastics. As a result, the Company has brought jar packaging in its Tanoush and 10X range to reduce the use of single use plastics.

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

Yes, the company is exclusively deal with processing of rice and procurement of rice is made majorly from Farmers and certified grower groups. The company chooses its suppliers through standard operating procedures.

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

100% of our inputs are sourced sustainably.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste

(a) Plastics (including packaging):

GRM continues to reuse jute bags instead of plastic bags for the store of rice and paddy.

(b) E-waste

E-waste are not generated by the company.

(c) Hazardous waste and other waste:

Hazardous waste and other waste are also not reused or recycled. All such waste generated by the Company is disposed using government approved recyclers / vendors.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not,provide steps taken to address the same

Yes, EPR is applicable to the company. The company has valid license issued by Haryana State Pollution Control Board.

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

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	105	58	55.24%	58	55.24%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**105**	**58**	**55.24%**	**58**	**55.24%**	**0**	**0**	**0**	**0**	**0**	**0**
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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 workers											
Male	75	58	77.33 %	58	77.33 %	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**75**	**58**	**77.33%**	**58**	**77.33%**	**0**	**0**	**0**	**0**	**0**	**0**
Other than Permanent workers											
Male	312	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**312**	**0**	0	0	0	0	0	0	0	0	0

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

Benefits	**FY 2022-23 Current Financial Year**			**FY 2021-22 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	27.61%	27.61%	Y	24.21%	24.21%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	-	55.24%	Y	-	55.78%	Y
Others– pleasespecify	-	-	NA	-	-	NA

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of theRights 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 Artemis are accessible to differently abled employees and workers, as per the requirements

of the Rights of Persons with Disabilities Act, 2016.

However, the Company has no employees/worker who is differently abled.

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 Company does have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. The link to the policy are available on: https://www.grmrice.com/.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	-	-	-	-
Other	-	-	-	-
Total	**100%**	**100%**	**100%**	**100%**

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

Category	Yes/No	If yes, give details of the mechanism in brief.
Permanent Workers	Yes	*Details are provided in the note below*
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

Permanent workers and other than permanent workers are raise their concerns through their supervisors.

Permanent Employees and Other than Permanent employees are raise their concerns through HR or HOD or Plant Head.

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

There are no association(s) or unions that are recognized by the Company and there are no instances of collective bargaining for wages, worker/employee rights, etc. during the current or previous financial year.

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total	On Health & Safety Measures		On Skill Upgradation		Total	On Health & Safety Measures		On Skill Upgradation	
		No.	%	No.	%		No.	%	No.	%
Employees										
Male	105	105	100	105	100	95	95	100	95	100
Female	0	0	0	0	0	0	0	0	0	0
Total	**105**	**105**	**100**	**105**	**100**	**95**	**95**	**100**	**95**	**100**
Workers										
Male	387	75	19.37	75	19.37	**345**	**69**	**20**	**69**	**20**

Female	0	0	0	0	0	**0**	**0**	**0**	**0**	**0**
Total	**387**	**75**	**19.37**	**75**	**19.37**	**345**	**69**	**20**	**69**	**20**

Safety parameters Health and Safety training includes Fire and Safety, Food defense, Hazardous analysis, Labelling and packaging etc. Since these are mandatory, the organisation ensures that every employee/worker attends these training programs every year.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total	No.	%	Total	No.	%
	(A)	(B)	(B/A)	(C)	(D)	(D/C)
Employees						
Male	105	105	100	95	95	100
Female	0	0	0	0	0	0
Total	105	105	100	95	95	100
Workers						
Male	387	387	100	345	345	100
Female	0	0	0	0	0	0
Total	**387**	**387**	**100**	**345**	**345**	**100**

All employees are subject to annual performance and career development reviews on completion of at least six months of service in the organisation.

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?

Yes, an occupational health and safety management system has been implemented which includes all employees including contractual workers.

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

Work related hazards are identified, risk assessments in place along with authority to work and permit to work system. The company is HACCP approved company. For Raw Material and Finished goods, the product is tested for pesticide residues and bromide ion from external NABL or EIA approved labs. Food grade polythene liners with suppliers certificate (CoA) used.

For raw water, the company has well placed RO System. Process water is tested for pesticide residue, heavy metal & toxic substances contamination from external NABL approved laboratory to ensure portability and safety.

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

Yes, GRM has an established incident reporting mechanism for both routine and non-routine jobs and provides safety related training / in-service training to staff.

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	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per 1 million personhours worked)	*Employee*	0	0
	Worker	0	0
Total recordable work-related injuries	*Employee*	0	0
	Workers	0	0
Number of fatalities	*Employee*	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	*Employee*	0	0
	Workers	0	0

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

The measures taken by the Organisation to ensure a safe and healthy work place include the following:

i. Monitoring the Hazard Surveillance Program at regular intervals by different stakeholders of the departments concerned;

ii. Monitoring Risk Assessments, Risk Analysis and implementation of Mitigation Strategies;

iii. Safety awareness events conducted.

iv. Conducting mock drills at defined intervals;

v. Third Party audits for ISO 45000.

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

Category	FY2022-23 (Current Financial Year)			FY2021-22 (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	Employees and workers have not made any complaints related to working conditions or health and safety during the current or previous financial year.					
Health & Safety						

14. Assessments for the year:

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

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

There were no recordable events arising from assessments of health and safety practices and working conditions that required any corrective action, hence this question is not applicable.

PRINCIPLE 4 Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

   The Company has mapped its stakeholders-external as well as internal. Internal Stakeholders are management, employees, farmers and shareholders while external stakeholders are suppliers, vendors, customers, partners and Government authorities etc. The company has also constituted the stakeholder relationship committee.

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**(E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	**Frequency of engagement** (Annually/ Half yearly/Quarterly/ others – pleasespecify)	**Purpose and scope of engagementincluding key topics and concernsraised during such engagement**
Employees	No	Emails, noticeboards, various communications from HR etc.	As and when required	For providing information, compensation related benefits, health and safety related issues etc.
Shareholders	No	Shareholder's meeting, stock exchange communications, press releases, company website etc.	Annual, quarterly, and ongoing (depending on nature of the communication)	To present information on financial performance and business strategy. To keep them up to date on developments in the Company and Industry. And to understand shareholder/ investor issues on various matters that impact the Company.
Government/ Regulatory Authorities	No	Newspapers, press releases regulatory filings	As and when required	For statutory compliances, to understand policies in various areas, to obtain support from authoritiesfor resolution of issues.
Suppliers/ Vendors/ Contractors	No	E-mail, tele-communication, in person	Ongoing	For ease of doing business and social practices.
Media	No	Press releases, Panel discussions	Ongoing	Dissemination of news on good practices, awards and achievements, new initiatives undertaken by the organisation, highlight issues.

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 thefollowing format:

Category	FY 2022-23 Current Financial Year			FY 2021-22 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	105	105	100	95	95	100
Other than permanent	0	0	0	0	0	0
Total Employees	**105**	**105**	**100**	**95**	**95**	**100**
Workers						
Permanent	75	75	100	69	69	100
Other than permanent	312	105	33.65	276	95	34.42
Total Workers	**387**	**182**	**47.02**	**345**	**164**	**47.53**

Orientation programmes are mandatory for all new employees; they address various human rights issues such as sexual harassment, child labour, forced/ involuntary labour, anti-discriminatory practices, etc. These aspects of human rights are also included in the Company's Code of Conduct.

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (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										
Male	105	0	0	105	100%	95	0	0	95	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	75	0	0	75	100%	69	0	0	69	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent										
Male	312	0	0	312	100%	345	0	0	345	100%
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respectivecategory	Number	Median remuneration/ salary/ wages of

				respective category
Board of Directors(BoD)	1	168 Lakhs	1	96 Lakhs
Key Managerial Personnel	2	50.50 Lakhs	0	0
Employees other than BoD and KMP	105	294.93 Lakhs	0	0
Workers	387	1029.96 Lakhs	0	0

Mr. Balveer Singh was Company Secretary till the close of working hours of August, 22, 2022 and Mr. Manish Kumar was appointed as Company Secretary from August 23, 2023.

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused orcontributed to by the business? (Yes/No)**

   Yes, the company has "Grievance Redressal Policy" in place to address the human rights impacts or issues caused or contributed by the business. The Company have various human rights centric policies; Stakeholder Engagement Policy, Code of Conduct, Whistle Blower Policy, Supplier's Code of Conduct; that form the backbone to address human rights related to the organizational activities.

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

   The organisation has various policies such as "Whistle Blower Policy", "Employee Grievance Policy", "Code of Conduct" and "Prevention of Sexual Harassment" that address various human rights issues. Written complaints received from aggrieved persons are addressed in accordance with the procedures laid down in these policies.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed During the year	Pending resolution atthe end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

   GRM's culture supports respect and dignity for all employees. There are various mechanisms to protect the complainant, the most prominent one being maintaining confidentiality. So as to prevent any adverse impact to the complainant, the complainant's identity is kept confidential to the maximum extent possible. Whistle blower policy also details to conduct the inquiry in strict confidentiality and in a fair & unbiased manner to ensure complete fact finding. Correspondingly, the Ombudsman and the audit committee maintain confidentiality of the whistle blower and witnesses who provide information.

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

   Yes.

9. **Assessments for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company's offices have not been subject to any such assessment by the entity or statutory authorities or third parties in relation to child labour, forced/involuntary labour, sexual harassment, discrimination at workplace and wages, or any such related matters.
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Ohers- Please specify	

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

This question is not applicable based on the response to Question 9 above.

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

Essential Indicators

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

Parameter	FY 2022-23 *(Current Financial Year)*	FY 2021-22 *(Previous Financial Year)*
Total electricity consumption (A) – *in giga joules*	23046.10	26181.18
Total fuel consumption (B) – *in giga joules*	12618.95	6670.30
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	**35665.05**	**32851.48**
Energy intensity per rupee of turnover *(Total energy consumption/turnover in rupees)**	0.28	0.28

**Turnover in rupees lakhs*

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 beenachieved. In case targets have not been achieved, provide the remedial action taken, if any

The entity does not have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India, hence this question is not applicable.

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

Parameter	FY 2022-23 *(Current Financial Year)*	FY 2021-22 *(Previous Financial Year)*
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0

(ii) Groundwater	102463	67011
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**102463**	**67011**
Total volume of water consumption (in kilolitres)	**0.80**	**0.60**
Water intensity per rupee of turnover *(Water consumed / turnover)**		
**Turnover in rupees lakhs*		

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 independent assessment/ evaluation/assurance has been carried out by an external agency during the current or previous year.

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

The Company has not implemented a mechanism for Zero Liquid Discharge.

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

Parameter	***Please specify unit***	***FY 2022-23 (Current FinancialYear)***	***FY 2021-22 (Previous Financial Year)***
NOx	µg/m3	40.2	38.5
Sox	µg/m3	12.7	14.8
Particulate matter (PM)	µg/m3	15.2	23
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

The Company has not calculated this aspect.

Parameter	***Unit***	***FY 2022-23 (Current Financial Year)***	***FY 2021-22 (Previous Financial Year)***
Total Scope 1 emissions (Break-up of the GHGinto CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes of CO_2 equivalent*	-	-
Total Scope 2 emissions (Break-up of the GHGinto CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes of CO_2 equivalent*	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes,name of the external agency.

No, there was no assessment done by external agency in the previous financial year.

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

The Company has not undertaken any specific project related to reducing Green House Gas emissions. However, the company has well placed Electro-static precipitator that helps in reducing Green House Gas emission. The electrically charged dust is accumulated on the collected electrode by and electrical field. The collect dust is removed by rapping hammer (dry ESP), scraping brush (dry ESP), or flushing water (wet ESP).

The Company have also installed Wet bath scrubber. These scrubbers are air pollution control devices that use liquid to remove particular matter or gases from an industrial exhaust or flue gas stream.

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

Parameter	*FY 2022-23 (Current Financial Year)*	*FY 2021-22 (Previous Financial Year*
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	Nil	Nil
E-waste ***(B)***	Nil	Nil
Bio-medical waste ***(C)***	Nil	Nil
Construction and demolitionwaste ***(D)***	Nil	Nil
Battery waste ***(E)***	Nil	Nil
Radioactive waste ***(F)***	Nil	Nil
Other Hazardous waste. Please specify, if any – waste lube oil-M3. ***(G)***	Nil	Nil
Other Non-hazardous waste generated ***(H).*** *Please specify, if any.* (Break-up by composition i.e. bymaterials relevant to the sector)	Nil	Nil
Total (A+B + C + D + E + F + G + H)	**Nil**	**Nil**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	Nil	Nil
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)*		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	**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 independent assessment/ evaluation/assurance has been carried out by an external agency during the current or previous year.

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 is HACCP approved company. For Raw Material and Finished goods, the product is tested for pesticide residues and bromide ion from external NABL or EIA approved labs. Food grade polythene liners with suppliers certificate (CoA) used.

For raw water, the company has well placed RO System. Process water is tested for pesticide residue, heavy metal & toxic substances contamination from external NABL approved laboratory to ensure portability and safety.

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:**

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearanceare being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
This question is not applicable as the Company does not have operations / offices in / around ecologically sensitive areas where environmental approvals/ clearances are required.			

11. **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 inpublic domain (Yes / No)	RelevantWeb link
No new project/s was undertaken during the current financial year which required an environmental impact assessment, hence this question is 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 (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 compliedwith	Provide details of the non-compliance	Any fines / penalties / action taken byregulatory agencies such as pollution control boards or by courts	Corrective actiontaken, if any
The company is compliant with all applicable environmental laws/ regulations/ guidelines in India.				

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**

The Company is affiliated with 5 (Five) trade and industry chambers / associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) theentity 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	Haryana Chamber of Commerce	State
2	Haryana Rice Export Association	State
3	Federation of Indian Export Organisation (FIEO)	National
4	All India Rice Export Association	National

5	Agricultural & Processed Food Products Export Development Authority (APEDA)	National

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**

The Company has not received any adverse order from regulatory authorities related to anti-competitive conduct by the entity, hence this question is not applicable.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

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, as the Company has not undertaken any projects during the current financial year that require social impact assessments under applicable laws.					

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**

GRM has a policy that recognises its responsibility to listen to the suggestions, complaints, or grievances of the community with which it engages, and attempts to resolve their concerns. This policy is formulated to provide community members with a formal avenue to communicate their grievances directly.

Persons with grievance, can approach the Company at info@grmrice.com to submit their complaints. The Company strives to support all community members in feeling safe and heard.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year
Directly sourced from MSMEs/ small producers	2.20	3.21
Sourced directly from within the district and neighbouring districts	29.47	27.75

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

Essential Indicators

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

All complaints or grievances are addressed immediately and resolved at the earliest. All complaints should be sent to our customer service team/ relevant accounts manager. For any complaints or feedback and suggestions consumer can directly contact the company telephonically or through e-mail. Any specific consumer issues can also be raised to the sales representative or channel partner with whom the customer is dealing and is in constant contact with.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during theyear	Pending resolution at the end of year	Remarks	Received during theyear	Pending resolution at the endof year	Remarks
Delivery of essential services	0	0	NA	0	0	NA
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber -security	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

Instances	Number	Reasons for recall
Voluntary Recall	0	0
Forced Recalls	0	0

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**

No, the Company does not have any policy on cyber security and risks related to data privacy.

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 takenby regulatory authorities on safety of products / services**

No issues have been reported during the year related to any of the above.