



ANNEXURE - 4

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING [Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The following report has been compiled in accordance with the guidelines established by the Securities and Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting (BRSR). Its primary objective is to enhance transparency by showcasing how enterprises contribute to a sustainable economy while generating value. This report underscores our steadfast commitment to creating long-term value for our stakeholders while concurrently fostering sustainable development

SECTION A: GENERAL DISCLOSURES

This section contains an overview of the business, including markets served, financial performance, key employee statistics and mapping of risks and opportunities.

I) DETAILS OF THE ENTITY¹

SI No.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L16001AP1993PLC095778
2.	Name of the Listed Entity	Avanti Feeds Limited
3.	Year of incorporation	1993
4.	Registered office address	Flat No. 103, Ground Floor, "R" Square Pandurangapuram Vishakhapatnam, Andhra Pradesh - 530003, India.
5.	Corporate address	G-2, Concorde Apartments, House No.6-3-658 Somajiguda Hyderabad - 500082, Telangana, India
6.	E-mail	investors@avantifeeds.com
7.	Telephone	+91-40-23310260/61
8.	Website	www.avantifeeds.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11.	Paid-up Capital	INR 13,62,45,630 (Divided into 13,62,45,630 shares of ₹1/- each)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sri C. Ramachandra Rao DIN:00026010 Joint Managing Director, Company Secretary, CFO & Compliance Officer Tel: 040-23310260/61 email: investors@avantifeeds.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) ²	The disclosures under this report are on standalone basis, unless otherwise specified.
14.	Name of assessment or assurance provider	J Sundharesan and Associates
15.	Type of assessment or assurance obtained ³	Limited Assurance

¹GRI 2-1, GRI 2-3, ²GRI 2-2, ³GRI 2-5



II) PRODUCT / SERVICES

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

SI No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Agriculture, forestry, fishing: Detailed information on Main Activities, Shrimp Feed Manufacturing: 	Fishing and Aquaculture <ul style="list-style-type: none">Shrimp Feed Production - The Company operates feed manufacturing units. Their shrimp feed is scientifically formulated to ensure balanced nutrition, faster growth, and better survival rates for shrimp.	100
	Shrimp Hatchery:	<ul style="list-style-type: none">The Company has ventured into shrimp hatchery operations, producing shrimp seeds to support aquaculture farmers.This backward integration helps ensure a consistent supply of quality shrimp seeds.	
	Shrimp Farming Support 	<ul style="list-style-type: none">Avanti Feeds collaborates with shrimp farms, offering technical expertise, infrastructure upgrades, and biosecurity measures. It collaborates closely with the farmers to promote sustainable and efficient aquaculture practices.	
	Renewable Energy Initiatives:	<ul style="list-style-type: none">The Company has invested in wind power generation, showcasing its commitment to sustainability and reducing its carbon footprint.	
<div><div> Manamei</div><div> Profeed 3M</div><div> Prostar</div><div> Titan</div><div> High Boost</div></div>			


17. Products/Services sold by the entity (accounting for 90 of the entity's Turnover): ⁴

Sl No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Shrimp Feed Shrimp feed is a specialized type of feed designed to meet the nutritional needs of shrimp during their growth stages. It is scientifically formulated to ensure optimal health, growth, and survival rates in shrimp farming.	10809	99.47
2.	Hatchery It refers to a specialized facility where shrimp eggs are hatched under controlled conditions. These hatcheries provide high-quality shrimp larvae or seeds (also known as post-larvae) to shrimp farmers. Avanti Feeds Limited has established a state-of-the-art shrimp hatchery division in Visakhapatnam district, Andhra Pradesh. This innovative facility boasts a capacity of 600 million post larvae shrimp seed.	03219, 03229	0.49%
3.	Power from Windmills Avanti Feeds Limited has a small but notable presence in the renewable energy sector through its wind power initiatives. The Company operates windmills with a total capacity of 3.2 MW, generating clean energy. This power is sold under a Power Purchase Agreement (PPA) to Karnataka Power Transmission Corporation Ltd.	35106	0.04%

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

Location	Number of plants	Number of offices	Total
National	The Company operates the following plants: <ul style="list-style-type: none"> • 6 Shrimp Feed Manufacturing units • 1 Hatchery • 4 wind power generation plants with an overall capacity of 3.2 MW 	02	13
International	NIL	NIL	Not Applicable

19. Markets served by the entity:
a) Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	3

⁴GRI 2-6


b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	0.28
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c) Type of Customers:

A brief on types of customers
<p>Avanti primarily focuses on the B2B sector, specializing in the manufacturing and distribution of high-quality Shrimp Feed and Shrimp Seed. Our customer base consists of a wide network of dealers and distributors who rely on our products to meet the demands of their businesses. In addition to our main focus, we have also expanded our operations to include the generation of renewable energy through wind power. In summary, Avanti serves the following key stakeholders:</p> <ul style="list-style-type: none"> • Dealers and Distributors (B2B): They form the backbone of Avanti's supply chain, distributing its shrimp feed products across various markets. • Shrimp Farmers (B2B): Avanti serves shrimp farmers by providing essential inputs like feed and seeds. It also supports them through technical guidance and sustainable aquaculture practices. • BESCOM (B2B): Avanti supplies wind-generated power to BESCOM, playing a part in the energy sector and aligning with its sustainability goals. • Small-Scale Farmers (B2C): Individuals managing small, private shrimp farms may directly purchase feed products. <p>Through our diverse portfolio, we strive to maintain strong partnerships with our customers and make significant contributions to the aquaculture industry.</p>

IV. EMPLOYEES

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

a) Employees and workers (including differently abled)⁵

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	738	709	96.07	29	3.92
2.	Other than Permanent (E)	9	9	100	0	0
3.	Total employees (D + E)	747	718	96.12	29	3.88
Workers						
4.	Permanent (F)	556	556	100	0	0
5.	Other than Permanent (G)	245	245	100	0	0
6.	Total workers (F + G)	801	801	100	0	0

b) Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	%(C / A)
Differently Abled Employees						
1.	Permanent (D)	5	5	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	5	5	100	0	0
Differently Abled Workers						
4.	Permanent (F)	1	1	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	1	1	100	0	0

⁵GRI 2-7, GRI 2-8, GRI 405-1


21. Participation/Inclusion/Representation of women⁶:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5 %
Key Management Personnel	3	-	-

22. Turnover rate for permanent employees and workers: ⁷

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.20	6.78	7.19	7.23	13.11	7.47	9.17	6.45	9.05
Permanent Workers	2.48	0	2.48	1.16	0	1.16	8.02	0	8.02

**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES
(INCLUDING JOINT VENTURES) ⁸**
23. 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.	Avanti Frozen Foods Private Limited	Subsidiary	60.00	No
2.	Avanti Pet Care Private Limited	Subsidiary	60	No
3.	Srivathsa Power Projects Private Limited	Subsidiary	100.00	No
4.	Patikari Power Private Limited	Associate	25.89	No

VI. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS
24.

S. No.	Requirement	31.03.2025
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2.	Turnover (in Lakhs)	4,43,266.22
3.	Net worth (in Lakhs)	2,38,441.45

⁶GRI 405-1, ⁷GRI 401-1, ⁸GRI 2-2



VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)(If yes, then provide web-link for grievance redress policy) ⁹	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	NIL	0	0	NIL
Investors (other than shareholders)	Yes*	0	0	NIL	0	0	NIL
Shareholders	Yes*	104	0	NIL	126	0	The complaints received pertained to matters relating to general corporate affairs and the same has been disposed off in a responsible manner.
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 with the Company.

26. Overview of the entity's material responsible business conduct issues¹⁰

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:

⁹ GRI 2-16, GRI 2-25, GRI 2-26, ¹⁰ GRI 3-2



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 ¹¹	Financial implications of the risk or opportunity (Indicate positive or negative implications) ¹²
1.	Water & Waste-water Management	Opportunity	<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. 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>Additionally, we have implemented rainwater harvesting systems across our facilities to conserve water resources and alleviate strain on municipal water supplies. It has also implemented water recirculation systems & Solar panels there by reducing water withdrawal and dependency on grid electricity.</p>		<p>Positive</p> <p>By implementing efficient water recycling and rainwater harvesting systems, the company has reduced costs associated with water procurement and wastewater disposal. Additionally, compliance with environmental regulations can help avoid potential fines or operational disruptions. These measures also enhance the company's reputation, potentially attracting environmentally conscious investors and customers, which can lead to increased market share and profitability.</p>
2.	Labor Practices	Opportunity	<p>A positive and supportive working environment boosts employee productivity and the quality of their work, resulting in improved product quality and customer satisfaction, which ultimately benefits the company's bottom line. Moreover, fair wages and proper working conditions help reduce labour turnover, creating a stable workforce, less disruption in the work environment, and improved social sustainability.</p> <p>Labour practices are particularly significant for Avanti Feeds, given the labour - intensive nature of the aquaculture industry. To ensure fair labour practices, worker safety, and employee well-being, the company has implemented several initiatives, including a robust code of conduct, regular third-party audits for social compliance, and a 24/7 helpline for worker support and grievance redressal. These efforts not only mitigate risks linked to labour disputes but also enhance employee satisfaction and productivity, ultimately contributing to the company's long-term operational efficiency, reputation, and sustainability.</p>	-	<p>Positive</p> <p>The ethical labour practices adopted by Avanti Feeds positively impact its financial performance. By fostering a safe and fair work environment, the company boosts employee productivity and minimizes turnover, leading to operational cost savings. These practices also reduce the likelihood of legal disputes, strikes, or penalties, safeguarding financial stability. Additionally, the emphasis on worker well-being enhances Avanti Feeds' reputation, attracting socially responsible investors and loyal customers, which contributes to increased market share and higher stock valuations.</p>

¹¹GRI 3-3, 12 GRI 201-2



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 ¹¹	Financial implications of the risk or opportunity (Indicate positive or negative implications) ¹²
3.	Selling Practices	Opportunity	In a highly competitive shrimp feed industry, adopting unique selling practices allows Avanti Feeds to differentiate its products, attract more customers, and boost sales. By focusing on customer relationships, providing technical support to shrimp farmers, and offering tailored solutions, the company enhances customer loyalty and trust. Furthermore, with the global demand for shrimp rising—particularly in markets like the United States, Japan, and Europe—engaging with international buyers, participating in trade shows, and complying with international regulations enable Avanti Feeds to tap into these expanding markets and solidify its position as a leader in the aquaculture industry.	-	Positive The selling practices of Avanti Feeds have significant positive financial implications that contribute to the company's sustained growth and profitability. By leveraging an extensive network of dealers and distributors, the company ensures efficient distribution of its products, enabling increased sales volumes and consistent revenue streams. Additionally, participation in trade shows and compliance with international regulations opens doors to lucrative international markets, further boosting financial performance.
4.	Energy Management	Opportunity	Avanti Feeds has embraced sustainable energy practices to drive both environmental and financial benefits. By installing rooftop solar panels, Avanti harnesses clean, renewable energy from the sun, reducing its carbon footprint while achieving cost savings and energy independence. Furthermore, the company actively supports BESCO's electricity supply through the provision of wind-generated power, demonstrating its commitment to the region's energy demands. Additionally, participation in gas-based and hydroelectric power projects not only enhances profitability but also contributes to the sustainable energy sector, aligning with global sustainability goals and ensuring long-term operational resilience.	-	Positive Avanti Feeds' focus on sustainable energy practices has a positive financial impact on the company. By investing in rooftop solar panels, the company reduces its reliance on conventional energy sources, leading to significant cost savings over time. The use of wind-generated power, supplied to BESCO, not only supports regional electricity demands but also generates additional revenue through power purchase agreements.



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 ¹¹	Financial implications of the risk or opportunity (Indicate positive or negative implications) ¹²
5.	Product Quality & Safety	Opportunity	<p>The certifications achieved by Avanti Feeds, such as the Best Aquaculture Practices (BAP), ISO standards, HACCP, present a valuable opportunity as a material issue. These certifications not only validate the company's commitment to maintaining high product quality and safety standards but also enhance its credibility in both domestic and international markets.</p> <p>By adhering to globally recognized benchmarks, Avanti Feeds gains a competitive edge in the highly regulated aquaculture industry, enabling it to access premium markets and attract discerning customers.</p>	-	<p>Positive</p> <p>The certifications achieved by Avanti Feeds have substantial financial implications that contribute to the company's growth and profitability. Additionally, adherence to these global standards minimizes the risks of product recalls, legal disputes, or penalties, safeguarding financial stability. The trust established through these certifications also fosters long-term relationships with stakeholders and customers, ensuring consistent revenue streams.</p>
6.	Materials Sourcing & Efficiency	Opportunity	<p>The company prioritizes sourcing high-quality raw materials, such as fish meal and soybean meal, which are essential for producing premium shrimp feed. By partnering with certified suppliers and participating in Fishery Improvement Projects (FIPs), Avanti ensures responsible and sustainable sourcing practices, reducing environmental impact and aligning with global sustainability standards.</p>	-	<p>Positive</p> <p>By prioritizing sustainable and high-quality raw materials, the company stabilizes costs and mitigates risks associated with price volatility in traditional inputs like fish meal.</p> <p>Sustainable sourcing through partnerships and participation in Fishery Improvement Projects (FIPs) strengthens supply chain reliability and reduces risks tied to regulatory or environmental challenges.</p> <p>Avanti Feeds are exploring sustainable alternatives, such as plant-based proteins and oils to reduce dependency on traditional fish meal while maintaining the nutritional quality of their feed. This transition is not only environmentally responsible and also helps in mitigating supply chain risks.</p>







SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Integrating the principles of the National Guidelines for Responsible Business Conduct into the structures, policies and processes ensure that stakeholder interests are integrated into the business fabric. Creating adequate governance enables businesses to contribute towards wider development goals. This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

S. 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) ¹³	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Particulars of Policies	Anti-corruption or anti-bribery policy	Supplier Code of conduct	Health and Safety Policy Code of Conduct for Employees	Stakeholder Management Policy	Human Rights Policy	Environmental Policy	Policy On Responsible Advocacy	Corporate Social Responsibility Policy	Cyber Security and Data Privacy Policy
	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 accessible via the internal platform specifically provided for internal usage. This platform functions as a comprehensive repository for a variety of policies that govern the organization's operations and establish standards of conduct within the Company.								
2	Whether the entity has translated the policy into procedures. (Yes / No) ¹⁴	Yes, Avanti has translated the policies into procedures.								
3	Do the enlisted policies extend to your value chain partners? (Yes / No) ¹⁵	Not all the enlisted policies may extend to our value chain partners. However, Avanti ensures 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.								

¹³ GRI 2-23, ¹⁴ GRI 2-24, ¹⁵ GRI 2-23



S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																		
Policy and management processes																												
4.	Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fair trade Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<div>The operations are in conformance to the spirit of international standard and certifications like:</div> <div><div></div><div></div><div></div><div></div></div> <table><tr><th>Certificate</th><th>Certificate Overview</th><th>Principles</th></tr><tr><td>ISO 9001</td><td>ISO 9001 refers to an international standard for a quality management system (QMS) set by the International Organization for Standardization (ISO).</td><td>P1</td></tr><tr><td>BAP(Best Aquaculture Practice)</td><td>It is a certification program developed by the Global Seafood Alliance (GSA) to promote responsible and sustainable aquaculture practices</td><td>P2</td></tr><tr><td>Hazard Analysis and Critical Control Points(HACCP)</td><td>A systematic preventive approach to food safety, identifying potential hazards in production processes and implementing measures to control them.</td><td>P3</td></tr><tr><td>ISO 14001</td><td>It refers to an international standard for an Environmental Management System (EMS), developed by the International Organization for Standardization (ISO). It provides a framework for organizations to manage their environmental responsibilities in a systematic manner that contributes to sustainability.</td><td>P6</td></tr><tr><td>Halal Certificate</td><td>No haram product or procedure is used during the food's manufacturing or processing.</td><td>P9</td></tr></table>									Certificate	Certificate Overview	Principles	ISO 9001	ISO 9001 refers to an international standard for a quality management system (QMS) set by the International Organization for Standardization (ISO).	P1	BAP(Best Aquaculture Practice)	It is a certification program developed by the Global Seafood Alliance (GSA) to promote responsible and sustainable aquaculture practices	P2	Hazard Analysis and Critical Control Points(HACCP)	A systematic preventive approach to food safety, identifying potential hazards in production processes and implementing measures to control them.	P3	ISO 14001	It refers to an international standard for an Environmental Management System (EMS), developed by the International Organization for Standardization (ISO). It provides a framework for organizations to manage their environmental responsibilities in a systematic manner that contributes to sustainability.	P6	Halal Certificate	No haram product or procedure is used during the food's manufacturing or processing.	P9
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5.	Specific commitments, goals and targets set by the entity with defined time lines if any. ¹⁶	<table><tr><th>S. No</th><th>Specific commitments, goals and targets</th><th>Targets and Timelines</th></tr><tr><td>1.</td><td>We are dedicated to implement comprehensive strategy to progressively reduce our reliance on grid electricity and increase the integration of renewable energy sources throughout the operations.</td><td><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.</td></tr><tr><td>2.</td><td>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.</td><td><ul style="list-style-type: none">To improve the information system to the farmers for taking timely action depending in international market demand & supply situations.upgrade the skills of over 20,000 farmers by conducting training programs focused on best practices in the aquaculture sectorIncrease of training programs with the Industry Experts.<p>Adapting the Cost effective methods followed by farmers in other regions will focus on enhancing their productivity levels and reducing losses in their operations.</p></td></tr></table>									S. No	Specific commitments, goals and targets	Targets and Timelines	1.	We are dedicated to implement comprehensive strategy to progressively reduce our reliance on grid electricity and increase the integration of renewable energy sources throughout the operations.	<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.	2.	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.	<ul style="list-style-type: none">To improve the information system to the farmers for taking timely action depending in international market demand & supply situations.upgrade the skills of over 20,000 farmers by conducting training programs focused on best practices in the aquaculture sectorIncrease of training programs with the Industry Experts. <p>Adapting the Cost effective methods followed by farmers in other regions will focus on enhancing their productivity levels and reducing losses in their operations.</p>									
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¹⁶ GRI 3-3



S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met									
	Pillar	Commitment Area	Description						Status	
	Environmental	Renewable Energy Integration & Grid Electricity Reduction	Avanti Feeds is implementing a comprehensive strategy to reduce dependence on grid electricity and integrate renewable energy. It achieved a 10.17% cut in non-renewable electricity consumption, reducing usage from 185,242.85 GJ to 166,400 GJ and saving a total of 18,842.85 GJ. This achievement is attributed to targeted energy-efficient initiatives, including the installation of solar panels which contributed 7.85% to the reduction, and the integration of Variable Frequency Drives (VFDs) that optimized equipment operations, resulting in a further 4.44% savings. These distinct interventions demonstrate our continued commitment to sustainability and reinforce our role in advancing the transition towards cleaner, more efficient energy systems at both national and global levels.						Completed	
	Social	Farmer Development and Capacity Building	Avanti has already made remarkable stride towards its aquaculture training goal, by successfully conducting programs across diverse regions, for more than 20,000 farmers. These sessions have empowered countless farmers with best practices, innovative techniques, and expert insights to boost productivity and reduce losses.						In Progress	
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ¹⁷	"At Avanti Feeds, we remain deeply committed to transparency, sustainable growth, and impactful practices. The year 2025 brought new challenges to the shrimp feed industry, requiring us to navigate evolving environmental, social, and governance (ESG) landscapes with resilience and innovation. ESG Challenges in the Shrimp Feed Industry: The aquaculture industry, and particularly shrimp farming, faced increasing scrutiny over environmental practices, responsible supply chain management, and stringent global regulatory standards. Key challenges included managing effluent discharge from farming processes, ensuring sustainable sourcing of raw materials for feed production, and empowering the farming community with knowledge and resources. Despite these complexities, I am pleased to share the significant progress we have made in advancing our ESG goals: Environmental: <ul style="list-style-type: none">The ZLD system is in place across all major processing plants to treat and recycle wastewater generated during shrimp processing.Rooftop Solar Panels: Installed across processing plants to generate clean energy and reduce dependence on traditional power sources. Social: <ul style="list-style-type: none">Conducted training sessions for more than 20,000 farmers, equipping shrimp farmers with sustainable farming techniques to maximize productivity while minimizing environmental impact.Launched a community health initiative, providing healthcare support to shrimp farming communities in under served regions.								

¹⁷ GRI 2-22



S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
		<p>At Avanti Feeds, we remain steadfast in our commitment to fostering inclusive growth through impactful rural development and CSR initiatives. Our efforts reflect a deep sense of responsibility toward the communities we serve, and we take pride in creating lasting value.</p> <ul style="list-style-type: none">Infrastructure & Health Built and maintained drainage systems in Undi village and constructed Avanti Hospital in Kovvur. Installed Water Treatment Plants in Dumpagadapa to improve access to clean water.Strategic Contributions Donated ₹2 Crores to the Smart Andhra Pradesh Foundation to support various government initiatives for developing rural infrastructure & development.Sports & Inclusion Provided sports kits to C.R. Reddy Public School to promote Olympic and Paralympic sports in rural areas.Community Empowerment Supported Bangaramma Seva Sangam in advancing gender equality and establishing hostels for women and orphans.Skill Development In Visakhapatnam and Vizag, contributed to education and vocational training under the Aspirational Districts Programme (till Dec 2024). These initiatives reflect our ongoing commitment to empower communities and foster sustainable development.Governance<ul style="list-style-type: none">Strengthened compliance protocols to align with international aquaculture standards, securing certifications from global regulatory bodies for sustainable feed production.Enhanced traceability systems across our supply chain, ensuring accountability and transparency in every aspect of our operations. <p>Our Vision Forward: As we move ahead, we reaffirm our commitment to fostering a culture of continuous improvement and innovation in ESG performance. By integrating sustainability principles into every facet of our business strategy, we strive to create enduring value for our stakeholders while making a positive impact on the environment and the communities we serve.</p> <p>Together, we aim to lead the way in sustainable aquaculture, demonstrating that responsible practices and business success go hand in hand".</p> <p style="text-align: right;">- Dr. A. Indra Kumar Chairman & Managing Director DIN: 00190168</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). ¹⁸	Dr. A. Indra Kumar (DIN: 00190168) Chairman & Managing Director								
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 ¹⁹	Dr. A. Indra Kumar (DIN:00190168) Chairman & Managing Director, and Sri C. Ramachandra Rao (DIN:00026010) Joint - Managing Director, Company Secretary and CFO are responsible for decisions on all sustainability related issues.								

¹⁸ GRI 2-13, ¹⁹ GRI 2-9



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	Yes, performance review is undertaken by Dr. A. Indra Kumar, Chairman & Managing Director (DIN: 00190168), and Sri C. Ramachandra Rao, Joint - Managing Director, Company Secretary and CFO (DIN:00026010).									Quarterly								
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: ²⁰

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, J. Sundharesan & Associates, has provided a Limited Assurance on working of its policies.								

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

²⁰ GRI 2-5



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.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



Principle 1 of the Business Responsibility and Sustainability Reporting (BRSR) framework emphasizes that businesses must operate with integrity, uphold ethical practices, ensure transparency, and maintain accountability. This involves adhering to strong corporate governance standards, adopting a robust code of ethics, and conducting operations in a fair and responsible manner. Companies are encouraged to disclose accurate and timely information to stakeholders, implement mechanisms like whistle blower policies for accountability, and ensure compliance with legal and regulatory norms. By doing so, businesses build trust, foster credibility, and contribute positively to the economy and society.

By embedding ethical practices, ensuring transparency in its financial and operational processes, and adhering to international and national standards, Avanti Feeds demonstrates a strong alignment with Principle 1 of the BRSR framework. This commitment not only builds trust with stakeholders but also ensures sustainable and responsible growth.

ESSENTIAL INDICATORS:

1. **Percentage coverage by training and awareness programmes on any of the principles during the financial year:** ²¹

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	6	Training on the principles of BRSR were imparted to the entire Board.	100
Key Managerial Personnel	6	Training on the principles of BRSR were imparted to Key Managerial Persons.	100
Employees other than BOD and KMPs	98	i) Health and Safety ii) Fire Safety, Active Supervision iii) Human Rights iv) Product Quality v) Total Quality Management	100
Workers	35	i) Health and Safety ii) Fire Safety, Active Supervision iii) Human Rights iv) Product Quality v) Total Quality Management	93

²¹GRI 2-17

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: ²²

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	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

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	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

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 Appeals / revisions during the reporting year	

4. Anti-corruption or Anti-bribery policy: ²³

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.	<p>Yes, Avanti is committed to upholding the highest ethical standards and has formally implemented an anti-corruption and anti-bribery policy. This policy acts as a guideline to prevent any unethical practices, ensuring compliance with legal and moral obligations. It underscores the company's zero-tolerance approach toward corruption and bribery at all levels of its operations.</p> <ul style="list-style-type: none"> Commitment to Responsible Business Conduct: Ethical conduct is at the core of Avanti's business philosophy. The company aspires to make ethical and responsible decisions that benefit all stakeholders, including employees, customers, suppliers, and the community at large. By embedding these values into its business practices, Avanti reinforces its dedication to being a responsible corporate citizen. Accessibility through Internal Platform: The anti-corruption and anti-bribery policy is easily accessible to employees and relevant stakeholders through a specialized internal platform. This platform is designed specifically for internal organizational use, ensuring that the policy and related guidelines are readily available to those who need them. It promotes transparency, accountability, and awareness within the company.
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²² GRI 2-27, ²³ GRI 2-23, GRI 205-2



5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:²⁴

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (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:

Particulars	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

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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8. Number of days of account payable ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts Payables	32.98	25.15

²⁴ GRI 205-3



9. Open-ness of Business

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	NIL	NIL*
	b. Number of Trading houses where purchases are made from	NIL	NIL*
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	NIL	NIL*
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	100	100
	b. Number of dealers / distributions to whom sales are made	693	682
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	39.12	32.19
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.05	0.08
	b. Sales (Sales to related parties / Total Sales)	0.02	0.08
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	14.28	20.29

*Note: Last year figures has been reviewed as per the guidelines issued in Industry standards



PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



Principle 2 of the Business Responsibility and Sustainability Reporting (BRSR) framework emphasizes that businesses should provide goods and services that are environmentally sustainable and socially beneficial. It encourages companies to adopt responsible production methods, minimize waste, and utilize resources efficiently, promoting a circular economy. This principle also advocates for designing products and services that address societal challenges while conserving the environment. By aligning with Principle 2, businesses contribute to the well-being of people and the planet, while ensuring long-term profitability and sustainability.



Avanti Feeds aligns with Principle 2 of the Business Responsibility and Sustainability Reporting (BRSR) framework by providing sustainable and socially beneficial products and services. The company promotes responsible aquaculture through certifications like BAP it focuses on resource efficiency and reducing environmental impact. By supporting farmers with training and infrastructure and investing in traceable supply chains, Avanti ensures ethical and sustainable operations.

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:**

	2024-25 (Current Financial Year)(%)	2023-24 (Previous Financial Year)(%)	Details of improvements in environmental and social impacts
R&D			<ol style="list-style-type: none"> 1. Diesel boiler is converted into biomass boiler with agro-waste being transformed into energy for boiling processes. 2. A dedicated solar farm has been established through land acquisition for large-scale solar panel installations, significantly increasing reliance on renewable energy. 3. Bio-filters have been installed to enhance environmental sustainability. 4. An advanced imported machine has been procured for ozone production.
Capex	3.90	0.25	<ol style="list-style-type: none"> 1. Spent on Bio filter and solar installation. 2. Variable Frequency Drives (VFDs) have been installed to enhance energy efficiency, resulting in a 4.44% reduction in power consumption.

2. **Sustainable sourcing:**

Does the entity have procedures in place for sustainable sourcing? (Yes / No) ²⁵	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.
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²⁵ GRI 308-1



	<p>Here is a brief overview:</p> <ul style="list-style-type: none"> 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. 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>Furthermore, Avanti is committed in integrating social, ethical, and environmental considerations into its operational and strategic decisions throughout the entire supply chain.</p>
If yes, what percentage of inputs were sourced sustainably?	38

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.

<p>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.²⁶</p>	<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>Avanti Feeds employs responsible waste management practices across different categories of waste generated during production and operations:</p> <p>Plastics (Including Packaging):</p> <ul style="list-style-type: none"> Avanti Feeds focuses on reducing single-use plastics by replacing them with sustainable alternatives like recycled paper and jute strings. The company promotes the reuse and recycling of plastic waste through partnerships with certified recyclers and ensures compliance with the Extended Producer Responsibility (EPR) framework submitted to the Pollution Control Board. <p>E-Waste:</p> <ul style="list-style-type: none"> Avanti Feeds ensures the proper disposal of electronic waste by collaborating with authorized e-waste recyclers. The company follows environmentally sound practices for dismantling and recycling e-waste, ensuring compliance with e-waste management regulations. <p>Hazardous Waste:</p> <ul style="list-style-type: none"> Hazardous waste generated during operations is managed in accordance with state and national pollution control guidelines. Avanti Feeds ensures the safe collection, storage, and disposal of hazardous materials through authorized treatment, storage, and disposal facilities (TSDFs). <p>Other Waste:</p> <ul style="list-style-type: none"> The company adopts lean manufacturing processes to minimize waste generation. Organic and biodegradable waste is processed through composting or other eco-friendly methods, while non-biodegradable waste is recycled or disposed of responsibly.
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4. Extended Producer Responsibility (EPR) plan:

<p>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.</p>	<p>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.</p> <p>Avanti Feeds is registered under the Extended Producer Responsibility obligations and provisions of a Brand Owner. The Registered Number is PR-28-AND-04-ACCPV7602D-23.</p>
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²⁶ GRI 306-2



PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



Principle 3 of the Business Responsibility and Sustainability Reporting (BRSR) framework focuses on the well-being of employees, including those in the value chain. It emphasizes the importance of fair treatment, respect for employee rights, and providing a safe, inclusive, and discrimination-free workplace. This principle also advocates for skill development, continuous learning, and extending fair labour practices to workers across the value chain. By prioritizing employee welfare and fostering a healthy work environment, businesses can ensure long-term sustainability and success.

Avanti Feeds demonstrates its commitment to Principle 3 of the Business Responsibility and Sustainability Reporting (BRSR) framework by prioritizing the well-being of its employees and those in its value chain. The company ensures a safe and hygienic workplace through regular safety audits. It invests in employee development through skill enhancement programs and promotes inclusivity by providing equal opportunities for all. Additionally, Avanti Feeds extends support to value chain workers, including farmers and distributors, by offering training and infrastructure assistance. These efforts underscore its dedication to fostering a supportive and responsible work environment.



Incubator & Childcare Ward





ESSENTIAL INDICATORS:

1 a) Details of measures for the well-being of employees:²⁷

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	709	709	100	709	100	0	0	0	0	0	0
Female	29	29	100	29	100	29	100	0	0	0	0
Total	738	738	100	738	100	29	100	0	0	0	0
Other than Permanent employees											
Male	9	9	100	9	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	9	9	100	9	100	0	0	0	0	0	0

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	556	556	100	556	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	556	556	100	556	100	0	0	0	0	0	0
Other than Permanent workers											
Male	245	245	100	245	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	245	245	100	245	100	0	0	0	0	0	0

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.25	0.21

*Avanti Feeds has also considered group gratuity, leave encashment, staff welfare expenses, training contributions, and ex-gratia payments as part of the cost incurred on employee well-being measures, underscoring its commitment to a supportive and growth-oriented workplace.



2. Details of retirement benefits, for Current FY and Previous Financial Year:²⁸

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	NA	100	100	NA
ESI	19	81	Yes	19	81	Yes
Others	68	32	NA	71	29	NA
a) Superannuation						
b) National Pension System	48	52	Yes	48	52	Yes

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.	<p>Avanti Feeds demonstrates its commitment to accessibility and inclusion through thoughtful measures across its facilities. Key accessibility features integrated into our facilities include:</p>
	<p>1. Accessible Infrastructure:</p> <p>Avanti Feeds ensures that its manufacturing plants are designed with wide doorways and hallways to accommodate employees with mobility aids. Ramps and elevators are strategically placed to provide seamless access to all areas of the facility.</p>
	<p>2. Inclusive Rest rooms</p> <p>The company has equipped its rest rooms with features like wider stalls, grab bars, and accessible sinks, ensuring they meet the needs of employees with disabilities.</p>
	<p>3. Parking Facilities:</p> <p>Dedicated accessible parking spaces are available near the entrances of Avanti Feeds' facilities. These spaces are designed to accommodate vehicles equipped with mobility aids, ensuring convenience for all employees.</p>
	<p>4. Workplace Adjustments:</p> <p>Avanti Feeds provides adjustable workstations and ergonomic furniture to support employees with physical constraints, enabling them to work comfortably and efficiently.</p>

²⁸ GRI 201-3

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.



Yes, Avanti Feeds has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016 aligned with our commitment to Human Rights principles, we affirm our stance as an equal opportunity employer. In addition, the Avanti Feeds Code of Conduct incorporates fundamental equal opportunity principles.

Avanti Feeds policies include the following:

- Commitment to Human Rights:** Avanti Feeds firmly upholds Human Rights principles, ensuring that its policies and practices reflect a commitment to fairness, equality, and respect for all employees.
- Core Values:** The company fosters a workplace environment rooted in mutual respect and inclusivity, creating a culture where every individual feels valued and empowered.

It has the following core values:

- PASSIONATE**
 - Ambitious for growth
 - Retains winning spirit
 - Seeks to outperform own past performance
- HUMBLE**
 - Believes in and demonstrates openness to learn and continuous improvement
 - Shows openness to feedback and Coaching
 - Embraces vulnerability, willingness to truly be oneself
- RESPECTFUL**
 - Embraces differences and diversity
 - Is conscious of others opinions and time
 - Listens attentively and actively
- RESPONSIBLE**
 - Acts responsibly towards planet, people and communities
 - Takes ownership, is accountable
 - Follows through on commitments
- COLLABORATIVE**
 - Identifies shared goals and points of interdependence within and across teams
 - Integrates diverse and complementary skills for maximizing outcomes
 - Consciously makes efforts to build relationships



	<ul style="list-style-type: none"> • INNOVATIVE <ul style="list-style-type: none"> - Demonstrates curiosity and is comfortable with change and ambiguity - Is willing to challenge status quo and examine & adopt new ideas - Does not hesitate to try and fail and learn from failures • Zero Tolerance for Discrimination: Avanti Feeds strictly opposes all forms of discrimination and harassment, including but not limited to: <ul style="list-style-type: none"> - Race - Colour - Religion - Disability - Gender - Sexual orientation - Age - Any other legally protected status • Policy Accessibility: To reinforce these principles, Avanti Feeds ensures that its policy document is readily available on the company's intranet platform. This platform serves as a dedicated resource for internal reference and usage, promoting transparency and awareness among employees. • Inclusivity in Action: The company actively implements measures to uphold these standards, such as providing training programs to raise awareness about diversity and inclusion, ensuring equitable opportunities for career growth, and maintaining a supportive work environment. <p>By embedding these principles into its operations, Avanti Feeds demonstrates its dedication to creating a workplace that not only complies with legal standards but also champions the values of equality and respect.</p>
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5. Return to work and Retention rates of permanent employees and workers that took parental leave ²⁹:

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100	100	NA	NA
Total	100	100	NA	NA

* One employee is currently on maternity leave and has not yet returned.

²⁹ GRI 401-3

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: ³⁰

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>To ensure a fair and systematic approach to resolving employee grievances, Avanti has instituted a well-defined Standard Operating Procedure (SOP). This SOP outlines a structured path for employees to raise concerns while guaranteeing that these concerns are addressed thoughtfully and confidentially. Here's an elaborated view of the process:</p> <p>1. Initial Reporting to the Reporting Manager:</p> <p>Employees who encounter workplace issues or challenges are encouraged to first approach their reporting manager. This direct line of communication fosters a sense of trust and allows concerns to be addressed at the immediate level, promoting faster resolution. Examples of such issues might include interpersonal conflicts, concerns about work conditions, or queries related to job roles and responsibilities.</p> <ul style="list-style-type: none"> • Employees can schedule a meeting or discuss their concerns informally, ensuring a respectful and constructive dialogue. • Managers are expected to listen attentively, evaluate the issue objectively, and propose feasible solutions within their authority. <p>2. Escalation to the HR Department:</p> <p>If the grievance cannot be resolved satisfactorily at the managerial level, employees have the option to escalate their concern to the HR department. The escalation process ensures that employees receive unbiased attention and further efforts are made to address the issue.</p> <ul style="list-style-type: none"> • Mode of Escalation: Concerns can be reported to HR through email or written communication, providing a clear description of the issue, any actions already taken, and the desired resolution. • HR representatives act as mediators, reviewing the situation impartially and working with all parties involved to reach a fair outcome. <p>3. Commitment to Confidentiality:</p> <p>The company places utmost importance on maintaining confidentiality throughout the grievance-handling process. This ensures the privacy, dignity, and trust of all parties involved, creating a safe environment for employees to share their concerns without fear of retaliation or judgment.</p> <ul style="list-style-type: none"> • Sensitive details about the grievance are disclosed only to relevant parties who are directly involved in resolving the matter. • The company adheres to strict data protection policies to safeguard employee information. <p>4. Timely Resolution:</p> <p>Addressing grievances promptly is a cornerstone of the company's commitment to its employees. By setting clear time lines for each stage of the process, the company ensures that concerns are not left unresolved or prolonged unnecessarily.</p> <ul style="list-style-type: none"> • Example: An initial response might be provided within 2 business days, and a resolution could be aimed for within 10-15 business days, depending on the complexity of the issue. • Employees are kept informed about the progress of their case at regular intervals, fostering transparency. <p>5. Creating a Supportive Environment:</p> <p>The overarching goal of the SOP is to nurture a workplace culture that prioritizes open communication, mutual respect, and shared accountability. By actively encouraging constructive dialogue and feedback, the company reinforces its values and principles.</p> <ul style="list-style-type: none"> • Employee feedback about the grievance process is actively sought to identify areas for improvement. • Managers and HR are trained to handle grievances empathetically and professionally. <p>By adhering to this SOP, the company demonstrates its unwavering dedication to creating an inclusive and equitable workplace. Employees are empowered to express their concerns, confident that their voices will be heard and their issues resolved with fairness and integrity. This structured approach not only resolves individual grievances but also strengthens the organization's overall culture and commitment to its workforce.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

³⁰ GRI 2-16, GRI 2-25, GRI 2-26



7. Membership of employees and worker in association(s) or Unions recognised by the entity: ³¹

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	738	NIL	NA	743	NIL	NA
Male	709	NIL	NA	713	NIL	NA
Female	29	NIL	NA	30	NIL	NA
Total Permanent Workers	556	NIL	NA	565	NIL	NA
Male	556	NIL	NA	565	NIL	NA
Female	0	NIL	NA	0	NIL	NA

8. Details of training given to employees and workers: ³²

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill up gradation		Total (D)	On Health and safety measures		On Skill up gradation	
		No. (B)	% (B / A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	718	682	95	700	97	725	650	90	692	95
Female	29	28	97	29	100	30	30	100	30	100
Total	747	710	95	729	98	755	680	90	722	96
Workers										
Male	801	750	93	725	90	787	702	89	687	87
Female	0	0	0	0	0	0	0	0	0	0
Total	801	750	93	725	90	787	702	89	687	87

9. Details of performance and career development reviews of employees and worker ³³

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	709	709	100	725	725	100
Female	29	29	100	30	30	100
Total	738	738	100	755	755	100
Workers						
Male	556	556	100	787	787	100
Female	0	0	100	0	0	0
Total	556	556	100	787	787	100

³¹ GRI 2-30, ³² GRI 403-5, GRI 404-1, GRI 404-2, ³³ GRI 404-3



10. Health and safety management system

S. 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? ³⁴	<p>At Avanti Feeds, ensuring the health, safety, and well-being of our employees remains a cornerstone of our operations.</p> <p>To achieve this, we have implemented a comprehensive Occupational Health and Safety Management System (OHSMS) that ensures a safe, hygienic, and compliant work environment across all our facilities. Here are the key measures and practices we follow:</p> <p>1. Workplace Safety Protocols</p> <ul style="list-style-type: none"> Stringent Safety Guidelines: We adhere strictly to workplace safety regulations, ensuring a hazard-free work environment. Personal Protective Equipment (PPE): Employees working in processing and cold storage areas are provided with high-quality PPE such as gloves, masks, insulated clothing, and safety boots to protect them from extreme temperatures and other workplace hazards. Safety Inspections and Audits: Regular inspections and audits are carried out across all facilities to proactively identify and mitigate risks, ensuring the safety of our team. <p>2. Health and Wellness Initiatives</p> <ul style="list-style-type: none"> Employee Health Programs: Avanti Feeds organizes health awareness drives, periodic medical check-ups, and interactive sessions with healthcare professionals to promote holistic well-being among employees. <p>3. Training and Emergency Preparedness</p> <ul style="list-style-type: none"> Comprehensive Safety Training: All employees undergo regular training sessions that cover essential topics like fire safety, food and handling hazardous materials responsibly. Mock Drills and Emergency Training: Frequent mock drills are conducted to prepare employees to respond efficiently to potential workplace incidents, ensuring their safety and effective containment of risks. <p>Avanti Feeds remains deeply committed to creating a culture where safety is prioritized, employee health is supported, and workplace risks are effectively managed. Through these measures, we strive to protect our valuable workforce but also to set benchmarks in the shrimp Feed industry for operational excellence and ethical practices.</p>
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? ³⁵	<p>Avanti Feeds, as a company engaged in aquaculture operations, places a strong emphasis on workplace safety through a systematic hazard identification and risk assessment process. This approach ensures that both routine and non-routine tasks within the aquaculture sector are carried out in a safe and controlled environment, effectively minimizing risks to employees, contractors, and other stakeholders involved.</p> <p>Key Measures and Coverage</p> <p>1. Safety Drills and Protocol Testing:</p> <p>Regularly organize safety drills to evaluate the effectiveness of safety protocols in aquaculture operations. These drills help identify and address potential hazards, ensuring a safer work environment for employees and mitigating risks associated with aquaculture processes.</p> <p>2. Employee and Field Feedback:</p> <p>Foster open communication channels with employees, especially field staff, to gather valuable insights on risks they may have encountered or anticipated. Analyse this feedback thoroughly to pinpoint potential safety and operational risks, and develop actionable strategies to address these challenges effectively. This collaborative approach ensures a proactive response to evolving risks in aquaculture.</p> <p>3. Quarterly Risk Assessments:</p> <p>Conduct comprehensive risk assessments on a quarterly basis to proactively identify and evaluate potential hazards in aquaculture activities. This includes assessing operational, environmental, and safety risks. Implement appropriate safety measures and protocols to minimize or eliminate these risks, ensuring the company's operations remain efficient, sustainable, and safe.</p>

³⁴ GRI 403-1, ³⁵ GRI 403-2



S. No	Particulars	Response
c	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes / No)	<p>Yes, The Company has dedicated process for workers to report the work-related hazards and to remove themselves from such risks.</p> <p>1. Dedicated Reporting Process: Avanti Feeds has a dedicated process that allows workers to report work-related hazards and remove themselves from such risks, ensuring their safety and well-being.</p> <p>2. Encouraging Worker Feedback: The company emphasizes the importance of feedback from workers to maintain a safe working environment. Workers are actively encouraged to report near misses, unsafe acts, and unsafe conditions.</p> <p>3. Dual Benefit Approach: This feedback system not only enhances Health & Safety engagement but also enables prompt rectification of issues, effectively reducing risks.</p> <p>4. Quarterly Safety Representative Meetings: At each facility, safety representatives from the workforce meet on a quarterly basis. These meetings provide a formal platform for workers to voice their concerns, offer suggestions, and receive feedback from management on all safety-related matters.</p>
d	Do the employees / worker of the entity have access to non-occupational medical and healthcare services? (Yes / No) ³⁶	<p>Yes, the employees and workers of the entity have access to non-occupational medical and healthcare services.</p> <p>1. Diverse Certifications: Each site pursues a range of certifications, adhering to the Group's policies on employee safety and well-being, reinforcing the company's commitment to a secure and supportive work environment.</p> <p>2. Continuous Evaluation of Safety Protocols: Regularly review and update safety protocols to align with the latest industry standards and best practices, ensuring the utmost safety for all employees.</p> <p>3. Commitment to a Culture of Care: Beyond compliance, the company fosters a culture of accountability and care, demonstrating a steadfast dedication to employee safety and well-being at all locations.</p> <p>4. Ongoing Training and Collaboration: It Conducts ongoing training sessions and promotes open communication and collaboration to empower employees to prioritize their safety and contributes to a safer workplace.</p> <p>5. Support for Adivasi Tribe: Provides hostel facilities specifically for the Adivasi tribe, supporting their accommodation needs and promoting inclusivity.</p> <p>6. First Aid and Health Care Facilities: Offers first aid and comprehensive health care services to ensure the well-being of employees, especially those from marginalized communities.</p>

11 Details of safety related incidents, in the following format: ³⁷

Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	NIL	NIL
	Workers	NIL	NIL

³⁶ GRI 403-2, ³⁷ GRI 403-9, GRI 403-10

**12. Measures to ensure a safe and healthy workplace: ³⁸**

Describe the measures taken by the entity to ensure a safe and healthy workplace	<p>Avanti Feeds prioritizes workplace safety and employee well-being by implementing stringent health, safety, and environmental (HSE) standards across its aquaculture and processing operations. The company ensures compliance with industry regulations and promotes a culture of safety through the following measures:</p> <p>1. Third-Party Health and Safety Audit: It Voluntarily undergoes third-party audits to demonstrate commitment to providing a safe and healthy workplace for all employees.</p> <p>2. Employee Well-Being as a Priority: It Emphasizes the importance of maintaining a secure and supportive environment, prioritizing the health and safety of employees.</p> <p>3. Comprehensive Policies and Procedures: It Implements meticulous health and safety policies and procedures to ensure a safe working environment for everyone within the organization.</p> <p>4. Regular Evaluations and Compliance: It Conducts regular evaluations and assessments to ensure adherence to the highest safety and health standards.</p> <p>5. Continuous Training and Support: It conducts ongoing training and support for employees and workers to equip them with the knowledge and skills necessary to work safely and maintain their health.</p> <p>6. Robust Reporting and Investigation Processes: It establishes a clear reporting and investigation procedures to address incidents or concerns swiftly, ensuring quick action and continuous improvement.</p>
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13. Number of Complaints on the following made by employees and workers: ³⁹

Particulars	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	-	NIL	NIL	-
Health & Safety	NIL	NIL	-	NIL	NIL	-

14. Assessments for the year: ⁴⁰

Particulars	% 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: ⁴¹

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.	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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³⁸ GRI 403-6, GRI 403-2, GRI 3-3, GRI 403-9, GRI 403-10, ³⁹ GRI 2-16, GRI 2-25, GRI 2-26, ⁴⁰ GRI 3-3, ⁴¹ GRI 403-10



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



Principle 4 of the Business Responsibility and Sustainability Reporting (BRSR) framework emphasizes that businesses should respect the interests of and be responsive to all their stakeholders. This includes identifying key stakeholder groups, understanding their expectations, and engaging with them effectively. Stakeholders can include employees, customers, investors, communities, suppliers, and others who are impacted by the company's operations.

Avanti Feeds supports shrimp farmers by providing high-quality feed and technical guidance, fostering trust and collaboration. The company also engages with its employees through training programs and ensures compliance with environmental and social standards, reflecting its commitment to sustainable practices.

ESSENTIAL INDICATORS:

1. Identification of stakeholders group:

<p>Describe the processes for identifying key stakeholder groups of the entity ⁴²</p>	<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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⁴² GRI 2-29



2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group: ⁴³

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	<ul style="list-style-type: none"> Annual General Meeting Shareholder meets Email 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"> Emails 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"> Emails, Supplier meetings 	Regular	Production plans, Invoices, Bill payments, Long term relationship
Employees / Workers	No	<ul style="list-style-type: none"> Emails 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

⁴³ GRI 2-29



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
Bankers	No	<ul style="list-style-type: none"> Periodical Meetings Periodical Reports Emails 	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"> Emails 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"> Emails Regular meetings Periodical Reports 	Periodically	Deliberations on policies
Professionals / Consultants	No	<ul style="list-style-type: none"> Emails Need based meetings Periodical Reports 	Quarterly and need basis	Compliance to legal requirements, advice on business, legal, tax and environment related issues



PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



Principle 5 (P5) of the BRSR framework emphasizes the respect and promotion of human rights. It ensures that businesses operate responsibly by maintaining equality, preventing discrimination, and fostering safe and respectful workplaces. This principle encourages alignment with global human rights standards and establishes mechanisms to address and remedy any violations effectively.

Avanti Feeds ensures fair treatment of employees, promotes equality, and fosters a safe and inclusive workplace. Avanti Feeds also adheres to global human rights standards, such as the Universal Declaration of Human Rights (UDHR), and has mechanisms in place to address and resolve any human rights concerns.

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: ⁴⁴

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	738	712	96	743	698	94
Other than permanent	9	9	100	12	12	100
Total Employees	747	721	97	755	710	94
Workers						
Permanent	556	507	91	565	488	86
Other than permanent	245	240	98	222	187	84
Total Workers	801	747	93	787	675	86

2. Details of minimum wages paid to employees and workers, in the following format: ⁴⁵

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	738	-	-	738	100	743	-	-	743	100
Male	709	-	-	709	100	713	-	-	713	100
Female	29	-	-	29	100	30	-	-	30	100
Other than Permanent	9	-	-	9	100	12	-	-	12	100
Male	9	-	-	9	100	12	-	-	12	100
Female	-	-	-	-	-	-	-	-	-	-

⁴⁴ GRI 2-24, ⁴⁵ GRI 405-2



Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent	556	-	-	556	100	565	-	-	565	100
Male	556	-	-	556	100	565	-	-	565	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	245	-	-	245	100	222	211	95	11	5
Male	245	-	-	245	100	222	211	95	11	5
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages, in the following format: ⁴⁶

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	12,00,000	1	17,40,000
Key Managerial Personnel	3	3,04,23,800	-	0
Employees other than BoD and KMP	709	5,76,532	29	4,73,216
Workers	556	3,69,981	0	-

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	3.78	3.73

4. Focal point for addressing human rights: ⁴⁷

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 Feeds has a dedicated HR Manager responsible for identifying, addressing, and mitigating any human rights impacts or issues caused or contributed to by the business. This committee ensures compliance with international human rights standards, national labour laws, and corporate policies.

1. Commitment to Human Rights:

Avanti Feeds places paramount importance on upholding human rights, making it a fundamental principle of its operations.

2. Dedicated HR Manager:

A dedicated HR Manager at the plant is entrusted with receiving and addressing human rights-related concerns. This individual has the expertise and a strong passion for aligning business practices with the company's human rights commitment.

3. Frequent Assessments:

It conducts regular assessments to monitor and safeguard human rights across all operations.

4. Open Dialogue with Stakeholders:

It maintains open communication with stakeholders to foster collaboration and address potential human rights concerns proactively.

⁴⁶ GRI 2-19, GRI 2-21, ⁴⁷ GRI 2-13



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)

5. Collaborative Efforts:

It partners with relevant organizations and stakeholders to identify and address any potential adverse impacts on human rights.

6. Rectification and Exemplary Practices:

It strive not only to rectify shortcomings but also to promote exemplary practices, setting a benchmark for ethical conduct in the industry.

7. Transparency:

It ensures disclosure of appropriate links to public content to demonstrate accountability and transparency in upholding human rights.

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 ⁴⁸.

Avanti Feeds has a structured grievance mechanism to address human rights concerns, ensuring transparency, confidentiality, and fair resolution.

1. Confidential Complaint Mechanism:

A confidential and accessible system is in place for individuals to report human rights-related concerns effectively.

2. Designated Investigation Team:

A focal point, in collaboration with the HR & Admin Manager, ensures thorough investigations of reported concerns.

3. Prompt Remedial Actions:

Swift and appropriate measures are implemented to address issues and reinforce the company's commitment to human rights.

4. Transparent Stakeholder Communication:

Open and transparent communication channels are maintained with local communities, civil society organizations, and relevant government agencies.

5. Constructive Feedback Engagement:

Regularly solicit feedback from stakeholders and engage in meaningful dialogue to address grievances efficiently.

6. Trust and Accountability Culture:

Fosters an environment of trust and accountability by committing to human rights and social responsibility principles.

6. Number of Complaints on the following made by employees and workers: ⁴⁹

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/ Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

⁴⁸ GRI 2-16, GRI 2-25, GRI 2-26, ⁴⁹ GRI 406-1



7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

8. Prevention of discrimination and harassment cases

Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases⁵⁰

Avanti Feeds ensures a safe and non-retaliatory environment for individuals reporting discrimination or harassment. The following mechanisms protect complainants from adverse consequences:

1. Zero-Tolerance Policy:

Avanti upholds a zero-tolerance policy towards all forms of harassment, with a strong emphasis on combating sexual harassment.

2. Culture of Transparency and Support:

Actively promotes transparency and support, encouraging the prompt reporting of harassment or unwelcome behaviour.

3. Dedicated Committees:

Established dedicated committees across multiple locations to handle cases of sexual harassment, ensuring thorough investigation and effective resolution.

4. Awareness and Training Sessions:

Conducts regular training and awareness sessions to educate employees on recognizing and addressing sexual harassment and understanding available support systems.

5. Accessible Reporting Mechanisms:

Encourages employees to utilize accessible mechanisms for reporting incidents, ensuring their voices are heard and addressed.

6. Commitment to a Respectful Workplace:

Ensures a safe, respectful, and supportive work environment where every employee feels valued and protected.

9. Human rights requirements forming part of your business agreements and contracts: ⁵¹ (Yes/No).

Yes, In the process of on boarding suppliers, dealers, and vendors, Avanti diligently integrates human rights requirements. This entails a stringent adherence to pertinent laws, labour standards, environmental regulations, as well as upholding principles of human rights, ethics, and integrity in their operations.

These stipulations serve as a cornerstone of the on boarding process, emphasizing the importance of aligning with our steadfast commitment to human rights and responsible business practices.

By incorporating these requirements into our on boarding procedures, we ensure that our business partners share our values and demonstrate a genuine commitment to ethical conduct. This not only fosters trust and transparency within our supply chain but also reinforces our collective efforts towards promoting social responsibility and sustainable practices across our operations. Through collaboration and mutual adherence to these standards, we strive to create a more equitable and just global business ecosystem.

⁵⁰ GRI 2-16, GRI 2-25, GRI 2-26, ⁵¹ GRI 2-23, GRI 2-24

**10. Assessments for the year:**

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

11. 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 10 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



Principle 6 (P6) of the BRSR framework emphasizes environmental sustainability. It advocates for businesses to adopt practices that minimize their environmental footprint, protect biodiversity, and promote resource efficiency. Companies are encouraged to actively prevent environmental degradation, reduce emissions, and support sustainable development initiatives to contribute to a healthier planet.

By utilizing renewable energy sources like wind power, optimizing resource usage in its operations, responsibly managing waste, and promoting sustainable aquaculture, Avanti Feeds plays a pivotal role in protecting the environment while fostering economic growth. These initiatives highlight its dedication to balancing business objectives with ecological responsibility.



ESSENTIAL INDICATORS:

- Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:⁵²

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources	(in Giga Joules)	
Total electricity consumption (A)	14,340	3,913.61
Total fuel consumption (B)	204,092	1,69,620.51
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	218,432	1,73,534.12
From non-renewable sources		
Total electricity consumption (D)	166,400	1,85,242.85
Total fuel consumption (E)	26,813	71,906.15
Energy consumption through other sources (F)	1,979	2,825.20
Total energy consumed from non-renewable sources (D+E+F)	195,192	2,59,974.20
Total energy consumed (A+B+C+D+E+F)	413,624	4,33,508.32
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00000933	0.00001010
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total electricity consumption / Revenue from operations adjusted for PPP)	0.000193	0.000226
Energy intensity in terms of physical output	0.74	0.80
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

⁵² GRI 302-1, GRI 302-3

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.401, respectively.

The total production quantity of feed is considered for calculating intensity in terms of physical outputs.

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, an evaluation was conducted by Avanti In-house, and J Sundharesan & Associates provided Limited Assurance on the specified parameter.

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

Not applicable, as the 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:** ⁵³

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source	(in kilolitres)	
(i) Surface water	NIL	NIL
(ii) Groundwater	121,854	1,28,678
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	130,380	1,07,250
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	252,234	2,35,928
Total volume of water consumption (in kilolitres)	252,234	2,35,928
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000569	0.00000550
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000118	0.000123
Water intensity in terms of physical output	0.45	0.43
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.401, respectively

The total production quantity of feed is considered for calculating intensity in terms of physical outputs.

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, an evaluation was conducted by Avanti In-house, and J Sundharesan & Associates provided Limited Assurance on the specified parameter.

⁵³ GRI 303-3, GRI 303-5



4. Provide the following details related to water discharged:

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water discharge by destination and level of treatment	(in kilolitres)	
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	31,392 (ETP Treatment)	19,840 (ETP Treatment)
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	130,380 (ETP Treatment)	1,07,250 (ETP 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)	161,772	1,27,090

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, an evaluation was conducted by Avanti In-house, and J Sundharesan & Associates provided Limited Assurance on the specified parameter.

5. Mechanism for Zero Liquid Discharge: ⁵⁴

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	<p>Yes, Avanti Feeds has implemented a Zero Liquid Discharge (ZLD) system to ensure responsible water management and minimize environmental impact.</p> <p>1. Coverage & Scope:</p> <ul style="list-style-type: none"> The ZLD system is in place across all major processing plants to treat and recycle wastewater generated during shrimp processing. It applies to effluent from cleaning, washing, and processing activities, ensuring that no untreated liquid waste is discharged into the environment. <p>2. Implementation & Process:</p> <ul style="list-style-type: none"> Effluent Treatment Plant (ETP): Wastewater is treated through two ETP units, undergoing primary, secondary, and tertiary treatment to effectively remove contaminants. Water Reuse: The recovered water is reused for non-potable purposes including landscaping irrigation and sanitary facilities. Solid Waste Management: Concentrated waste is safely converted into bio-solid sludge for disposal in compliance with environmental norms. <p>This ZLD mechanism enhances water efficiency, reduces environmental footprint, and ensures regulatory compliance, reinforcing Avanti Feeds commitment to sustainable and responsible operations.</p>
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⁵⁴ GRI 303-1, GRI 303-2



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

Parameter	Please specify unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 Previous Financial Year)
NOx	MT	282.91	230.79
SOx	MT	196.54	260.51
Particulate matter (PM)	MT	351.73	341.42
Persistent organic pollutants (POP)	Nil	-	-
Volatile organic compounds (VOC)	NIL	-	-
Hazardous air pollutants (HAP)	NIL	-	-
Others – please specify	NIL	-	-

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

Yes, SV Enviro Labs and consultants has provided independent external assessment on the specified parameter.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: ⁵⁵

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
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	39811	36,461.10
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	37492	31,269.96
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent	0.00000174	0.00000158
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent	0.0000360	0.0000354
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent	0.14	0.12
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	-	-

⁵⁵ GRI 305-1; GRI 305-2, GRI 305-4



The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended 31 March, 2025 and 31 March, 2024, it is 20.66 and 22.401, respectively

The total production quantity of feed is considered for calculating intensity in terms of physical outputs.

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, an evaluation was conducted by Avanti In-house, and J Sundharesan & Associates provided Limited Assurance on the specified parameter.

8. Project related to reducing Green House Gas emission: ⁵⁶

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

Avanti Feeds is dedicated to reducing greenhouse gas (GHG) emissions and enhancing sustainability through several impactful initiatives:

1. Renewable Energy Adoption

- **Rooftop Solar Panels:** Installed across processing plants to generate clean energy and reduce dependence on traditional power sources.
- **Dedicated Solar Farm:** Acquired land for large-scale solar panel installations, significantly increasing the use of renewable energy.

2. Energy Efficiency Measures

- **Upgraded Equipment & Machinery:** Transitioned to energy-efficient refrigeration and processing units, reducing electricity consumption.
- **LED Lighting Systems:** Replaced conventional lighting with LED systems, lowering energy usage and enhancing efficiency.

3. Sustainable Refrigeration & Transportation

- **Eco-Friendly Refrigerants:** Introduced low-GWP (Global Warming Potential) refrigerants in cold storage units, minimizing environmental impact.
- **Optimized Logistics:** Streamlined transportation routes and adopted fuel-efficient vehicles to reduce emissions from supply chain operations.

4. Water Management

- **Effluent Treatment & Reuse:** Implemented Zero Liquid Discharge (ZLD) systems, ensuring wastewater is treated and reused to minimize environmental impact.

These initiatives underscore Avanti Feeds unwavering commitment to sustainability, demonstrating its proactive approach in reducing carbon footprints and aligning with global climate and environmental goals.

⁵⁶ GRI 305-5

9. Provide details related to waste management by the entity, in the following format: ⁵⁷

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Waste generated	(in metric tonnes)	
Plastic waste (A)	2,448.225	2374.90
E-waste (B)	0.941	0.17
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	1.445	0
Radioactive waste (F)	0	0
Other Hazardous waste (G)	1.046	1.54
Used Oil (H)	0	0.51
Total (A + B + C + D + E + F + G + H)	2451.66	2377.12
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000553	0.0000000554
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000114	0.00000124
Waste intensity in terms of physical output	0.0044	0.0044
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	2,451.66	2374.90
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	2,451.66	2374.90
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Land filling	-	-
(iii) Other disposal operations	-	2.22
Total	-	2.22

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.401, respectively.

The total production quantity of feed is considered for calculating intensity in terms of physical outputs.

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, an evaluation was conducted by Avanti In-house, and J Sundharesan & Associates provided Limited Assurance on the specified parameter.

⁵⁷ GRI 306-3, GRI 306-4, GRI 306-5



10. Waste management practices adopted in the establishment: ⁵⁸

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.

Avanti Feeds follows a comprehensive waste management strategy to minimize environmental impact and promote sustainability.

1. Comprehensive Waste Management Practices:

Avanti has developed and implemented a wide range of waste management strategies aimed at minimizing waste generation. These practices are designed to ensure that all waste is handled responsibly, with a focus on protecting the environment.

2. Strategic Collaborations:

Avanti has established partnerships with authorized organizations and recycling facilities. These partnerships are critical for ensuring that all waste generated is properly managed, processed, and recycled in a way that aligns with environmental guidelines and sustainability goals.

3. Commitment to Waste Reduction:

The organization emphasizes the importance of reducing waste at its source. By actively working to minimize the amount of waste produced, Avanti aims to lessen its environmental footprint while maintaining efficient and sustainable operations.

4. Responsible Disposal Methods:

All waste is disposed of in an environmentally responsible manner. This involves adherence to regulatory standards and practices that prioritize the well-being of the planet.

5. Ongoing Efforts and Prioritization:

Avanti is committed to continuously improving its waste reduction and management processes. This commitment ensures that responsible waste management remains a priority across all areas of the organization's operations.

6. Strict Avoidance of Toxic Chemicals:

Avanti has taken a firm stance against the use of toxic chemicals. This policy extends to both the production processes and the plant premises, reinforcing the company's dedication to ensuring a safe and eco-friendly work environment.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: ⁵⁹

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.
Avanti does not have any offices or operational sites in the vicinity of any ecologically sensitive area.			

⁵⁸ GRI 306-2; GRI 3-3, ⁵⁹ GRI 304-1



12 Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: ⁶⁰

S. No.	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
Environmental impact assessment is not applicable for Avanti during the reporting financial year.						

13 Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: ⁶¹

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 action taken, if any
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.				

⁶⁰ GRI 413-1, GRI 303-1, ⁶¹ GRI 2-27



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



Principle 7 (P7) of the BRSR framework highlights the importance of responsible advocacy by businesses. It encourages companies to advocate for public policies in a transparent and ethical manner. This involves supporting policies aligned with sustainability goals, collaborating with diverse stakeholders, and maintaining the integrity of democratic processes. Through such advocacy, businesses contribute positively to societal and environmental progress while upholding accountability.

The company actively collaborates with industry bodies, government agencies, and other stakeholders to promote policies that support sustainable aquaculture practices and environmental conservation. Avanti Feeds ensures that its advocacy efforts are transparent, ethical, and aligned with societal and environmental well-being, reflecting its commitment to responsible business practices.

ESSENTIAL INDICATORS:

1. A) Affiliations with trade and industry chambers / associations: ⁶²

Number of affiliations with trade and industry chambers / associations.	7
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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.	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.	Soyabean 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		

⁶² GRI 2-28

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



It encourages businesses to actively contribute to the socio-economic development of the communities they operate in, with a focus on marginalized and disadvantaged groups. Companies are urged to invest in initiatives like education, healthcare, and skill development, promote diversity and inclusion, and support regional development to reduce inequalities. By fostering collaboration with stakeholders and ensuring the effectiveness of their programs, businesses can drive sustainable and impactful progress.

The company invests in community development initiatives, such as promoting sustainable aquaculture practices, supporting education, skill development programs and implementing water conservation measures like rainwater harvesting. These efforts aim to uplift local communities, particularly marginalized groups, while fostering social equity and sustainable development.



ESSENTIAL INDICATORS:

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year ⁶³

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

⁶³ GRI 413-1



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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

3. Community redressal mechanism:

Describe the mechanisms to receive and redress grievances of the community ⁶⁴
<p>Grievance Redressal Mechanism (GRM) is an important aspect of assuring our strong relation with the community as it provides us social license to operate and execute the community initiative projects.</p> <p>This mechanism also helps in the smooth implementation of community initiative projects by addressing any potential concerns pro actively.</p> <p>1. Deployment of Local Employees:</p> <p>As part of the GRM, the organization has strategically deployed local employees who are familiar with the community's cultural and social dynamics. These employees actively visit the community to engage in meaningful interactions, building rapport and understanding the needs and concerns of the people. This personal approach reinforces trust and demonstrates the organization's commitment to the community's well-being.</p> <p>2. Proactive Community Interaction:</p> <p>Regular and consistent visits by local employees allow the organization to stay connected with the community's pulse. These interactions provide valuable insights into the community's expectations and any emerging concerns. By addressing issues early, the organization fosters a harmonious relationship with the community.</p> <p>3. Current Status of Grievances:</p> <p>Based on the ongoing engagement and feedback from the community, the organization has not encountered any specific grievances so far. This indicates that the GRM is functioning effectively, and the community feels positively about the organization's presence and operations.</p>

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers: ⁶⁵

Category	FY 2024-25 (Current Financial Year) %	FY 2023-24 (Previous Financial Year) %
Directly sourced from MSMEs / small producers	38	38
Sourced directly from within India	99.15	98.28

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

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	88.24	41.37
Semi- Urban	7.84	32.46
Urban	0	0
Metropolitan	3.92	26.17

⁶⁴ GRI 2-16, GRI 2-25, GRI 2-26, GRI 413-1, ⁶⁵ GRI 204-1



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



Principle 9 (P9) of the BRSR framework emphasizes responsible customer engagement. It encourages businesses to ensure product safety and quality, provide transparent and accurate communication, and establish effective mechanisms for addressing customer grievances. By fostering ethical practices and promoting sustainable consumption, P9 aims to build trust and long-term relationships with consumers.

The company ensures the safety and quality of its products, such as shrimp feed and hatchery services, by adhering to stringent quality standards. It provides transparent communication to its customers, offering clear information about its products and their usage. Additionally, Avanti Feeds has established effective grievance redressal mechanisms to address customer concerns promptly and ethically. These efforts reflect the company's commitment to fostering trust and long-term relationships with its customers.

ESSENTIAL INDICATORS:

1. Consumer Complaints and feedback:

Describe the mechanisms in place to receive and respond to consumer complaints and feedback ⁶⁶

Avanti Feeds has a structured system in place to handle consumer complaints and feedback, ensuring efficient resolution and continuous improvement in service quality.

1. Dedicated Communication Channels:

Avanti Feeds provides contact details, including email addresses and phone numbers, for consumers to reach out with their concerns or feedback. These details are accessible on their official website.

2. Compliance Officer and Support Team:

The company has designated personnel, such as a Compliance Officer, to oversee and address consumer grievances. This ensures accountability and prompt resolution.

3. Proactive Engagement:

Avanti Feeds emphasizes maintaining open communication with its stakeholders, including consumers, to foster trust and transparency.

4. Feedback Integration:

Consumer feedback is likely used to improve products and services, aligning with the company's commitment to quality and customer satisfaction.

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

⁶⁶ GRI 2-16, GRI 2-25, GRI 2-26,



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

Category	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (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	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	0	0	None	0	0	None

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

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

5. Cyber security policy: ⁶⁷

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.

Avanti has identified that its exposure to cyber security risks is currently insignificant. This indicates a well-managed and secure operational environment, with minimal vulnerabilities to external cyber threats

1. Adoption of Cyber Security Policy:

Despite the low level of risk, Avanti has proactively implemented a formal cyber security policy. This demonstrates the organization's commitment to maintaining strong security protocols and ensuring that appropriate measures are in place to mitigate potential issues in the future.

2. Dedicated IT Team:

Avanti has a specialized Information Technology team in place. This team is responsible for monitoring, tracking, and addressing all IT-related issues on a day-to-day basis. Their vigilant oversight ensures that any concerns are promptly identified and resolved.

3. Internal IT Platform:

To facilitate efficient tracking and resolution of IT concerns, Avanti has provided its IT team with a dedicated internal platform. This platform is specifically designed for internal usage, offering the team the necessary tools and accessibility to manage IT operations seamlessly.

Avanti Feeds shall disclose the web link of Cyber Security Policy.

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.

7. Provide the following information relating to data breaches:

a.	Number of instances of data breaches	NIL
b.	Percentage of data breaches involving personally identifiable information of customers	NIL
c.	Impact, if any, of the data breaches	NA

⁶⁷ GRI 2-1, GRI 2-3