

July 17, 2023

To
BSE Limited,
1st Floor, New Trading Ring,
Rotunda Building, P.J. Towers,
Dalal Street, Mumbai – 400001,
Maharashtra, India.

BSE Code: **512573**

To
National Stock Exchange of India Ltd
Exchange Plaza,
Bandra (East),
Mumbai – 400051,
Maharashtra, India.

NSE Symbol: **AVANTIFEED**

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the FY 2022-23.

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report for Financial year 2022-23 and the same is also uploaded on the website of the Company at **www.avantifeeds.com**.

This is for your kind information and record.

Thanking you,

Yours faithfully,

for **Avanti Feeds Limited**

C. Ramachandra Rao
Joint Managing Director,
Company Secretary,
Compliance Officer & CFO
DIN:00026010

Encl: as above

Annexure - 4

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

SECTION A: GENERAL DISCLOSURES

1. DETAILS OF THE ENTITY

Sl. No.	Particulars	Response
1.	Corporate identity Number (CIN)	L16001AP1993PLC095778
2.	Name of the Company	Avanti Feeds Limited
3.	Year of incorporation	6 th January, 1993
4.	Registered office address	Flat No. 103, Ground Floor, "R" Square Pandurangapuram, Vishakhapatnam-530003, Andhra Pradesh, India.
5.	Corporate office address	G-2, Concorde Apartments, House No.6-3-658, Somajiguda, Hyderabad-500082, Telangana State, India.
6.	E-mail address	investors@avantifeeds.com
7.	Telephone	+91-40-23310260/61
8.	Website	www.avantifeeds.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Equity Share Capital	INR 13,62,45,630
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Sri C. Ramachandra Rao Joint Managing Director, Company Secretary, Compliance Officer & CFO Tel: 040-23310260/61. email: investors@avantifeeds.com .
13.	Reporting boundary	Standalone basis

2. PRODUCTS/SERVICES

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Agriculture, forestry, fishing	Fishing and Aquaculture	100

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Shrimp Feed	10809	99.72
2.	Hatchery	03219, 03229	0.24
3.	Power from Windmills	35106	0.04

3. 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	The company possesses the following plants: <ul style="list-style-type: none"> • 6 Shrimp Feed Manufacturing units • 1 Hatchery • 1 Wind Power Generation plant with a capacity of 3.2 MWs 	02	10
International	0	0	Not Applicable

17. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	2

- Avanti's Shrimp Feed is marketed in the states of Andhra Pradesh, Tamil Nadu, Gujarat, West Bengal, Odisha, Maharashtra, Karnataka, Goa, Rajasthan, Haryana, Punjab, Diu & Daman, Pondicherry, Telangana State, Kerala
- Further, we market our products not only in India but also export them to other countries, Bangladesh and Sri Lanka through dealers and distributors. We look forward to expand our presence in other regions as well.

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	0.17%
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c) Type of Customers

A brief on types of customers	<p>Avanti primarily operates within the B2B segment, specializing in the manufacturing and distribution of exceptional quality Shrimp Feed and Shrimp Seed. Our customer base comprises a vast network of dealers and distributors who rely on our products to fulfil the demands of their respective businesses.</p> <p>In addition to our core focus, we have expanded our operations to include the production of renewable energy through wind power. This initiative involves the installation and operation of windmills, which generate electricity. The power generated from these windmills is then supplied to the Bangalore Electricity Supply Company Limited (BESCOM), a government-owned company in Karnataka.</p> <p>To summarize, Avanti serves the following key stakeholders:</p> <p>Dealers and Distributors: Our extensive network of dealers and distributors plays a crucial role in the distribution of our high-quality Shrimp Feed to various markets.</p> <p>Farmers: We cater to the needs of shrimp farmers by providing them with premium Shrimp Seed, enabling them to enhance their aquaculture operations.</p> <p>BESCOM: Avanti's contributes to sustainable energy production by supplying wind-generated power to BESCOM, supporting their efforts to meet the electricity demands of the region.</p> <p>Through our diverse portfolio, we strive to maintain strong partnerships with our customers and make significant contributions to the aquaculture industry and renewable energy sector.</p>
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4. EMPLOYEES

18. Details at the end of the year of financial year:

a) Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	736	705	95.79	31	4.21
2.	Other than Permanent (E)	8	8	100	0	0
3.	Total employees (D + E)	744	713	95.83	31	4.17
Workers						
1.	Permanent (F)	463	463	100	0	0
2.	Other than Permanent (G)	150	150	100	0	0
3.	Total workers (F + G)	613	613	100	0	0

b) Differently abled Employees and workers:

Sl. 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 employees (D + E)	1	1	100	0	0
Differently Abled Workers						
1.	Permanent (F)	2	2	100	0	0
2.	Other than Permanent (G)	0	0	0	0	0
3.	Total workers (F + G)	2	2	100	0	0

19. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	1	9.09
Key Management Personnel	3*	0	0

*Includes: 1 – Managing Director, 1 Whole time Director, 1 Whole time director, Company Secretary, Chief Financial Officer

20. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			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	9.20	6.50	9.02	5.90	7.10	5.94	3.20	4.30	3.29
Permanent Workers	8.00	0	8.02	3.30	0	3.27	2.40	0	2.37

5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**21. Names of holding / subsidiary / associate companies / joint ventures:**

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Avanti Frozen Foods Private Limited	Subsidiary	60	Yes*
2.	Srivathsa Power Projects Private Limited	Subsidiary	100	No
3.	Patikari Power Private Limited	Associate	25.89	No

Avanti has two Indian subsidiary, along with one associate Company representing a significant part of our commitment to growth and expansion. These Companies play a critical role in our operations, providing support for our core business activities while also enabling us to explore new opportunities and markets.

*Avanti takes the responsibility for conducting business in a sustainable and ethical manner, with a focus on minimizing the impact on Environment and to promote fair labour practices.

Moreover, during the Financial year 2022-23, Avanti Frozen Foods INC, a foreign subsidiary of the Company with a 60% shareholding, underwent dissolution. This decision was primarily driven by the adverse effects of COVID-19 and subsequent recession in the U.S. After careful evaluation, the Board concluded that establishing a U.S. entity was not considered promising, leading to the decision to dissolve the U.S. subsidiary. Accordingly, Avanti Frozen Foods INC was officially dissolved on 27th March, 2023.

6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

(₹ in Lakhs)

22.1	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
22.2	Turnover	4,04,135.51
22.3	Net worth	1,76,349.74

7. 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 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	Yes*	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes*	0	0	Nil	0	0	Nil
Shareholders	Yes*	90	0	The complaints received pertained to matters relating to general corporate affairs.	113	0	The complaints received pertained to matters relating to general corporate affairs.
Employees and workers	Yes*	0	0	Nil	0	0	Nil
Customers	Yes*	0	0	Nil	0	0	Nil
Value Chain Partners	Yes*	0	0	Nil	0	0	Nil

* The Stakeholder Management Policy of the Company guarantees the proper and structured resolution of complaints raised by both internal and external stakeholders, with the objective of mitigating potential social risks. Strict confidentiality is upheld during the entire grievance management procedure, thereby fostering stronger relationships. Some of the policies/mechanisms guiding the Company's conduct with its stakeholders, including grievance mechanisms are placed on the Company's website https://avantifeeds.com/policies-vigil_mechanism/ and the rest are available internally in the Company.

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.

Sl. 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.	Waste & Materials Management	Risk	<ul style="list-style-type: none"> • Improper waste and material management practices can result in the release of pollutants into the environment. • Poor waste and material management practices can create health risks for both humans and shrimp. • The Company is subject to various regulations and standards related to waste and material management. Failure to comply with these regulations can result in fines, legal action, and damage to the company's reputation. • Inefficient waste and material management practices can result in higher costs for the Company. 	Avanti has proper storage, handling, and disposal of waste and materials, as well as measures to reduce waste generation. The company has implemented a recycling program by developing partnership with authorised waste recyclers, implemented environmental management systems and adhering to relevant regulations and standards.	<p>There can be both positive and negative financial implications.</p> <p>Avanti is adopting Waste and Material Management to ensure that there is no negative financial implication.</p>
2.	Labor Practices	Opportunity	<p>Opportunity</p> <ul style="list-style-type: none"> • A positive and supportive working environment can improve the productivity and quality of work performed by employees. This can lead to improved product quality and customer satisfaction, ultimately benefiting the company's bottom line. • Fair wages and working conditions can help to reduce labour turnover, which in turn can lead to reduced to change in work environment impact and improved social sustainability. • Consumers are becoming increasingly concerned about the ethics of the products they buy, including the treatment of workers. By adopting fair labour practices, the company can demonstrate its commitment to ethical standards, which can lead to increased consumer trust and loyalty. 	NA	<p>There can be both positive and negative financial implications: Avanti treats its employees and workers equally & fairly and have implemented policies and standing operating procedures in the best interest of the employees and workers.</p> <p>The company thrives on employee satisfaction. We regularly assess the working conditions, train the staff, recognize and reward the workforce and thereby adopting the best labour practices to ensure that there is no negative financial implication.</p>

Sl. 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)
3.	Selling Practices	Opportunity	<ul style="list-style-type: none"> The shrimp feed industry is highly competitive, with many companies offering similar products. Adopting unique selling practices can help the company differentiate its products and stand out from the competition, which can attract more customers and increase sales. With the global demand for shrimp increasing, particularly in countries like the United States, Japan, and Europe, there is a growing market for high-quality shrimp feed and as such selling practices like engaging with international buyers, participating in trade shows, and complying with international regulations, Avanti can tap into this market and expand our business. By providing excellent customer service, building trust with customers, and offering customized solutions to their needs, company can build customer loyalty and establish ourselves as a reliable and trusted source of high-quality shrimp feed. 	NA	<p>Positive implication:</p> <p>Implementing effective selling practices can lead to increased market share and revenue growth over time.</p> <p>Adopting more efficient and streamlined selling practices can result in cost savings</p>
4.	Energy Management	Opportunity	<ul style="list-style-type: none"> Effective energy management can help the Company reduce its energy consumption and lower the energy bills, leading to cost savings as production of feed requires energy-intensive processes such as grinding, mixing, and extrusion Implementing energy practices can reduce a company's carbon footprint and contribute to environmental sustainability as energy consumption is a significant contributor to greenhouse gas emissions. 	NA	<p>Positive implication.</p> <p>Avanti follows energy management practices such as equipment optimization and maintenance, reducing waste, and using renewable energy sources to an extent which could result in significant cost saving, increased profitability, improved cash flow.</p>

Sl. 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)
			<ul style="list-style-type: none"> By setting up solar energy plants to reduce emissions and mitigating climate change, which is critical to protecting humans, wildlife, and ecosystems. 		
5.	Product Quality & Safety	Opportunity	<ul style="list-style-type: none"> The Company can tap into growing demand for quality and safe shrimp feed and increase their market share. High-quality and safe shrimp feed can command premium prices in the market and help build a loyal customer base. Avanti can differentiate itself from competitors by producing high-quality and safe feeds. Customers are more likely to purchase products from companies that have a good reputation for quality and safety. 	NA	<p>Positive implication:</p> <p>Avanti has established clear quality and safety standards for the production of shrimp feeds based on recognized industry best practices and regulatory requirements. Quality control measures are implemented at every stage of the production process, staffs are trained on the importance of quality and safety and thereby with these measures, the high-quality shrimp feed we produce can attract a loyal customer base thus resulting in increase their revenue and profitability.</p>
6.	Materials Sourcing & Efficiency	Opportunity	<ul style="list-style-type: none"> Efficient sourcing and use of materials can help the Company to reduce production costs, which can ultimately lead to lower prices for customers. Sourcing high-quality materials can help company to produce better-quality shrimp feed, which can lead to improved growth rates and health for shrimp. By focusing on responsible sourcing and sustainability such as sourcing the materials from the verified and authorised vendors, the company can build customer loyalty and strengthen its brand reputation. 		<p>Positive implication:</p> <p>Avanti has implemented responsible sourcing practices by identifying and partnering with suppliers who prioritize sustainability and ethical sourcing. These practices can result into cost reduction, increased revenue, improved brand reputation, and compliance with regulations.</p>

Sl. 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)
7.	Talent Acquisition and Management	Risk and Opportunity	<p>Risk</p> <ul style="list-style-type: none"> The company requires a skilled workforce to manage various aspects of the business, such as hatchery operations, feed management, disease control, and harvesting. However, there may be a shortage of skilled labour, which can lead to lower productivity and quality of the shrimp produced. The Company may experience high turnover rates due to the seasonal nature of the business and the physically demanding work. <p>Opportunity</p> <ul style="list-style-type: none"> A skilled and engaged workforce can lead to improved productivity and quality of the shrimp produced. This can result in increased profitability for the business and a competitive advantage in the market. A highly skilled workforce can help drive innovation and growth that can lead to the development of new technologies, processes, and products that can help the Company meet changing consumer demands and improve sustainability. The Company provides employment opportunities in many communities. Investing in talent acquisition and management can have a positive impact on the local workforce, resulting in economic growth and improved living standards. 	<p>Avanti has a workforce plan that can help to identify the current and future needs of the business, including the required skills, knowledge, and experience. This can help to avoid a shortage of skilled labour and ensure the business has the right people in the right positions. Providing access to training and development programs can help to improve the skills and knowledge of the workforce, leading to increased productivity and quality.</p>	<p>Positive and Negative implication:</p> <p>The financial implications of talent acquisition and management for the Company can include increased productivity, improved innovation, stronger customer relationships, and enhanced sustainability. However, there are also costs associated with recruitment, training, turnover, and skills gaps that must be managed.</p>

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.

Sl. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c) Web Link of the Policies, if available	Avanti's Policies can be accessed through https://avantifeeds.com/policies Moreover, certain policies of the Company are available internally in the Company.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, The Company has translated the policies into procedures.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Not all the enlisted policies may extend to our value chain partners. Avanti ensures that its suppliers/contractors comply with the law of the land by getting such clauses incorporated in their respective Purchase orders/contracts/agreements and terms and conditions of the tenders.								
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.	The operations are in conformance to the spirit of international standard and certifications like ISO 9001:2015, Best Aquaculture Practices (BAP), Hazard Analysis Critical Control Point (HACCP). However, our operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC), underscoring its unwavering dedication to ethical business practices.								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.		
Specific commitments, goals and targets	Description	
Reduction of Grid Electricity Consumption	<p>Objective: To transition our energy consumption from grid electricity to sustainable sources, reducing our environmental impact and promoting a more sustainable energy future.</p> <p>Commitment: We are dedicated to implementing comprehensive strategy to progressively reduce our reliance on grid electricity and increase the integration of renewable energy sources throughout the operations.</p> <p>Targets and Time line:</p> <ul style="list-style-type: none"> • Implementing energy-efficient technologies and equipment to optimize electricity usage. • Set an annual target to reduce grid electricity by 10% by 2030. • Monitor and track progress regularly. Conducting quarterly assessments to evaluate the effectiveness of implemented measures and adjust strategies accordingly. 	
Farmers' welfare	<p>Objective: To support and empower farmers who are the backbone of the Aqua Culture industry, in growing their businesses and improving productivity.</p> <p>Commitment: We are fully committed to implementing a comprehensive support framework that focusses on the development and growth of our farmers. Through assessments, evaluations, engagement, collaboration and training, we aim to drive positive change and uplift the livelihood of farmers.</p> <p>Targets:</p> <ol style="list-style-type: none"> 1 To improve the information system to the farmers for taking timely action depending in international market demand & supply situations. 2 Upgrade the skill of the farmer on the Best Practices in Aquaculture Sector. 3 Increase of training programs with the Industry Experts & 4 Adapting the Cost effective methods followed by farmers in other regions <p>These programs will focus on enhancing their productivity levels and reducing losses in their operations.</p> <p>To achieve this goal, we will:</p> <ul style="list-style-type: none"> • Engagement & Collaboration: Foster strong relationships with our farmers through regular communication, feedback channels, and collaboration. By understanding their perspectives and challenges, we can work together to find effective solutions. • Supplier Data Analysis: Analyse farmer data to gain insights into the key issues and pain points faced by the farmers. This analysis will guide our efforts in developing targeted interventions and solutions. • Regular Evaluations: Continuously monitor and evaluate the progress of our farmers, tracking their performance and providing feedback. 	
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Avanti has set specific commitments, goals and targets during the period 2022-23, hence the performance of the Company against the specific commitments, goals and targets along with reasons will be reported next year.

Governance, leadership and oversight	
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p>	<p>"As the Director responsible for the Business Responsibility and Sustainability Report, I am thrilled to highlight our organization's strong commitment to Environmental, Social, and Governance (ESG) principles. At Avanti, we strive for maximum compliance in terms of governance, environmental practices, and economic strategies. Our vision is not only to be a sustainability leader within our industry but also to set a benchmark across all sectors.</p> <p>We firmly believe that integrating ESG considerations into our business operations is essential for long-term success and resilience. Our focus on ESG encompasses a wide range of initiatives, which extend beyond corporate social responsibility (CSR) efforts to address the broader context of sustainable business practices.</p> <p>From an environmental standpoint, we are dedicated to minimizing our ecological footprint and preserving natural resources. We have implemented robust measures to reduce energy consumption, minimize waste generation, and mitigate environmental risks. Through innovative technologies and sustainable practices, we aim to contribute positively to the fight against climate change and promote a greener future.</p> <p>On the social front, we recognize the importance of inclusivity, diversity, and community engagement. We are actively involved in initiatives that promote education, particularly among children, women, the elderly, and individuals with different abilities. By enhancing vocational skills and creating employment opportunities, we aim to uplift lives and empower communities. Additionally, we support initiatives that promote health and well-being, including preventive healthcare and sanitation programs, contributing to the broader societal goal of eradicating hunger, poverty, and malnutrition.</p> <p>Governance remains a cornerstone of our organizational values. We adhere to the highest ethical standards, transparency, and accountability in all our operations. Our governance framework ensures effective risk management, stakeholder engagement, and regulatory compliance. We continuously assess and enhance our governance practices to maintain the trust of our stakeholders and uphold our commitment to integrity.</p> <p>As the Director responsible for the Business Responsibility Report, I am proud to state that our organization is fully aligned with the principles of ESG. We consistently strive for excellence, continuously enhancing our strategies, and setting ambitious goals to drive positive change. By transparently sharing our sustainability performance and future objectives, we aim to inspire others and contribute to the larger goal of a sustainable and inclusive world."</p> <p style="text-align: right;">- Sri A. Indra Kumar, Chairman & Managing Director</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</p>	<p>Sri A. Indra Kumar (DIN: 00190168) Chairman & Managing Director</p>
<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>	<p>Sri A. Indra Kumar, (DIN: 00190168) Chairman & Managing Director, and</p> <p>Sri C. Ramachandra Rao, (DIN: 00026010) Joint Managing Director, Company Secretary, Compliance Officer & CFO are responsible for decisions on all sustainability related issues.</p>

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	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	The policies of the Company are reviewed periodically, on a need basis by CMD /JMD / Board Committees / Board of Directors, where ever applicable.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles with regard to Statutory requirements and review was undertaken by the Board of Directors.									Quarterly								

11. Independent assessment/ evaluation of the working of its policies by an external agency:

Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes, all the policies of the Company are internally evaluated. Further, J. Sundharesan & Associates, specialising in Compliance, Governance and Sustainability advisory has provided a 'limited assurance' on certain Identified Sustainability Indicators based on NGBRC.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	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	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

This section does not apply to the Company since it has already implemented comprehensive policies that encompass all the necessary aspects outlined in each of the 9 principles.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

The purpose of this section is to assist organizations in showcasing their proficiency in integrating principles and core elements into critical processes and decisions. The Company has duly provided all mandatory disclosures as per the BRSR framework. Efforts are underway to disclose leadership indicators for forthcoming fiscal years.

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 the awareness programmes
Board of Directors	1	Training on the principles of BRSR were imparted to the entire Board.	100
Key Managerial Personnel	1	Training on the principles of BRSR were imparted to the entire Board.	100
Employees other than BOD and KMPs	12	i Health and Safety ii Fire Safety, Active Supervision iii Human Rights iv Product Quality	90
Workers	8	i Health and Safety ii Fire Safety, Active Supervision iii Human Rights iv Product Quality	85

Avanti values employee training for personal and professional growth and overall business success. We believe training is a strategic investment with long-term benefits for individuals and the organization. To ensure safety and quality, comprehensive training programs are implemented for the Board, Key Management Personnel, Employees, and Workers.

Our objective is to foster a culture of continuous learning, enabling proficient and secure performance. We provide unwavering support and ample resources for employee development, considering it crucial to our success.

2. Details of fines / penalties / punishment / award/ compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies/ judicial institutions, in the financial year, in the following format:

MONETARY					
Particulars	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					
Settlement					
Compounding fee					

There are no such cases during the reporting period

NON-MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment		There are no such cases during the reporting period			

Avanti's unwavering commitment to ethical and legal conduct in all operations has ensured a clean record without any fines, penalties, or legal consequences for the company, directors, or key managerial personnel.

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
There were no appeal/revision during the reporting year	

4. Anti-corruption or Anti-bribery policy:

Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	Yes, Avanti has an anti-corruption and anti-bribery policy. Responsible business conduct plays a vital role in Avanti's aspiration to make ethical and responsible decisions in the interest of all stakeholders which is available internally in the Company.
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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	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

7. Corrective Actions

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 section is not applicable to Avanti as there were no fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.
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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:

	2022-23 Current Financial Year	2021-22 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	--	--	--
CAPEX	--	--	--

* We have no research and development (R&D) expenditures for the years in question. The company has installed a Bio filter worth ₹ 1,17,31,494 to improve air quality.

2. Sustainable sourcing:

Does the entity have procedures in place for sustainable sourcing? (Yes/No)	<p>Avanti maintains a strong and mutually beneficial relationship with its suppliers, vendors, and other service providers, considering them integral to its growth strategy. To ensure a fair selection process, Avanti has implemented a mechanism that ranks and selects suppliers based on parameters such as Quality, Price, and Delivery. These parameters also emphasize the importance of socially responsible and ethical procurement practices.</p> <p>Here is a brief overview:</p> <p>For the procurement of raw materials used in shrimp feed production, such as Fish Meal and Soya, the Company sources both domestically and from internationally recognized certified suppliers, including International Krill Meal, Fish meal and Fish Oil Organization (IFFO RS), Marine Stewardship Council (MSC), Fishery Improvement Project (FIP), Round Table on Responsible Soy Association (RTRS), and ProTerra.</p> <p>These suppliers adhere to rigorous standards, ensuring that the fish meal is free from antibiotics, pesticides, and pollutants, while the procured Soya is non-GMO and free from toxins, pesticides, and herbicides.</p> <p>Furthermore, Avanti is committed to integrating social, ethical, and environmental considerations into its operational and strategic decisions throughout the entire supply chain. Additionally, Avanti endeavours to minimize the overall distance travelled by its products, thus reducing transportation-related emissions.</p>
If yes, what percentage of inputs were sourced sustainably?	32%

3. **Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:**

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.	<p>We are committed to promoting sustainable and responsible business practices in all aspects of our operations. As part of this commitment, we place a strong emphasis on the safe disposal of packaging material for our natural products.</p> <p>The end product is not to reuse, recycle or dispose as it is a consumable, however, to ensure the safe disposal of our packaging material, we work closely with designated waste recyclers who collect and dispose of our waste in an environmentally friendly manner.</p> <p>In addition to our efforts around packaging waste, we also work to minimize production waste by reusing materials wherever possible.</p> <p>We believe that sustainable production practices are critical to our long-term success, and we will continue to explore new ways to minimize waste and promote sustainable business practices in all areas of our operations.</p>
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4. **Extended Producer Responsibility (EPR) plan:**

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, Extended Producer Responsibility (EPR) is applicable to the entity's activities. The waste collection plan is in line with the EPR plan submitted to Pollution Control Board.
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PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



ESSENTIAL INDICATORS:

1. **A) Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Num-ber (B)	% (B/A)	Num-ber (C)	% (C/A)	Num-ber (D)	% (D/A)	Num-ber (E)	% (E/A)	Num-ber (F)	% (F/A)
Permanent Employees											
Male	705	705	100	705	100	0	0	0	0	0	0
Female	31	31	100	31	100	31	100	0	0	0	0
Total	736	736	100	736	100	31	4	0	0	0	0
Other than Permanent Employees											
Male	8	8	100	8	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	8	8	100	8	100	0	0	0	0	0	0

B) Details of measures for the well-being of workers:

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 workers											
Male	463	463	100	463	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	463	463	100	463	100	0	0	0	0	0	0
Other than Permanent workers											
Male	150	150	100	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	150	150	100	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	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	17	23	Yes	18	22	Yes
Others - Medi - claim	44	16	NA	46	14	NA

3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.	Yes, the manufacturing plants are accessible to all its employees including persons with disabilities.
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4. Equal Opportunity Policy:

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.	In line with the Human Rights policy, we are an equal opportunity employer. The Company's policy promotes mutual respect by creating an inclusive and equal opportunity workplace that prohibits discrimination and harassment such as race, colour, religion, disability, gender, sexual orientation, age, or any other legally protected status. Such Policy is being available internally in the Company. platform of the Company specifically provided for internal usage.
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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	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

During the Financial year 2022-23, no employee or worker took parental leave.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has a Standard Operating Procedure (SOP) in place which provides guidance to raise a complaint in case of any concerns. The grievances, if any, are at first handled by reporting manager and thereafter may approach HR department through e-mail or in writing, in case the grievance is not resolved. The grievances are resolved in fair and time bound manner and maintaining utmost confidentiality.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees /workers in respective category, who are part of association (s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees /workers in respective category, who are part of association (s) or Union (D)	% (D/C)
Total Permanent Employees	736	0	0	715	0	0
Male	705	0	0	684	0	0
Female	31	0	0	31	0	0
Total Permanent Workers	463	0	0	435	0	0
Male	463	0	0	435	0	0
Female	0	0	0	0	0	0

The Company has not recognised any association or union, as such disclosure under the above is not applicable.

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and safety		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	713	630	89	700	98	692	656	95	609	88
Female	31	31	100	31	100	31	30	97	31	100
Total	744	661	89	731	98	723	686	95	640	89
Workers										
Male	613	523	85	474	77	576	429	74	467	81
Female	0	0	0	0	0	0	0	0	0	0
Total	613	523	85	474	77	576	429	74	467	81

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 (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	713	713	100	692	692	100
Female	31	31	100	31	31	100
Total	744	744	100	723	723	100
Workers						
Male	613	613	100	576	576	100
Female	0	0	0	0	0	0
Total	613	613	100	576	576	100%

10. Health and safety management system:

Sl. No	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, the Company has implemented an occupational health and safety management system. The Company, apart from conducting sessions on safety related aspects for the employees, provides training related to Hazard Analysis Critical Control Point (HACCP). At our company, we prioritize the well-being of all our employees and workers by focusing on their overall health. In this regard, we have organized various programs and discussions with well-being experts and medical practitioners.

Sl. No	Particulars	Response
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>As a responsible organization, we understand the importance of identifying and mitigating work-related hazards and risks. In line with this commitment, our Company regularly conducts mock safety drills to evaluate our safety procedures and identify any potential hazards that may arise during work-related activities.</p> <p>We also regularly engage with our on-field staff to collect feedback and assess any risks that they may have encountered or anticipated. This information is then analysed to determine potential risks and develop strategies to mitigate them.</p> <p>Furthermore, on a quarterly basis, we assess all the risks that our Company may face and take proactive measures to reduce or eliminate them. This includes identifying potential safety hazards and implementing appropriate safety protocols and procedures</p>
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	<p>Yes, the Company has dedicated process for workers to report the work-related hazards and to remove themselves from such risks.</p> <p>At our Company, we believe that the best way to ensure a safe working environment is by encouraging feedback from our workers. One of the measures we have put in place is to actively encourage reporting of near misses, unsafe acts, and unsafe conditions. This dual benefit approach not only increases Health & Safety engagement but also helps to reduce risks through prompt rectification of the issues raised.</p> <p>To facilitate this reporting process, each facility has a safety representative meeting on a quarterly basis, where safety representatives from the workforce can provide formal feedback on all safety matters. This provides a structured platform for workers to voice their concerns, make suggestions and receive feedback from management.</p>
d)	Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Each location has undertaken various certifications and follow the Group policy towards employee safety and wellbeing.

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Measures to ensure a safe and healthy workplace:

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

The Company has undertaken voluntary health & safety audit from a third party in its efforts to provide safe and healthy workplace. The Company emphasises on the importance of maintaining a safe and healthy workplace for all its employees.

We have implemented comprehensive health and safety policies and procedures for a safe and healthy workplace for all employees and workers. We believe that a safe and healthy work environment is essential for employee well-being and productivity, and our workplace is regularly evaluated and assessed to ensure that it meets the highest standards for safety and health.

We provide ongoing training and support to our employees and workers, helping them understand how to work safely and stay healthy on the job. We also have a reporting and investigation process in place, so that any incidents or concerns can be quickly addressed.

13. 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 at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

We are pleased to report that our Company has not received any complaints related to working conditions and health and safety from our employees and workers. This is a reflection of our commitment to providing a safe and healthy working environment for our workforce. We will continue to prioritize the well-being of our employees and maintain the highest standards of safety and health.

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
Working Conditions	100

15. Corrective actions

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.	This section is not applicable to the Company. The Company has been following standard operating procedures to comply with state/ local level regulations and ensure safety and hygiene protocols.
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PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



ESSENTIAL INDICATORS

1. Identification of stakeholders group

Describe the processes for identifying key stakeholder groups of the entity	<p>Avanti has developed a Stakeholder Engagement Framework for identification of Stakeholders. In line with this framework, the stakeholder identification process at Avanti considers the following scope in identifying the stakeholders:</p> <ul style="list-style-type: none"> • Dependency – groups or individuals who are directly or indirectly dependent on the organisation’s activities, products or services and associated performance, or on whom the organisation is dependent in order to operate. • Responsibility – groups or individuals to whom the organisation has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities. • Attention – groups or individuals who need immediate attention from the organisation about financial, wider economic, social or environmental issues. • Influence – groups or individuals who can have an impact on the organisations or a stakeholder’s strategic or operational decision-making. • Diverse perspectives – groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.
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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 – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> • Annual General Meeting, • Shareholder meets, • E-mail, • Stock Exchange (SE) intimations, • Investor/analysts meet/ conference calls, • annual report, quarterly results, media releases and • Company’s website 	Quarterly, Half yearly and annually	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, risks, growth prospects.
Government/Regulatory authorities	No	<ul style="list-style-type: none"> • Reporting/Filings. • Submissions/Applications. • Industry forum meets. • Representations in person • Attending Workshops conducted by the authorities. 	On periodical basis as provided under relevant legislations	In relation to Compliances with applicable laws, Industry concerns, changes in regulatory frameworks, skill and capacity building, employment.
Dealers	No	<ul style="list-style-type: none"> • E-mails. Regular Meets • Personal Visits / Interviews • Satisfaction Surveys 	Regular	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines / manufacturing, Safety awareness.
Suppliers	No	<ul style="list-style-type: none"> • E-mails, • supplier meetings. 	Regular	Production plans, Invoices, Bill payments, Long term relationship.

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 - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees/ Workers	No	<ul style="list-style-type: none"> E-mails Team Engagement Website Engagement through Health Programs Notice Board. 	Periodically	<ul style="list-style-type: none"> Empowered and engaged workforce drives to achieving business targets and serve as a key for successful business Satisfied and motivated talent have higher productivity Right Talent gives a competitive advantage. Career management and growth prospects. Work culture, health and safety matters.
Bankers	No	<ul style="list-style-type: none"> Periodical Meetings Periodical Reports E-mails 	Requirement basis.	<ul style="list-style-type: none"> Understand the banking compliance Maintaining rapport with our bankers Banking/Credit facilities.
Communities	No	<ul style="list-style-type: none"> Meets of community / local authorities/location heads. community visits and projects, partnership with local charities. volunteerism, seminars/conferences, CSR Partner's meet directly or through Avanti foundation. 	Periodically	Integrated water management, clean water, Natural Resource Management, community development, livelihood support, disaster relief, support of the UN SDGs, Education, Skill development, Farmer Safety etc.
Farmers	Yes	<ul style="list-style-type: none"> Periodical Meets Personal Visits Satisfaction Surveys 	Periodically	Product quality and availability, responsiveness to needs, after sales service.
Board of Directors	No	<ul style="list-style-type: none"> E-mails. Regular meetings 	Quarterly and on any event/need basis.	Company's business operations, planning, strategies etc.
Industry & Trade Associations	No	<ul style="list-style-type: none"> E-mails. Regular meetings Periodical Reports 	Periodically	Deliberations on policies,
Professionals/ Consultants	No	<ul style="list-style-type: none"> E-mails. Need based meetings. Periodical Reports. 	Quarterly and need basis.	Compliance to legal requirements, advice on business, legal, tax and environment etc related issues.
Subsidiary/Associate Companies	No	<ul style="list-style-type: none"> E-mails. Need based meetings. Periodical Reports. 	Quarterly and need basis.	Discussions on major Investment/ expansion plans', Sharing of performance Data, Facilitate decision making on major topics.
Logistic Partners	No	<ul style="list-style-type: none"> E-mails. 	Half yearly	Safe transit and handling of materials and products.

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 (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	736	625	85	715	657	92
Other than permanent	8	7	88	8	6	75
Total Employees	744	632	85	723	663	92
Workers						
Permanent	463	385	83	435	329	76
Other than permanent	150	112	75	141	99	70
Total Workers	613	497	81	576	428	74

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	736	0	0	736	100	715	0	0	715	100
Male	705	0	0	705	100	684	0	0	684	100
Female	31	0	0	31	100	31	0	0	31	100
Other than Permanent	8	0	0	8	100	8	0	0	8	100
Male	8	0	0	8	100	8	0	0	8	100
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	463	0	0	463	100	435	0	0	435	100
Male	463	0	0	463	100	435	0	0	435	100
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	150	100	67	50	33	141	91	65	50	35
Male	150	100	67	50	33	141	91	65	50	35
Female	0	0	0	0	0	0	0	0	0	0

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

(₹ in Lakhs)

Category	Male		Female	
	Number	Median remuneration/ salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	11	14.40	1	16.80
Key Managerial Personnel*	3	1,543.45	0	-
Employees other than BoD and KMP	705	3.84	31	3.54
Workers**	461	3.52	0	NA

* Comprising Chairman & Managing Director, Whole Time Directors, Chief Financial Officer and Company Secretary.

** Permanent Workers.

4. Focal point for addressing human rights:

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

Yes, Avanti places great importance on upholding human rights and has designated a specific individual, namely the plant HR Manager, who is entrusted with the responsibility of receiving and resolving any issues that may arise in this regard. This individual possesses the requisite knowledge and is driven by a strong passion to ensure that our business practices align with our steadfast commitment to human rights.

By means of frequent assessments, active engagement with stakeholders, and collaboration with relevant organizations, the Avanti team diligently identifies and tackles any adverse effects on human rights while striving to promote exemplary practices throughout the organization.

5. Internal mechanisms in place to redress grievances related to human rights issues:

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

Avanti has implemented multiple internal mechanisms to effectively handle grievances pertaining to human rights issues. Firstly, a confidential and easily accessible complaint system has been established to enable individuals to report any concerns they may have regarding human rights. These complaints are thoroughly investigated by the designated focal point in collaboration with the HR & Admin manager, and appropriate remedial measures are taken as necessary.

Additionally, Avanti maintains transparent channels of communication with stakeholders, including local communities, civil society organizations, and relevant government agencies. This ensures that any grievances brought forward are promptly acknowledged and addressed in a timely and efficient manner.

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

Category	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 at the 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. Prevention of discrimination and harassment cases:

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

Avanti is firmly dedicated to maintaining a harassment-free workplace, which includes a strong stance against sexual harassment. We have a zero-tolerance policy towards such misconduct, considering it completely unacceptable. We actively encourage the reporting of any concerns related to harassment and are committed to promptly addressing complaints regarding harassment or any form of unwelcome or offensive behaviour.

To ensure effective handling of sexual harassment cases, dedicated committees have been established across various locations. These committees are responsible for investigating complaints of sexual harassment and recommending appropriate actions, as required. Regular awareness and training sessions are conducted to ensure that employees are well-informed about the various aspects of sexual harassment and are familiar with the available redressal mechanisms.

8. Human rights requirements forming part of your business agreements and contracts:

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

As part of the supplier/dealer/vendor on boarding process, Avanti incorporates human rights requirements. This entails that suppliers and dealers must adhere to relevant laws, labour standards, environmental regulations, and uphold human rights, ethics, and integrity principles in their operations. These requirements are a crucial aspect of the on boarding process, ensuring that all business partners align with Avanti's commitment to human rights and responsible practices.

9. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced / involuntary labour	The implementation of Avanti's policy on Human Rights is directed towards adherence to applicable laws and upholding the spirit of human rights.
Sexual harassment	
Discrimination at workplace	
Wages	The mentioned parameters are frequently assessed by factory inspector and customers performing their due diligence.
Others – please specify	

10. Corrective Actions to address significant risks / concerns arising from the assessments:

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

There were no significant risk/concern that arose on its self-assessment and from the diligence of customers.

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)	183,362 GJ	187,911 GJ
Total fuel consumption (B)	254,503 GJ	221,277 GJ

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Energy consumption through other sources (C)	2,880 GJ	2,424 GJ
Total energy consumption (A+B+C)	440,746 GJ	411,612 GJ
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	0.0109 (4,40,746/4,041 Cr)	0.0101 (4,11,612/4,047 Cr)

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.

A Half-yearly independent assessment is carried out by SV Enviro Labs & Consultants, a pollution control board authorised independent agency to check on the energy consumption parameters. The total energy consumption of the company has been evaluated to be well within the standards as per the norms of pollution laws, as applicable.

2. Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Not applicable, as the entity has not been identified as designated consumers under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-2023	FY 2021-2022
Water withdrawal by source (in kilo litres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	1,21,178	91,912
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	80,000	39,000
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)	2,01,178	1,30,912
Total volume of water consumption (in kilo litres)	2,01,178	1,30,912
Water intensity per rupee of turnover (Water consumed / turnover)	0.0049 (2,01,178/4,041 Cr)	0.0032 (1,30,912/ 4,047 Cr)
Water 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.

Avanti has not conducted any independent assessment, evaluation, or assurance by an external agency.

4. Mechanism for Zero Liquid Discharge:

<p>Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.</p>	<p>Avanti has successfully implemented a comprehensive zero liquid discharge program, which has the objective of completely eliminating liquid waste from our operations. This program encompasses all aspects of our business activities and is specifically designed to minimize the discharge of pollutants into the environment.</p> <p>To achieve this, significant investments have been made in advanced treatment and discharge systems. The water processed through our effluent treatment plant(s) is efficiently treated and subsequently utilized for in-house plantation purposes.</p> <p>Furthermore, we maintain an ongoing commitment to continuous improvement, constantly exploring innovative approaches to enhance our processes and further reduce our environmental footprint.</p>
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5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-2023	FY 2021-2022
NOx	Kgs	3,05,055	2,21,119
Sox	Kgs	3,77,301	2,75,427
Particulate matter (PM)	Kgs	4,00,653	2,78,871
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

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.

- Yes, a Half-yearly independent assessment is carried out by SV Enviro Labs & Consultants, a pollution control board authorised independent agency to assess on the air emissions.
- Avanti acknowledges the significance of minimizing our environmental impact and safeguarding air quality for present and future generations. To fulfil this commitment, we have undertaken substantial efforts to reduce our air emissions.
- Numerous measures have been implemented, including the installation of Aerox filters and Bio filters, with the explicit goal of minimizing the discharge of odour into the atmosphere. In addition, we have upgraded our equipment and processes, enhanced energy efficiency, and adopted industry-leading practices for effective air quality management.
- We remain steadfast in our pursuit of new opportunities to further decrease our air emissions, as we strive to contribute to a cleaner and healthier future for all.

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
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	36,681.34	31,069.06
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	Metric tonnes of CO ₂ equivalent	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	-	-

Avanti has not measured its Scope 2 emissions but is actively working towards implementing the necessary arrangements for future measurement.

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.

Avanti has not conducted any independent assessment/evaluation by an external agency.

7. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	No, The Green House Gas emission of company is not significant as such and hence Avanti does not have any specific project for this aspect.
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8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-2023	FY 2021-2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2812.3155	2611.5536
E-waste (B)	0.295	0.155
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	2.31	0
Radioactive waste (F)	0	0
Other Hazardous waste:		
Used Oil	0.303	0.475
Total (A + B + C + D + E + F + G + H)	2815.2235	2612.1836
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	Avanti is in process of establishing a data collection, tracking and monitoring system to formally report on the requirement.	
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Avanti's waste management system consists of proper disposal of waste. However, the company is in the process of establishing a data collection, tracking and monitoring system to formally report on the requirement.	
(i) Incineration		
(ii) Land filling		
(iii) Other disposal operations		
Total		

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.

Avanti has not conducted any independent assessment/ evaluation by an external agency.

9. Waste management practices adopted in the establishment:

<p>Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes. We have implemented a range of waste management practices to minimize our waste and ensure that all of our waste is managed in an environmentally responsible manner.</p>	<p>We have established partnerships with authorised organizations and recycling facilities to ensure that all our waste is properly managed and recycled.</p> <p>Our goal is to minimize the amount of waste we generate and to ensure that all our waste is properly managed and disposed of in an environmentally responsible manner.</p> <p>We will continue to prioritize waste reduction and responsible waste management in all our operations.</p>
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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:

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Avanti does not have any offices or operational sites in the vicinity of any ecologically sensitive area.			

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

Environmental impact assessment is not applicable for Avanti during the reporting financial year.

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, Avanti is fully compliant with all the applicable environmental laws/regulations/guidelines in India including but not limited to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules.

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) Affiliations with trade and industry chambers/ associations:

Number of affiliations with trade and industry chambers/ associations.	
During the year, Avanti had active affiliations with Seven such trade and industry chambers/ associations.	
Avanti's Policy on Responsible Advocacy provides the framework for necessary interface with Government/Regulatory Authorities on matters concerning various sectors in which the Company operates. The Company's engagement with the relevant authorities is guided by the values of commitment, integrity, transparency, and the need to balance the interests of diverse stakeholders. The Company works with apex industry institutions that are engaged in policy advocacy as well as various other forums.	

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:

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Federation of Indian Chambers of Commerce and Industry	National
2.	The Federation of Telangana and Andhra Pradesh Chambers of Commerce and Industry	State
3.	The Andhra Pradesh Chambers of Commerce & Industry Federation	State
4.	Indian Wind Power Association	National
5.	Compound Livestock Feed Manufacturers Association of India	National
6.	Federation of Indian Export Organization.	National
7.	Soya bean Processors Association of India	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:

Name of authority	Brief of the case	Corrective action taken
Avanti has not engaged in any anti-competitive conduct.		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



The Company places a high priority on its social responsibilities, encompassing a wide range of objectives such as healthcare and wellness, education, training for promoting rural sports, rural development projects, and initiatives to eradicate hunger, poverty, and malnutrition.

Furthermore, the Company actively engages in fostering the social and economic progress of the communities where it operates. This commitment is reflected in its comprehensive Corporate Social Responsibility (CSR) policy, which covers the formulation, implementation, monitoring, evaluation, documentation, and reporting of CSR activities.

Through its social investments, the Company addresses various community needs in the vicinity of its outlets and offices. These initiatives are designed to have a positive and long-lasting impact on the well-being and development of the local communities it serves.

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
This section is not applicable to Avanti as there were no projects that required Social Impact Assessment (SIA) to be undertaken under the law					

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

Sl. No.	Name of 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)
This section is not applicable to Avanti as there were no projects that required Rehabilitation and Resettlement (R&R).						

3. Community redressal mechanism:

Describe the mechanisms to receive and redress grievances of the community.
Grievance Redressal Mechanism (GRM) is an important aspect of assuring our strong relation with the community as it provides us social license the to operate and execute the community initiative projects. As part of our grievance redressal mechanism, we have deployed our local employees who regularly visit the community and interact with people to gauge and address community concerns. Based on these interactions, we have not encountered any specific grievances from the community at present.

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

Category	FY 2022-23 (Current Financial Year) %	FY 2021-22 (Previous Financial Year) %
Directly sourced from MSMEs/ small producers	31	38
Sourced directly from within the district and neighbouring districts	NIL	NIL

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



ESSENTIAL INDICATORS:

1. **Consumer Complaints and feedback:**

Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
Avanti has a robust system in place to handle consumer feedback, offering various channels for consumers to connect with them, including e-mail, telephone, website, and feedback forms.
Furthermore, each of Avanti's businesses has dedicated technicians in the field to address customer queries and gather feedback on products, enabling continuous improvement of both products and services.
Avanti actively collects consumer feedback after a thirty-day period from product dispatch, and regular follow-up calls are made, particularly in the Hatchery domain, to ensure a comprehensive understanding of consumer experiences.

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

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

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

Category	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-

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

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

Particulars	Number	Reasons for recall
Voluntary recalls	None	None
Forced recalls	None	None

5. Cyber Security Policy:

Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/ No) If available, provide a web-link of the policy.

Yes, Avanti's exposure to cyber security is insignificant, however, a policy on cyber security is adopted by Avanti to ensure that the due process is followed avert any potential issues. Avanti has a dedicated information technology team which checks and tracks IT related issues on a daily basis which is accessible via the internal platform specifically provided for internal usage.

6. Corrective Actions:

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

This section is not applicable to Avanti as there have been no reported incidents of such issues till date.