

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24200MH1989PLC051018
2.	Name of Listed Entity	Advanced Enzyme Technologies Limited
3.	Year of incorporation	1989
4.	Registered office address	5th Floor, 'A' wing, Sun Magnetica, LIC Service Road, Louiswadi, Thane (W) 400 604, India
5.	Corporate office address	
6.	E-mail	info@advancedenzymes.com
7.	Telephone	+91-22-4170 3200
8.	Website	www.advancedenzymes.com
9.	Financial year for which the reporting is done	FY 2022-23 (April 01, 2022 to March 31, 2023)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) & National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 223.65 million (as on March 31, 2023)
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. Ronak Saraf Manager -Investor Relations ir@advancedenzymes.com +91 22-4170 3200
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)	Disclosures under this report are made on a standalone basis for Advanced Enzyme Technologies Limited

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	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical 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.	Enzymes & Probiotics	21001	100%

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 (India)	4	2	6
International	0	0	0

*Note: The Company has 2 R&D laboratories

BRSR (Continued)

17. Markets served by the entity

- a. Number of locations

Locations	Numbers
National (No. of States)	PAN India presence across all 28 states and 8 Union Territories
International (No. of Countries)	Exported to 49 countries across 5 continents

*Note: During FY 2022-23, the Company dispatched its materials to 21 states and 3 Union Territories

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

31% of revenue is generated through exports

- c. A brief on types of customers

The Company provides proprietary enzymes & probiotics products and customized solutions to Human Nutrition, Animal Nutrition, Bio-Processing Industry (Food & Non-Food processing)

IV. Employees

18. Details as at the end of Financial year: 2022-23

- 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)	284	221	77.82%	63	22.18%
2.	Other than permanent (E)	38	31	81.58%	07	18.42%
3.	Total employees (D+E)	322	252	78.26%	70	21.74%
WORKERS						
4.	Permanent (F)	54	54	100%	0	0.00%
5.	Other than permanent (G)	196	186	94.90%	10	5.10%
6.	Total workers (F+G)	250	240	96.00%	10	4.00%

Note: In FY23, there were 33 trainees who are included in 'Other than permanent' above.

- 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)	1	1	100%	0	0
2.	Other than permanent (E)	0	0	0	0	0
3.	Total differently abled Employees (D + E)	1	1	100%	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	10	2	20%
Key Management Personnel*	2	0	0

*Note: KMP includes Chief Financial Officer (CFO) and Company Secretary (CS)

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	10.50%	30.09%	14.52%	13.77%	37.46%	25.62%	15.56%	9.75%	12.66%
Permanent workers	1.83%	0	1.83%	1.80%	0	1.80%	3.50%	0	3.50%

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

21. (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.	JC Biotech Pvt. Ltd.	Subsidiary	89.83%	The Subsidiaries are separate entities and hence they follow BR initiatives as per the laws as may be applicable to them.
2.	Advanced Bio-Agro Tech Ltd.	Subsidiary	60%	
3.	Advanced EnzyTech Solutions Ltd.	Subsidiary	100%	
4.	Advanced Enzymes USA	Subsidiary	100%	
5.	Cal-India Foods International	Subsidiary (Step-down)	100%	
6.	Advanced Supplementary Technologies Corporation	Subsidiary (Step-down)	100%	
7.	Dynamic Enzymes Inc*	Subsidiary (Step-down)	100%	
8.	Enzyme innovation Inc.	Subsidiary (Step-down)	100%	
9.	Advanced Enzymes (Malaysia) Sdn. Bhd.	Subsidiary	100%	
10.	Advanced Enzymes Europe B.V.	Subsidiary	100%	
11.	evoxx technologies GmbH	Subsidiary (Step-down)	100%	
12.	SciTech Specialities Pvt. Ltd.	Subsidiary	51%	
13.	Saiganesh Enzytech Solutions Pvt. Ltd.	Subsidiary	50%	

Note: During the financial year 2022-23, the Board Directors of respective wholly owned subsidiaries i.e. Dynamic Enzymes, Inc., USA ("DE") and Advanced Supplementary Technologies Corporation, USA ("AST") approved merger of DE and AST. Further, the State of California (USA) had approved the merger of DE into AST and consequently thereafter, DE merged into AST, and DE cease to exist.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in million) – ₹ 3,315.28 million (on standalone basis)

(iii) Net worth (in million) – ₹ 5,250.34 million (on standalone basis)

BRSR (Continued)

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			FY 2021-22		
		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	NIL	NIL		NIL	NIL	
Investors (other than shareholders)	No	NIL	NIL		NIL	NIL	
Shareholders	Yes*	NIL	NIL		NIL	NIL	
Employees and workers	Yes	NIL	NIL		NIL	NIL	
Customers	Yes	35	NIL		19	NIL	
Value Chain Partners	No	NIL	NIL		5	NIL	
Other (please specify)	No	NIL	NIL		NIL	NIL	

Note:

Value Chain Partners include entities with which the organisation has a direct or indirect business relationship and which either (a) supply products or services that contribute to the organisation's own products or services or (b) receive products or services from the organisation.

Weblink of all the policies: www.advancedenzymes.com/investors/corporate-governance/#codes-and-policies

*The Grievance Redressal Mechanism is as per the applicable regulations

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 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 Risk	Risk	The Company may face significant changes in its operating environment due to climate change, such as disruptions in production, shifts in customer preferences, and other potential impacts	The Company stays up to date with the latest developments and implements necessary risk mitigation strategy. This may include analysing and assessing the potential consequences that could impact the business	Negative
2.		Opportunity	The Company may consider climate change an opportunity since addressing it will necessitate the development of new and improved products across the globe	The Company is preparing to adapt to the evolving market conditions due to climate change	Positive
3.	Environmental Impact	Risk	As a manufacturing company, the plants run by AETL always carry the risk of having a negative impact on the environment	The Company has a strong system in place for establishing its 'Standard Operating Procedures' with a key focus on protecting the environment. For e.g. the complete range of enzymes produced by the Company is eco-friendly	Negative

BRSR (Continued)

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)
4.	Energy Conservation	Opportunity	The Company conserves energy, which results in using less energy to achieve the same or even higher output, reducing costs and significantly reducing environmental impact	The Company consistently implements measures to conserve energy, such as installing more energy-efficient technology and products	Positive
5.	Carbon Emissions	Risk	Scientific studies have shown that industry carbon emissions contribute significantly to the greenhouse effect, which is the primary cause of global climate change	The Company is developing a strategy to decrease its emissions and conform to the 'net zero' goals within its specific regions	Positive
6.	Water Usage and Management	Opportunity	Using and managing water efficiently results in lower costs and also aids in reducing the adverse effects of groundwater depletion and water pollution	The Company has a system in place to recycle wastewater, which is processed accordingly. Additionally, the Company is dedicated to using water efficiently	Positive
7.	Waste Reduction	Opportunity	Minimising waste involves an all-encompassing approach of utilising fewer materials to decrease waste production. Such a practice results in conserving natural resources and cost savings	The Company is dedicated to minimising waste to attain environmental and economic advantages	Positive
8.	Material handling	Risk	Being an industrial manufacturer, the Company deals with material handling, which involves transporting and storing materials and products. This encompasses several stages: raw material handling, manufacturing processes, warehousing, and distribution	The Company employs industry-leading practices to manage both raw materials and finished products, ensuring the most efficient and effective material handling	Negative
9.	Supply chain management	Risk	External and internal events may result in challenges related to the sourcing and transporting of raw materials and finished products, potentially leading to missed business opportunities and revenue losses	The Company continuously strives to optimise cost-effectiveness and timely deliveries. To ensure delivery timelines, raw materials are procured from reputable manufacturers. The Company also maintains adequate buffer stock to prevent potential delivery delays	Negative
10.	Customer Experience	Risk	The survival and success of any business heavily rely on its customers. A decrease or discontinuation in customer demand can negatively impact the Company's revenue and profitability	The Company has been proactively improving the quality and consistency of the customer experience while also diversifying its client base, thereby reducing business risks	Negative

BRSR (Continued)

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)
11.	Health & Safety	Risk	Due to the nature of its operations, the Company must contend with risks that could potentially threaten the health and safety of its employees and customers. This necessitates objectively assessing potential hazards that may lead to harm, injury, illness, or even death of employees or customers	The Company has 'zero tolerance' for any compromise or deviation from accepted norms and everyone is expected to abide with them. The Company also endeavors and strives to fulfil all applicable compliance requirements related to health and safety. The health and safety of our people and customers was, is and will continue to be our topmost priority	Negative
12.	Talent Management	Opportunity	Attracting, developing, and retaining the appropriate talent is crucial for the Company's day-to-day operations and long-term employee morale, and it is critical for the Company's future growth	The Company recognises that human capital is a key factor in achieving success. It has been successful in not only attracting top talent but also in maintaining acceptable attrition rates that are within a healthy threshold	Positive
13.	Employee Engagement	Opportunity	Employee engagement is the assessment of the commitment, enthusiasm, and interest employees feel towards their job and overall responsibilities within the organisation. It presents an opportunity for the Company as studies have shown that employees who are more engaged tend to be more conscientious about their work and the Company's performance	The Company is dedicated to creating a work environment that encourages and supports its employees to excel by implementing employee engagement programmes. The Management is focused on providing employees with better tools, technology, and techniques to optimise their potential and improve teamwork	Positive
14.	Community Engagement	Opportunity	In order to foster resilience in business and establish a positive, sustainable, long-term relationship with the community, organisations must have a clear vision and work collaboratively. The individuals who are directly or indirectly connected with the Company are significant stakeholders	The Company strives to monitor its initiatives aimed at benefiting the community. The senior management regularly reviews and evaluates the programmes and their progress	Positive
15.	Data Privacy & Security	Risk	Data privacy has become a significant risk factor in the modern world, but it can also be a valuable source of competitive advantage if managed properly. Despite this, effective information and data management continues to pose compliance challenges, which may lead to reputation risks	The Company has a strong framework in place to identify cybersecurity risks. Recognising the growing significance of data privacy concerns, the Company takes a comprehensive and coordinated approach to information security and data privacy systems	Negative

BRSR (Continued)

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)
16.	Product quality and safety	Opportunity	Improving product quality and safety and meeting customer expectations can attract more customers and subsequently increase revenue	By ensuring high product quality, the company can build a strong reputation for delivering reliable and effective enzymes which can lead towards attracting and retaining customers. Quality and safety measures also minimize product recalls, warranty claims, and customer complaints, leading to cost savings	Positive
17.	Corporate Governance	Opportunity / Risk	Ensuring robust corporate governance is fundamental to fulfilling the objectives of the organization, as any risks have the potential to erode the trust of the stakeholders, dent the reputation of the organization, and may disrupt its business	The Board effectiveness is enhanced by selecting the right mix of individuals to serve on the Board, with the requisite qualifications, expertise and experience, who can collectively serve the best interests of all stakeholders, maintain board and management accountability and drive corporate ethics, values and sustainability	Positive
18.	Investment in R&D	Opportunity	To attain operational excellence and generate value for our stakeholders, we aim to bolster our research capabilities by utilizing state-of-the-art technologies and establishing world-class laboratories	By adopting new technological innovations, Advanced Enzyme can gain a competitive edge and explore new opportunities for sustainable growth in the long run	Positive
19.	Regulatory compliance	Risk	The enzymes and probiotics industry is subject to extensive regulation, and the regulatory framework is continuously evolving in response to the impacts of globalization, the emergence of new markets, the introduction of new technologies, and the increasing expectations of patients, investors, and regulators.	Maintaining the highest standards of quality and adhering to applicable regulatory requirements are top priorities for us. Our facilities located nationwide follow Good Manufacturing Practice (GMP) guidelines.	Negative

BRSR (Continued)

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 referred as P1-P9 as given below:

- P1 - Businesses should conduct and govern themselves with integrity in a manner that is Ethical, Transparent and Accountable.
- P2 - Businesses should provide goods and services in a manner that is sustainable and safe.
- P3 - Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4 - Businesses should respect the interests of and be responsive to all their stakeholders.
- P5 - Businesses should respect and promote human rights.
- P6 - Businesses should respect and make efforts to protect and restore the environment.
- P7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8 - Businesses should promote inclusive growth and equitable development.
- P9 - Businesses should engage with and provide value to their consumers in a responsible manner.

Sr. No.	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 the entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
	c. Web Link of the Policies, if available	www.advancedenzymes.com/investors/corporategovernance/#codes-and-policies								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)*	Y	Y	Y	Y	Y	Y	N	Y	Y
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	Food Safety System Certifications (FSSC) 22000 Global Organic Textile Standard (GOTS) ISO 9001:2015 ISO 14001:2015 ISO 45001:2018 Halal Certification Kosher Certificate WHO-GMP Certification GMP Plus Certification Written Confirmation Certification Export Inspection Agency Certification								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	N	N	N	N	N	N	NA	N	N

BRSR (Continued)

Sr. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7#	P 8	P 9
6.	Performance of the entity against the specific commitments, goals and targets alongwith reasons in case the same are not met									
		<p>The Company uses eco-friendly methods to create sustainable products, making it a comprehensive offering for both customers and end users. The Company is currently working on establishing emission targets that align with the Science Based Targets initiative, which offers a specific plan for companies to decrease their carbon emissions.</p> <ul style="list-style-type: none"> • The Company has implemented a human rights policy distributed to all its employees. The employees are fully informed about workplace ethics, labor laws, and other relevant policies through various means of communication such as display boards, handbooks, and other forms of communication. The Company takes measures to prevent the use of forced or child labor within the workplace and conduct thorough compliance audit to ensure this policy is upheld. • The Company takes measures to abide by the laws and regulations in India and in other countries where it conducts business. Additionally, a Whistle Blower Policy is in place that enables directors and employees to report any concerns without fear of retaliation. • The Company strives to strengthen its relationships with stakeholders by actively seeking their perspectives on topics that are important to them. This includes issues related to the environment, society, and the economy that may impact the Company ability to generate value. By gaining these insights, the Company can better understand how the stakeholders perceive value, pinpoint emerging trends, identify potential risks and opportunities, and develop appropriate strategic responses. 								
Governance, leadership and oversight										
7.	Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements									
		<p>In our Annual Report and Business Responsibility and Sustainability Report, we have addressed all crucial matters concerning business responsibility and sustainability at Advanced Enzyme Technologies Limited. However, I would like to take this opportunity to articulate our unchanging values and strategic priorities regarding business resilience and sustainability. These times are challenging for everyone in various ways, as humanity grapples with combating climate change, eradicating violent conflict, fostering community development, and conducting ethical, transparent, and responsible business. We must prioritize inclusive growth and sustainable development without sacrificing the unique developmental requirements of different regions and the welfare of the poor and marginalized. We have consistently endeavored to include all stakeholders in our journey of growth and progress. It is imperative that we always conduct our business responsibly and sustainably, with trust and transparency. We also encourage and support our suppliers, vendors, distributors, partners, and other stakeholders to adopt the same principles. On behalf of the board and management, I would like to express our commitment to continue conducting our business ethically and responsibly, with the interests of all stakeholders guiding our conduct.</p>								
8.	Details of the highest authority responsible for implementing and overseeing the Business Responsibility policy(ies)									
		<p>Mr. Vasant Rathi Chairman & Non-Executive Director DIN: 01233447</p>								
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. Mr. Mukund Kabra Whole-Time Director DIN: 00148294</p>								

BRSR (Continued)

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									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7#	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7#	P 8	P 9
Performance against above policies and follow up action	As a standard practice, the Company's Business Responsibility policies undergo periodic or as-needed reviews by the Board Member(s)/Senior leadership team. This evaluation includes a review of the policies' effectiveness and implementation of necessary changes to policies and procedures.																	
Compliance with Statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with relevant regulations, and the senior management issues a Statutory Compliance Certificate for applicable laws to the Board of Directors.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The independent assessment has not been carried out by the Company. However, an internal evaluation is carried out on a periodical basis.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Not Applicable

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	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)									
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)									

#Note: Presently, the Company is not engaged in influencing public and regulatory policy

* The value chain partners are encouraged to follow the said policies, as applicable or expected from responsible business.

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 categorised 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

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 awareness programmes
Board of Directors	4	The Company acquaints its director(s) with its operations, financials, products, markets, risk management framework, business strategy, annual budget, and other important information, mainly during the Board and Audit Committee meetings.	90%
Key Managerial Personnel	6	Programs for familiarisation including Leadership Workshops, and Prevention of Sexual Harassment.	90%
Employees other than BoD and KMPs	37	Leadership Workshop Prevention of Sexual Harassment Data Integrity Labour law-new labour codes, fire safety training, pharma regulations codes, leadership awareness regarding FSSC 22000 Ver. 5.1	80%
Workers	44	Labour law-new labour codes, fire safety training, pharma regulations codes, leadership awareness regarding FSSC 22000 Ver. 5.1 Awareness of ISO standards training, current Good Manufacturing Practices (CGMP) Good Distribution Practices (GDP) HALAL	84%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	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		
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment			NIL		
Punishment					

BRSR (Continued)

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
NA	NA

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 implemented an anti-corruption and anti-bribery policy, which applies to all associates and business partners defined in the policy, including its subsidiaries. The policy underscores our strict stance against corrupt practices and bribery. The Company has established internal controls to prevent the Company or its employees from engaging in unethical behavior. Moreover, the Company conducts periodic review/audit/internal investigation to ensure compliance with the policy. The policy offers guidance on identifying and addressing bribery and corruption issues. As part of the Company's Code of Conduct awareness, the Company also creates awareness amongst employees, on anti-corruption and anti-bribery topics.

www.advancedenzymes.com/investors/corporate-governance#codes-and-policies.

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	FY 2021-22
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	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				

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:

Not Applicable

Leadership Indicators

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

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

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

Yes, the Board members are prevented and managed for any conflicts of interests through the Company's strong mechanisms and processes. The Company believes that the Board members need to be loyal as they are responsible for protecting the Company's interests. This is to ensure that the Board members do not take advantage of their position and should avoid any potential conflicts of interest with the Company. To ensure that the conduct of Board members always remain exemplary in the matters related to ethics, the appointment of directors is decided after a careful scrutiny of their previous track record and experience.

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

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

	FY 2022-23	FY 2021-22	Details improvement of in environmental and social impacts
R&D	100%	100%	During the year following developments took place: <ul style="list-style-type: none"> • Developed next-generation engineered proteins • Developed an Enzyme and probiotics • We have an enzyme preparation and method for preparing concentrate from soya protein-containing material • Process for extracting oil from oil palm fruits and enzyme compositions
Capex	100%	100%	

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

Yes, the Company has created a supplier sustainability criterion and implemented a process for vendor selection. This encompasses multiple principles and guidelines, such as adhering to the Safety, Health and Environment Policy, complying with legal requirements, obtaining ISO Certification, and more. In addition, Advanced Enzyme Technologies Limited procures its raw materials locally, thereby reducing its carbon footprint. Furthermore, we make a sincere effort to source raw materials from suppliers who comply with regulatory authority rules and regulations.

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

Approximately 90% of sourcing is procured in a sustainable manner.

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:**

- Plastics, E-waste, Hazardous waste and other waste are disposed-off through authorized (State Pollution Control Board Registered) Scrap dealers.
- Hazardous waste generated in the process is reprocessed in-house in one of the Plant and used as one of the raw materials in the manufacturing of other application products.
- The liquid waste from the RnD center is treated as per the State Pollution Control Board protocol and the treated waste is used for watering plants

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.

No, EPR policy is not applicable to the nature of the business carried out by the Company.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? - NA**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
No					

BRSR (Continued)

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

Name of Product / Service	Description of the risk / concern	Action Taken
NA		

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

Indicate input material	Recycled or re-used input material to total material (%)	
	FY 2022-23	FY 2021-22
Raw Material*	22.30	21.56

*Since multiple raw materials are consumed during the process, hence name of each raw material is not mentioned

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	NIL	NIL	NIL	NIL	NIL
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous waste	NIL	NIL	NIL	NIL	NIL	NIL
Other waste	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL

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

Not Available

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
NIL	

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

Essential Indicators

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

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	221	146	66.06%	221	100%	NA	NA	75	33.94%	NA	NA
Female	63	11	17.46%	63	100%	63	100%	NA	NA	NA	NA
Total	284	167	58.80%	284	100%	63	22.18%	75	26.41%	NA	NA
Other than Permanent employees											
Male	31	26	83.87%	31	100%	NA	NA	NA	NA	NA	NA
Female	7	7	100%	7	100%	7	100%	NA	NA	NA	NA
Total	38	33	86.84%	38	100%	7	18.42%	NA	NA	NA	NA

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

Category	% of workers 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	54	54	100%	54	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0	0	0	0	0	NA	NA	NA	NA
Total	54	54	100%	54	100%	NA	NA	NA	NA	NA	NA
Other than Permanent workers											
Male	186	186	100%	186	100%	NA	NA	NA	NA	NA	NA
Female	10	10	100%	10	100%	10	100%	NA	NA	NA	NA
Total	196	196	100%	196	100%	10	5.10%	NA	NA	NA	NA

Note: In FY23, 33 trainees and in FY 22, 40 trainees are categorised above under "other than permanent."

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

Benefits	FY 2022-23			FY 2021-22		
	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%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others - Superannuation	21.25%	0%	Y	21.15%	0%	Y

BRSR (Continued)

3. Accessibility of workplaces:

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

Yes. Depending on the accessibility requirement of an employee under different departments of our premises / offices, the arrangements are done accordingly. In compliance with the requirements of the Rights of Persons with Disabilities Act, 2016, our plants and offices are accessible by differently abled persons

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.:

The organisation upholds an Equal Opportunity Policy to cultivate an inclusive workplace that fosters diversity by offering equal employment opportunities and treating all employees equally regardless of gender, age, physical ability, beliefs, religion, sexual orientation, ethnicity, caste, or any other form of discriminatory factor. We highly appreciate the diversity within our workforce and therefore support the development and growth of talent within the organisation. Our optimal performance is achieved when an environment of mutual trust and collaboration exists.

Web link: www.advancedenzymes.com/investors/corporate-governance/#codes-and-policies

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%	66.67%	Not Applicable	
Female	-	-		
Total	100%	66.67%		

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:

The Company places a great emphasis on fostering a work culture founded on mutual trust and respect. However, we acknowledge that circumstances may arise where an employee or worker may have grievances regarding various matters, such as supervisors, co-workers, or working conditions. To address such concerns, we have established a clearly-defined, structured, and hierarchical procedure for redressing grievances. The employee can raise their concern to the reporting managers and HR, in case the grievances remain unresolved they can raise their concerns with AETL's senior management team. We periodically make suitable adjustments to the process based on the situation and the specific employee category.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes (as mentioned above)
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	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	284	NIL	Nil	267	NIL	NIL
- Male	221	NIL	NIL	217	Nil	NIL
- Female	63	NIL	NIL	50	NIL	NIL
Total Permanent Workers	54	54	100%	55	55	100%
- Male	54	54	100%	55	55	100%
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2022-23						FY 2021-22			
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
	Employees									
Male	252	180	71.42%	189	75.00%	253	170	67.19%	176	69.57%
Female	70	54	77.14%	59	84.29%	59	45	76.27%	53	89.83%
Total	322	234	72.67%	248	77.02%	312	215	68.91%	229	73.40%
	Workers									
Male	240	192	80.00%	142	59.17%	219	178	81.27%	128	58.44%
Female	10	08	80.00%	06	60.00%	10	7	70.00%	4	40.00%
Total	250	200	80.00%	148	59.20%	229	185	80.79%	132	57.64%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
	Employees					
Male	252	252	100%	253	253	100%
Female	70	70	100%	59	59	100%
Total	322	322	100%	312	312	100%
	Workers					
Male	240	240	100%	219	219	100%
Female	10	10	100%	10	10	100%
Total	250	250	100%	229	229	100%

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?**

We have put in place a system to manage occupational health and safety, which has been certified under ISO 45001 which ensures requirements for an Occupational Health and Safety (OH&S) management system for all of our units. Our system covers all employees, including regular staff and contractors, and extends to 100% of our organisation. Additionally, we comply with legal requirements, including the Factories Act, Indian Boilers Act, Environment Protection Act, and other government regulations.

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

The Company is dedicated to ensuring a safe and healthy work environment within its premises, taking all necessary precautions to prevent safety incidents and work-related illnesses. We have an organised and systematic procedure to identify potential hazards, evaluate associated risks, and implement measures to mitigate and control them. The approach involves taking suitable measures to eliminate or minimise risks and raising awareness among all staff and workers to participate in the process.

- c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (YES/NO)**

Yes, we promote a culture of reporting near-miss incidents among our employees. Each site also has a dedicated procedure in place for reporting work-related hazards, injuries, unsafe conditions, and acts.

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

Yes, through periodic medical check-ups and the personal accident insurance policy.

BRSR (Continued)

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

The Company has established an EHS Committee comprising management and worker representatives at the plant level. In the regular EHS Committee meetings, topics such as identifying training requirements, reviewing Hazard Identification and Risk Assessment (HIRA), proposing enhancements, etc., are deliberated. Necessary corrective and preventive measures are then taken to ensure a secure and healthy work environment. Further, Fire safety arrangement is provided and all efforts are made to ensure a safe & healthy work place.

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

	FY 2022-23			FY 2021-22		
	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		
Health & Safety	NIL			NIL		

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the plants were assessed as follows:
Working Conditions	<ul style="list-style-type: none"> - Nashik: Entire plant assessment as per ISO 45001:2018, assessment by Jt. Director Health and Safety - Pithampur: Entire plant has been assessed by IR class as per FSSAI guidelines for FSSC 22000 certification.

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

Not Applicable

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of the death of (A) Employees (Y/N) (B) Workers (Y/N):

(A) Employees - Yes (either in the form of mediclaim or accidental death insurance policy or others)

(B) Workers - Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners:

AETL guarantees that all applicable statutory dues related to its transactions are withheld and deposited according to current regulations. This process is also scrutinised during internal statutory audits.

BRSR (Continued)

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees / workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	NIL	NIL	NIL	NIL
Workers				

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

No

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners:

NIL

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 recognises any person, group, or organisation that directly or indirectly influences its operations or business chain as a crucial stakeholder. This group includes customers, shareholders, suppliers, communities, government and regulatory bodies, and employees. The Company performs periodic mapping exercises to recognise and engage with its stakeholders.

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

- Employees
- Shareholders
- Customers
- Suppliers
- Communities
- Media
- Governments and Regulatory bodies

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
Employees	No	One-on-One interactions, e-mail, senior management meet, internal communication platforms	Quarterly & annually (but also as and when required)	Career development salary and other perquisites, work ethics, policy communication, team building

BRSR (Continued)

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
Shareholders	No	Press releases, email, media releases, annual general meeting, stock exchange (s) intimations, website	Quarterly, half-yearly, annual, as and when required	Financial performance, key risks and mitigation, operational highlights, share price appreciation, dividend distribution
Customers	No	Email, SMS, pamphlets, advertisement, website, meetings	Ongoing & need-based	Superior customer service throughout the life cycle
Suppliers	No	Email, website, meetings	Ongoing & need-based	Timely delivery, payment terms & conditions, quality of goods procured
Communities	Yes	Email, meetings, telecommunications, One-on-one meetings	Ongoing	CSR, community complaints, awareness program, community development
Media	No	Press meets, management interviews, conference calls, newspaper, advertisement, website	Quarterly or need-based	Business and industry updates, quarterly results
Governments and Regulatory bodies	No	Meetings, visits	Need-based	Compliance, governance practices, regulatory approvals

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:**

The Company employs diverse communication channels to engage with its various stakeholders and regularly conducts surveys to comprehend their opinions. The Company is committed to maintaining persistent, ongoing, and proactive conversations with all its essential stakeholders. This helps in refining the Company's strategies and performance. It is crucial to develop policies and programmes that are equitable and transparent, balancing the interests of all stakeholders.

- 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 of the entity:**

Yes, the Company considers the promotion of a healthy and active lifestyle among people to be a significant societal objective, and as such, it collaborates with diverse stakeholders to gain a deeper understanding of their expectations and to compare its practices with the best in the industry. The Company is consistently and actively striving to comprehend the impact of its sustainability strategy and future priorities with all stakeholders. Regular consultations with both internal and external stakeholders are pivotal to the Company's ability to develop its CSR agenda and sustainability initiatives.

- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.**

The Company is dedicated to promoting the welfare of underprivileged, disadvantaged, and marginalised sectors of society and strives to create sustainable livelihoods and a better human capital culture. Its Corporate Social Responsibility (CSR) policy focuses on initiatives in fields such as education, skill development, healthcare, sanitation, environmental sustainability, women's empowerment, and rural development. The Company has identified specific areas for improvement to enhance the standard of living and create a better society. To achieve its goals, the Company has collaborated with trusts and NGOs to fund CSR activities, including vocational training for differently-abled adults, addressing malnutrition and poor educational standards among tribal children, treating Thalassemia patients, and supporting education-related activities. The Company particularly emphasises assisting children, elderly, women, differently abled and impoverished individuals, engaging with and prioritising support for these groups. The Company has implemented several programmes under its CSR Policy to benefit these vulnerable groups, and the details are available in the Annual Report on CSR Activities.

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 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of Employees / workers covered (D)	% (D / C)
Employees						
Permanent	284	284	100%	267	267	100%
Other than Permanent	38	38	100%	45	45	100%
Total Employees	322	322	100%	312	312	100%
Workers						
Permanent	54	54	100%	55	55	100%
Other than Permanent	196	196	100%	174	174	100%
Total Workers	250	250	100%	229	229	100%

In FY23, 33 trainees and in FY22, 40 trainees are categorised above under "Other than permanent."

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

Category	FY 2022-23					FY 2021-22				
	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	221	22	9.95%	199	90.05%	217	16	7.37%	201	92.63%
Female	63	09	14.29%	54	85.71%	50	8	16.00%	42	84.00
Other than Permanent										
Male	31	-	-	31	100%	36	-	-	36	100%
Female	07	-	-	07	100%	-	-	-	9	100%
Workers										
Permanent										
Male	54	54	100%	-	54	55	55	100%	-	-
Female	-	-	100%	-	-	-	-	-	-	-
Other than Permanent										
Male	186	186	100%	-	186	164	164	100%	-	-
Female	10	10	100%	-	10	10	10	100%	-	-

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

(Median remuneration is in ₹ million)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	07	0.66	02	0.54
Key Managerial Personnel	03	11.85	0	0
Employees other than BoD and KMP	252	0.71	70	0.37
Workers	54	0.64	0	0
Contractual workers	186	0.18	10	0.18

BRSR (Continued)

Notes:

1. The Commission payable to Board members as of March 31, 2023, has been considered to determine the median remuneration of BoD. Sitting fees paid to Independent Directors have not been considered.
2. For the purpose of the above disclosure, the remuneration (excluding Commission) of Mr. Mukund Kabra (Whole-Time Director & KMP) has been considered to determine the median remuneration for KMPs.
3. The median remuneration calculated for KMPs excludes the Commission/Annual Incentives, Leave encashment, gratuity and ESOP (as may be/wherever applicable).

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)

The Company has assigned the responsibility of addressing human rights issues or impacts to the Head of the Human Resource department, Board and Senior Management of AETL. The Company's Human Rights Policy mandates that all relevant stakeholders adhere to the policy principles.

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

The core principle at the Company is that any stakeholder should be able to raise their grievances and should be able to report any breach or perceived violation, with complete confidence and trust, confidentially and anonymously and without fear of retaliation. They should be able to report any breach of policies and procedures in the Company. The grievance can be reported in the following manner, a) General Human Right Grievances – To be addressed to Human Resource Department, Immediate supervisor, team lead of the department, with adequate arrangement for escalation, b) Any Sexual Harassment related incidents should be reported to Prevention of Sexual Harassment Committee (i.e. Internal Complaints Committee), Head - Human Resources / the Board.

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

	FY 2022-23			FY 2021-22		
	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	NIL			NIL		
Discrimination at workplace						
Child Labour						
Forced Labour / Involuntary Labour						
Wages						
Other human rights related issues						

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

The Company ensures that all workers and employees are treated with dignity, and provides a work environment free from any type of harassment, whether it be physical, verbal or psychological, including any such conduct directed towards third parties during business operations. Additionally, the employees are allowed to express their opinions freely. The Company is committed to ensuring optimal levels of safety and security in the workplace, devoid of violence, harassment, intimidation, and other unsafe or disruptive conditions that may arise due to internal or external threats. The Head of Human Resources, team lead/manager of the department, Management, and Board are all responsible for preventing any adverse consequences to the complainant in cases of discrimination and harassment, with appropriate escalation mechanisms in place.

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

The human rights requirements is covered in detail in AETL Code of Conduct. The 'AETL Code of Conduct and Ethics' is available at: www.advancedenzymes.com/investors/corporate-governance/#codes-and-policies

BRSR (Continued)

9. Assessments for the year:

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

Not Applicable.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

The Company has not received any grievances or complaints related to human rights concerns. However, the Company is implementing various measures to ensure that the Company upholds human rights and safeguards the rights of all employees and workers. Further, Company's human rights policy is publicly available and encompasses several key principles, including the prohibition of child labor and forced labor, harassment-free workplace, non-discrimination in the workplace by providing equal opportunity, diversity and freedom of association, compensation that exceeds legal standards, compliance with standard working hours as stipulated by relevant laws.

2. Details of the scope and coverage of any Human rights due-diligence conducted:

Not Applicable.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. Depending on the accessibility requirement of an employee under different departments of our premises / offices, the arrangements are done accordingly. In compliance with the requirements of the Rights of Persons with Disabilities Act, 2016, our plants and offices are accessible by differently abled persons

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil, the Company holds its value chain partners to the same high standards of corporate values, ethical principles, and human rights that it adheres to in all of its business operations. Although no specific evaluation regarding value chain partners has been conducted, this is an ongoing commitment.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above:

Not Applicable.

BRSR (Continued)

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	(In Joules or multiples)	
	FY 2022-23	FY 2021-22
Total electricity consumption (A)	34,492 GJ	30,714 GJ
Total fuel consumption (B)	1,33,047	1,24,363
Coal	1,13,957	1,03,008
Furnace Oil & LDO	15,532	19,131
Diesel	3,558	2,248
Energy consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	167,540 GJ (approximately)	155,100 GJ (approximately)
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	5.38 * 10 ⁻⁵ GJ/INR (approximately)	5.69 * 10 ⁻⁵ GJ/INR (approximately)
Energy 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, the name of the external agency.:

No independent assessment was carried out by any external agency.

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:

No

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	112,016	116,111
(ii) Groundwater	NIL	NIL
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others - Recycled water	20,779	8,021
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	132,795	124,132
Total volume of water consumption (in kilolitres)	130,082	118,132
Water intensity per rupee of turnover (Water consumed / turnover)	4.18 * 10 ⁻⁵ Kilo litres/INR (approximately)	4.33 * 10 ⁻⁵ Kilo litres/INR (approximately)
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA

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

No independent assessment was carried out by any external agency.

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

Yes, the Company implemented a comprehensive mechanism to treat both process effluent and equipment wash water, utilising a three-stage forced feed Evaporation Plant. This process generates steam, which is collected and condensed to create recycled water for use in utilities such as boilers, water-cooled compressors, and cooling towers. The resulting slurry and sludge are then dried in the cage mill to produce a non-hazardous powder that serves as a raw material for non-pharmaceutical application products. This effective Zero Liquid Discharge (ZLD) system has been in place since 2003 and includes an Effluent Treatment Plant (ETP), Mechanical Vapor Recompression Evaporator (MEE), and Dryer.

BRSR (Continued)

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	FY 2021-22
NOx	Mg/Nm ³	19.32	20.11
SOx	Mg/Nm ³	11.92	5.66
Particulate matter (PM)	Mg/Nm ³	29.80	47.86
Persistent organic pollutants (POP)	Mg/Nm ³	0.62	0.61
Volatile organic compounds (VOC)	Mg/Nm ³	0.71	0.71
Hazardous air pollutants (HAP)	Mg/Nm ³	0.85	0.95
Others - please specify	Mg/Nm ³	NA	NA

Note: POP, VOC and HAP data is available for Sinnar plant only.

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

Yes

- Ashwamedh Engineers & Consultants- Laboratory services division, Nashik
- Azis Labs, Pithampur, Madhya Pradesh

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The Company has just introduced environmental monitoring and stack emission monitoring from respective State Pollution Control Board approved external agency.	
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	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, the name of the external agency.

No

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

NIL

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4.47	4.09
E-waste (B)	0.53	1.97
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	0.29	0.70
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	272.45	155.64
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1.69	1.05
Total (A+B + C + D + E + F + G + H)	279.43	163.45

BRSR (Continued)

Parameter	FY 2022-23	FY 2021-22
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	NIL	NIL
(ii) Re-used	271.00	153.50
(iii) Other recovery operations	NIL	NIL
Total	271.00	153.50
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 (Through State Pollution Control Board – Registered Scrap Dealers)	8.43	9.95
Total	8.43	9.95

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

No external agency carried out any independent assessment.

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's policies mandate that all operations be conducted in a manner that prioritises the following: (i) the safe handling and minimal usage of hazardous and toxic chemicals in both products and processes, with best practices implemented to manage resulting waste; (ii) adherence to all relevant environmental regulations; and (iii) the optimal utilisation of resources. All Company plants and laboratories are committed to improving energy efficiency through innovative techniques and ideas, which reduce wastage and optimise consumption.

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 / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
AETL's offices and manufacturing units are not located in Ecological sensitive zone			

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 in public domain (Yes / No)	Relevant Web link
NA					

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:

Yes

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
NA				

Leadership Indicators

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

Parameter	(In Joules or multiples)	
	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	NIL	NIL
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	34,492	30,714
Total fuel consumption (E)	133,047	124,386
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	167,540 GJ (approx.)	155,100 GJ (approx.)

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

No

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater		
- No treatment (Potable water use for Gardening)	7,200	3,000
- With treatment (Toilet wash water - Passed through brick-bite Soak Pits)	5,580	2,500
(iii) To Seawater		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(v) Others		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
Total water discharged (in kilolitres)	12,780	5,500

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

No external agency carried out independent assessment.

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

Not applicable, we are established away from water stress locations.

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

- (i) Name of the area
(ii) Nature of operations

BRSR (Continued)

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the entity may select the relevant metric		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

NA

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NIL	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – [the relevant metric may be selected by the entity]		NA	

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

No

BRSR (Continued)

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:

NA

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Initiative undertaken	Details of the initiative (Weblink, if any, may be provided alongwith summary)	Outcome of the initiative
The Company is actively working towards enhancing its reliance on renewable energy sources by implementing solar panels at its Nashik plant. Upon the completion of testing, the Company will get the advantages of 160 kWh of renewable energy, thereby reducing its dependence on non-renewable energy sources		

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

Yes. On broad basis, the business continuity plan is as follows: The Company has multi-location production facilities capable of manufacturing all the products i.e. Sinnar Factory/Pithampur Factory/Vasind Factory/plant(s) of the subsidiaries. Further, in case of any disaster/force majeure condition/cyber-attack at one of the location, the Company, in addition to the production facilities, has other locations from where the work / business can commence such as New Thane Research Centre, Wagle Research Centre, Thane Corporate Office. The Company has policy of taking backup of the systems on regular basis, hence the data can be restored and the work can be commenced without significant loss of data.

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

NA

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

NIL

BRSR (Continued)

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 the following 10 chambers/associations (refer point (b) below).

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.	Confederation of Indian Industry	National
2.	Health Foods and Dietary Supplements	National
3.	The Council of EU Chambers of Commerce	International
4.	Chamber of Bombay Commerce and Industry	State
5.	Pharmaceuticals Export Promotion Council of India	National
6.	Confederation of Indian Food Trade and Industry	National
7.	Confederation of Indian Food Regulatory Cell	National
8.	Trade Promotion Council of India	National
9.	Protein Foods and Nutrition Development	National
10.	Pithampur Audyogik Sangathan	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
NA		

Leadership Indicators

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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Not Applicable

The Company remains committed to supporting and promoting the growth of the supplement and nutrition industry, as its primary goal is to improve the health and well-being of people across the globe.

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
NIL					

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 ₹)
NIL						

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

The Company places great importance on establishing an effective system for receiving and addressing the concerns of the community. The Company has a well-defined process to receive any kind of enquiry/grievance/comment/suggestion from an external stakeholder, including local community members. All such queries received are assigned to the relevant person in the Company immediately and appropriate action is taken. There is a designated 'point of contact' through various communication channels for all these communications. All our internal and external stakeholders, including the communities we serve, can use this channel as a reporting platform to address a wide range of issues such as ethics, misrepresentation, fraud, misconduct, corruption, financial matters, conflicts of interest, insider trading, antitrust regulations, theft, embezzlement, employee relations, and human resources issues.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	9%	5%
Sourced directly from within the district and neighbouring districts	20%	24%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In ₹)
NIL			

BRSR (Continued)

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)**
 No, the Company does not have any preferential procurement policy focusing on suppliers from marginalised/vulnerable groups.
- (b) **From which marginalized /vulnerable groups do you procure?** NA
- (c) **What percentage of total procurement (by value) does it constitute?** NA

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

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NA				

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. **Details of beneficiaries of CSR Projects:**

Please refer to Annexure-IV (Annual report on CSR Activities) of the Board's Report within the Annual report FY 2022-23

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:**

Most of the Company's sales revenue comes from orders placed by repeat customers, indicating a strong and established relationship with them. Nonetheless, the Company has put in place a structured mechanism to promptly address any customer complaints or feedback regarding its products and services. Customers have multiple options to contact the Company, and its representatives maintain regular communication with them to ensure that any issues are resolved satisfactorily. Resolutions to customer feedback are provided with great care and speed to prevent future customer dissatisfaction and enhance customer value.

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	NA

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			NIL			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		NIL
Forced recalls		

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a weblink to the policy:

Yes, the Company has implemented a strong system to identify potential cybersecurity risks. With the increasing significance of data privacy, the Company adopts a comprehensive and coordinated approach to information security and data privacy systems. The policy mainly pertains to internal users and verified external entities but is not publicly available online. It is only shared with relevant entities based on their need and relevance.

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 the safety of products/services:

NA

BRSR (Continued)

Leadership Indicators

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

www.advancedenzymes.com, www.wellfa.com and other leading platforms in the market.

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

The Company's product(s) carry information about safe and responsible usage, as may be applicable.

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

The Company maintains regular communication with its customers to prevent customer relationship issues from escalating and affecting the business. In the event of any delays in customer delivery due to controllable or uncontrollable factors such as transportation disruptions or local disturbances, the Company promptly informs the customers to prevent any misunderstandings. Additionally, the Company makes every effort to minimise such incidents.

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

No, the Company adheres to the applicable laws & regulations regarding displaying the product label and related information.

- 5. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact**

NIL

- b. Percentage of data breaches involving personally identifiable information of customers**

NA