



3 -160, Panasapadu, Kakinada 533 005  
Andhra Pradesh . India  
off +91 884 2383902 - 4 (3 lines)  
fax +91 884 2383905 - 6  
kkd@apexfrozenfoods.com  
CIN: L15490AP2012PLC080067

Date: 09<sup>th</sup> September, 2023

To  
The General Manager,  
Department of Corporate Services,  
Bombay Stock Exchange Limited,  
PhirozeJeejeebhoy Towers,  
Dalal Street, Mumbai- 400001.  
**Scrip Code : 540692**

To  
The General Manager,  
Listing Department,  
National Stock Exchange of India Limited  
Exchange Plaza, Plot No C/1, G Block,  
Bandra Kurla Complex,  
Bankdra (East), Mumbai - 400 051.  
**Scrip Symbol : APEX**

Dear Sir's,

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

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

Kindly take the same on your records.

Thanking You,

Yours faithfully,  
For **Apex Frozen Foods Limited**

KARUTURI  
SUBRAHMANYA  
CHOWDARY

Digitally signed by KARUTURI  
SUBRAHMANYA CHOWDARY  
Date: 2023.09.09 16:44:37  
+05'30'

K. Subrahmanya Chowdary  
Managing Director  
DIN 03619259

Encl: As above

## Annexure IV

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

Sl No	Particulars	Details about the Company
1	Corporate Identity Number (CIN) of the Listed Entity	L15490AP2012PLC080067
2	Name of the Listed Entity	APEX FROZEN FOODS LIMITED
3	Year of incorporation	30/03/2012
4	Registered office address	3-160 PANASAPADU KAKINADA East Godavari AP 533005 IN
5	Corporate address	3-160 PANASAPADU KAKINADA East Godavari AP 533005 IN
6	E-mail	kkd@apexfrozenfoods.com
7	Telephone	0884-2383904
8	Website	www.apexfrozenfoods.com
9	Financial year for which reporting is being done	Year 2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11	Paid-up Capital	Rs 312,500,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms Swathi 0884-2383904 Cs@apexfrozenfoods.com
13	Reporting boundary	Standalone Basis

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Processing and Sale of Shrimp	Processing and Sale of Shrimp	94%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Processing and preserving of fish, crustaceans and molluscs and products thereof	1020	94%

#### III. Operations

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

Location	Number of plants	Number of offices	Total
National	Two (2) Processing Plants One (1) Pre-Processing Plant Three (3) Hatcheries	1	7
International	NIL	NIL	NIL

**17. Markets served by the entity:****a. Number of locations**

Locations	Number
National (No. of States)	The shrimp seed from the Company's Hatcheries is marketed to shrimp farmers in the state of Andhra Pradesh, West Bengal & Odisha
International (No. of Countries)	During the year under review, the Company exported processed shrimp to the USA, European, Union, and China

b. What is the contribution of exports as a percentage of the total turnover of the entity: Almost 94% (excluding Export Incentives)

c. A brief on types of customers: Apex deals in the sale of processed frozen shrimp to distributors, on a B2B basis. In turn, the distributors sell these to their customers that include, inter alia, HORECA (Hotels, Restaurants, and Cafes) as well as departmental stores primarily based in the USA, European Union and China. Additionally, we also sell high quality Shrimp Seed to farmers that contributes to a good harvest.

**IV. Employees****18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	598	556	92.97	42	7.02
2.	Other than Permanent (E)	17	12	70.58	5	29.41
3.	Total employees(D + E)	615	568	92.35	47	7.64
EMPLOYEES						
4.	Permanent (F)	2013	285	14.15	1728	85.84
5.	Other than Permanent (G)	60	10	13.73	50	86.26
6.	Total workers(F + G)	2073	295	14.23	1778	85.76

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees(D + E)	1	1	100	0	0
DIFFERENTLY ABLED EMPLOYEES						
4.	Permanent (F)	2	1	50	1	50
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers(F + G)	2	1	50	1	50



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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	4	2	50.00

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

	FY2022-23 (Turnover rate in current FY)			FY (Turnover rate in previous FY)2021-2022			FY (Turnover rate in the year prior to the previous FY)2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.84%	0%	3.84%	4.54%	1.5%	6.04%	5.20%	2.30%	7.50%
Permanent Workers	12.28%	24.68%	36.96%	13.25%	26.60%	39.85%	14.12%	28.33%	42.45%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. 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)
	NA			



## VI. CSR Details

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

(ii) Turnover (in Rs.): 1,07,030 Lakhs

(iii) Net worth (in Rs.): 48,996 Lakhs

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY Current Financial Year			FY Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	NIL	NIL	NA	NIL	NIL	NIL
Investors (other than shareholders)	YES	Nil	Nil	NA	Nil	Nil	NA
Shareholders	YES	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes <a href="https://apexfrozenfoods.in/investors/policies-code-of-conduct/">https://apexfrozenfoods.in/investors/policies-code-of-conduct/</a>	0	0	-	0	0	-
Customers	No	Nil	Nil	NA	Nil	NIL	NA
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

#### Note :

The Company has a well-defined grievance redressal mechanism in place for all its stakeholders, wherein processes are set internally and communicated to all the stakeholders

The Grievance redressal mechanism for Investors and shareholders is placed at the Company's website <https://apexfrozenfoods.in/investors/contact-us/>. Further, there is a specific email ID (Email: [ir@apexfrozenfoods.com](mailto:ir@apexfrozenfoods.com)) for addressing queries raised by any Investors and Shareholders.

The Company also has various other Policies, covering different aspects related to grievance redressal including but not limited to Policy on Prevention of Sexual Harassment (POSH), Whistle Blower Policy.



## 24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Human Capital Management	Risk and Opportunity	As a Risk: We face challenges in attracting and retaining skilled employees. This can create difficulties in achieving optimum productivity and performance As an Opportunity: Performance can be enhanced by using data on the right mix of workforce to ensure higher output and provide greater job satisfaction and remuneration to ensure retention.	At Apex, we have a strong training program to ensure that our workers are provided with all skills they require to efficiently discharge their tasks, while also providing a platform for personal enrichment.	Negative Inadequate hiring and retention practices can lead to decreased productivity and increased costs.  Positive Creating a viable work environment will contribute to long-term business success
2	Environmental Risk Management	Risk	Effective management of climate risk is crucial for the well-being of the Company	While the business is subject to vagaries of nature, several steps are taken to ensure that the ecological balance of the areas we work in are maintained	If we are unable to effectively manage the ecological balance, it could lead to long-term sustainability issues for the business as well as the communities we operate it, thereby causing loss of revenue or disruption of operations.
3	Community Development	Opportunity	Our processes are labour intensive, and we aim to hire from close to our areas of operation. This helps in creating sustainable community development.	NA	NA
4	Product Quality	Opportunity	We have invested in creating strong processes around Quality Checks, some of which are driven by regulatory requirements. This creates an entry barrier since some of the pre-qualifications for selling in specific geographies are extremely stringent	NA	NA
5	Supply Chain Management	Risk	Dependence on external suppliers for raw material, procurement of containers for export, has a likelihood to disrupt the supply of the products of the Company, resulting in lower sales and negative impact on the Company's reputation.	The Company continuously engages with multiple farmers to ensure that its supply chain for raw materials is secured. Further, it has started expanding its suppliers for reefer containers for exports.	If we are unable to secure raw materials in the sizes we require, or are unable to make timely shipments of our finished products, it could have a material adverse impact on our results of operations and could increase our costs and thereby impact our profitability.

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://apexfrozenfoods.in/investors/policies-code-of-conduct/">https://apexfrozenfoods.in/investors/policies-code-of-conduct/</a> Some of the policies of the Company are accessible only to employees and internal stakeholders								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company has following certifications: <ol style="list-style-type: none"> <li>SA 8000- Social accountability international includes Management systems, worker engagement, a culture of continuous improvement, and other elements of SA8000 not only lead to better working conditions and worker well-being, they also have benefits for productivity, stakeholder relationships, market access, and more.</li> <li>ASC- Aquaculture stewardship council ensuring Sustainable aquaculture and workers wellbeing.</li> <li>BAP- Best Aquaculture Practices ensures environmental responsibility, Animal health and welfare, food safety and social accountability.</li> <li>BRC-British Retail consortium global food standards ensures food safety and customer satisfaction</li> </ol>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	There are currently no targets or goals in place for social compliance implementations, however, the organisation is constantly working to improve the social and environmental standards by the standards followed to manufacture the products.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable.								
Governance, leadership and oversight									
7. We are implementing measures to reduce energy consumption, minimize waste generation, and mitigate environmental risks and thereby preserve natural resources. Further, company is actively involved in initiatives that promote education, particularly among children, women, the elderly, and individuals with different abilities and initiatives that promote health and well-being, including preventive healthcare contributing to the broader societal goal of eradicating hunger, poverty, and malnutrition.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Subrahmanya Chowdary Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on	Yes, Mr. Subrahmanya Chowdary Managing Director								



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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Policies wherever stated have been approved by the Board/Committee of the Board/Senior management of the Company or as required by extant regulation									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	No major non-compliances have been reported. The Company complies with all applicable regulations. And reviewed by the committees of the Board/Director as may be required									Periodically								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Yes, SGS and Contecna certification body, to assess the food safety and social compliance 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

Essential Indicators			
1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:			
Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors and Key Managerial Personnel	The Board Members at the time of their appointments / regular intervals (as part of board meetings) are briefed/updated on issues related to the business, regulatory, safety, environmental, social and governance matters, etc. These topics provided insights on the said Principles.	Topics covered through trainings conducted: Corporate Governance, Companies Act, 2013, SEBI Listing Regulations, Environmental & Safety matters, key regulatory developments, code of conduct,	100
Employees other than BoD and KMPs	Periodically	Topics covered include skill upgradation, health and safety measures. In terms of impact, the skill upgradation programmes enable personal/professional development of employees and the health and safety awareness campaigns enable employees to assess their physical/mental health and safety, effectively	99%
Workers	Workers receive monthly trainings throughout the year.	Trainings include Induction training to new workers, Health and safety, Good manufacturing practices, Sanitation standard operating procedures, Refresher trainings, CCP training, Trainings on social awareness such as internal compliant committees, Grievance mechanism.	96%



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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine		SEBI		Alleged that certain Promoters and Employees traded in the scrip of Apex Frozen Foods Ltd while in possession of UPSI during the period from september 4, 2017 to February 28, 2018. The order is pending with the Securities Appellate tribunal as on date of closure of financial year.	Yes
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA
Imprisonment	Non-Monetary NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Punishment	NA	NA	NA	NA	

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.

An appeal was made before the Hon'ble Securities Appellate Tribunal by the Mr. Karuturi Subrahmanya Chowdary and three other connected persons in relation to the SEBI Adjudication Order No.: BM/GN/2022-23/22612-22616 dated December 29, 2022 for violation of SEBI (PIT) Regulations, 2015 and trading in shares of the company during period from September 2017 to February 2018

An appeal was made before the Hon'ble Securities Appellate Tribunal by the Mr. Karuturi Subrahmanya Chowdary and three other connected persons in relation to the SEBI Adjudication Order No.: BM/GN/2022-23/22612-22616 dated December 29, 2022 for violation of SEBI (PIT) Regulations, 2015 and trading in shares of the company during period from September 2017 to February 2018

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.: Yes

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

	FY2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	There have been no cases involving disciplinary action taken by any law enforcement agency for the charges of bribery / corruption against any directors / KMPs / employees / workers.	
KMPs		
Employees		
Workers		

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

	FY2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

### Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year: 0

Total Number of awareness programmes held	Topics/Principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL	NA	NA

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

Yes, the Company has processes in place to avoid/manage conflict of interests involving members of the Board. Apex has a detailed 'Code of Conduct for its Directors and Senior Management', which contains comprehensive guidelines and mechanism for avoiding the conflict of interest and for disclosing any such situations that may trigger a potential conflict. The Company also receives an annual confirmation from its Board of Directors regarding the entities they are interested in, and it ensures that the necessary approvals as required under the applicable laws and regulations are obtained before engaging into transactions with each of the entities.

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

5. 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.

	Current Financial Year	Previous Financial
R&D	NA	NA
Capex	NA	NA

6 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No): Yes  
b. If yes, what percentage of inputs were sourced sustainably?

The Company is committed towards sustainably sourcing its raw material. We constantly work towards nurturing sustainable relationships with our supply chain partners by building trust, fair treatment and transparency in all procurement related decisions. However, the company is in the process of further strengthening sustainable sourcing and maintaining data around the same.

7. 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:



The company does not produce any product that can be re used or re cycled.

Waste produced during the manufacturing process is disposed of in accordance with State Pollution Control Board (PCB) rules. We have list of approved dealers for the collection of various wastes generated like packaging waste and hazardous waste like used oil and lubricants.

The waste packaging material is sold off to authorized dealer for re-use and disposal.

The hazardous waste like oil and lubricants are disposed off through authorized dealer who has been approved by the state pollution control board.

8. 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

Not applicable.

### Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format: NO

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

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

Waste water produced during processing is treated in an effluent treatment plant and used for gardening in the facility.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry): NA
4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2023			FY 2022		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	0	0	70	0	0	80
E-Waste	0	0	0	0	0	0
Hazardous waste	0	0	4	0	0	6
Other waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Shrimp Wastage	39%
Packaging Material	2%

**PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.****Essential Indicators****1. a. Details of measures for the well-being of employees:**

Category	Total (A)	Health Insurance		Accident		Maternity Benefits		Paternity Benefits		Day Care facilities	
Permanent Employees											
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Male	556	556	100	556	100	-	-	-	-	-	-
Female	42	42	100	42	100	42	100	-	-	42	100
Total	598	598	100	598	100	42	100	-	-	42	100
Other than Permanent employees											
Male	05	05	100	05	100	-	-	-	-	-	-
Female	17	17	100	17	100	-	-	-	-	05	100
Total	22	22	100	22	100	-	-	-	-	05	100

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

Category	Total(A)	Health Insurance		Accident		Maternity Benefits		Paternity Benefits		Day Care facilities	
Permanent Employees											
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Male	285	285	100	285	100	-	-	-	-	-	-
Female	1728	1728	100	1728	100	1728	100	-	-	1728	100
Total	2013	2013	100	2013	100	1728	100	-	-	1728	100
Other than Permanent employees											
Male	10	-	-	10	100	-	-	-	-	-	-
Female	60	-	-	60	100	-	-	-	-	60	100
Total	70	-	-	70	100	-	-	-	-	60	100

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

	FY 2023 Current Financial Year			FY 2023 previous Financial Year		
Benefits	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	96	96	Y	95	95	Y
Gratuity	96	96	Y	95	95	Y
ESI	96	96	Y	95	95	Y
Others-please specify	NA	NA	NA	NA	NA	NA

**3. Accessibility of workplaces**

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



The Company is committed towards adhering to the regulatory requirements of the Disabilities Act, 2016 when the need arises. The company recognizes the importance of equal opportunities and inclusivity, and will actively support and accommodate individuals with disabilities in accordance with the law.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Recognizing the importance of equal opportunities for persons with disabilities, the entity is committed to creating an inclusive and accessible work environment. The Company is committed to provide equal employment opportunities without any discrimination on the grounds of age, color, origin, nationality, disability, religion, race, caste, gender, sex and sexual orientation.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	4	100	0	0
Female	0	0	15	100
Total	4	100	15	100

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

In case there are any issues, the company's Standard Operating Procedure (SOP) outlines how to file a complaint. If there are any complaints, they are initially addressed by the SPT team leader, and then you might go to HR department via email or in writing if the complaint is not finished. The complaints are promptly and fairly resolved bound way while upholding the highest discretion.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, The Company is committed to providing a safe and conducive work environment to all of its employees, workers and associates. The Company has an open-door approach, wherein any employee irrespective of hierarchy has access to the senior management. In addition, the Company has formulated Whistle blower policy for employees to report any kind of suspected or actual misconduct in the organisation
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY (Current Financial Year)			FY (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	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total Permanent workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

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

Category	FY 2023					FY 2022				
	Total (A)	On Health and safety measures		on skill upgradation		Total (D)	On Health and safety measures		on skill upgradation	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
<b>EMPLOYEES</b>										
MALE	525	525	100	450	86	550	550	100	400	
FEMALE	42	42	100	30	71	35	35	100	30	
TOTAL	567	567	200	480	157	585	200	430	430	
<b>WORKERS</b>										
MALE	250	250	100	250	100	200	200	100	200	
FEMALE	1700	1700	100	1700	100	1850	1850	100	1850	
TOTAL	1950	1950	200	1950	200	2050	2050	200	2050	

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

Category	FY 2023			FY2022		
	Total (A)	No.(B)	%(B/A)	Total (C)	No.(D)	%(D/C)
<b>EMPLOYEES</b>						
Male	525	525	100	550	550	100
Female	42	42	100	35	35	100
Total	567	567	200	585	585	200
<b>WORKERS</b>						
Male	250	250	100	200	200	100
Female	1700	1700	100	1850	1850	100
Total	1950	1950	200	2050	2050	200

**10. Health and safety management system:**

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, The company is SA 8000 certified facility and is committed to maintain an environment that is compatible with the aim of ensuring the health and safety of all employees and non-employees in the manufacture, maintenance and delivery of its products and services.

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

The risks in the site are identified through HARA (Hazard Analysis and risk assessment system). The social performance team assess and recommends the actions to senior management to address the risks.

Through trainings to all the employees and posting the related communications continuously on the notice boards to remind various food safety protocols to reduce any safety related risks.

The Social compliance team keeps regular check on the activities carried out. Daily inspections of work place and machinery safety is performed by the team to identify any risks associated.



The main factors that considered are:

- The nature of the hazard
- The likelihood (probability) of exposure
- Frequency and duration of exposure
- Number exposed
- Consequence of exposure - worst likely outcome.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)  
Yes, during mock drills and fire safety exercises, employees' capacity to react in emergency situations and alert to any workplace hazards is evaluated. All staff receive training on how to use fire hydrants, fire fighting equipment, and ammonia leak and spill control methods.

The health safety manual outlines all the actions required to foresee hazards, as well as the reporting and handling procedures.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)  
Yes. All the employees and workers are provided with medical and health care insurance facility in case of hospitalization.

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

Safety Incident/Number	Category	FY Current Financial Year	FY 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)	Employees	NIL	NIL
	Workers	NIL	NIL

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

The company established guidelines as per the SA 8000 standards. The standards include includes Management systems, worker engagement, a culture of continuous improvement, and other elements of SA8000 not only lead to better working conditions and worker well-being

Measures taken include:

No child labour, No forced or compulsory labour, Freedom of association and collective bargaining, No discrimination between the workers, working hour regulations as per the current regulations, workers are provided with PPE like anti slip gum boots, gloves.

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

	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:**

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

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

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N): YES
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (Current Financial Year)	FY (Previous Financial Year)	FY (Current Financial Year)	FY (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

Yes Company is committed to provide compensation for the workmen as per the compliance with Factories Act -1948.

5. Details on assessment of value chain partners:	
	% % of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NA
Working Conditions	NA

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

**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators**

1. Describe the processes for identifying key stakeholder groups of the entity.
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.



Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, pamphlets, Advertisement, Community Meetings, Notice of 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
Suppliers	No	Supplier meetings	Continuous	The farming standards being followed, availability of the material, promoting local suppliers, Material supply chain issues.
Vendors	No	Vendor meeting	Continuous	Timely payments, Supply chain related issues,
Customers	No	Virtual meetings and Email,	Continuous	Customer complaints related to quality of the product, Pricing, Specific requirements and discuss on the availability the products,
Employees	No	Trainings, Meetings and communication through notice boards	Continuous	Discussion on product related issues, Health and safety related hazards, wage discussions, Trainings.
Communities	No	Through NGO's, In person meetings.		Community development programs like education, sanitation, health and donations to hospitals and temples.

#### Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

#### PRINCIPLE 5 Businesses should respect and promote human rights

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	59	59	100	60	60	100
Other permanent	0	0	0	0	0	0
Total Employees	59	59	100	60	60	100
Workers						
Permanent	190	190	100	250	250	100
Other permanent	0	0	0	0	0	0
Total Workers	190	190	100	250	250	100

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	598	0	0	598	100	523	0	0	523	100
Male	556	0	0	556	100	479	0	0	4789	100
Female	42	0	0	42	100	44	0	0	44	100
Other than Perma- nent	17	17	100		0	20	0	0	20	100
Male	12	12	100	0	0	16	0	0	16	100
Female	5	5	100	0	0	4	0	0	4	100
Workers										
Permanent	2013	1863	93	150	7	2190	1985	91	205	9
Male	285	250	88	35	12	363	283	78	80	22
Female	1728	1613	93	115	7	1827	1702	93	125	7
Other than Perma- nent	60	60	60	0	0	72	72	100	0	0
Male	10	10	10	0	0	16	16	100	00	0
Female	50	50	50	0	0	56	56	100	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of re- spective category	Number	Median remuneration/ salary/ wages of re- spective category
Board of Directors (BoD)	4	345.69	2	2.62
*Key Managerial Personnel	5	341.83	2	110.53
Employees other than BoD and KMP	556	158.65	42	11.94
Workers	285	355.75	1728	2192.43

\* Comprising Chairman & Managing director, Whole Time Directors, Chief Financial Officer and Company Secretary

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

Yes, HR Manager involves with the human rights impacts or issues caused or contributed by the business.

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

Yes The company has whistle blower mechanism and any grievances be communicated to the mail ID: info@apexfrozenfoods.com and letter box are installed at various places to communicate any specific grievances and the confidentiality of the person raised the grievance is maintained, along with other informal communications with the HR or management.



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

	FY 2022-2023 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Re-remarks	Filed during the year	Pending resolution at the end of year	Re-remarks
Sexual Harassment	NIL	NIL	NA	NIL	NIL	NA
Discrimination at workplace	NIL	NIL	NA	NIL	NIL	NA
Child Labour	NIL	NIL	NA	NIL	NIL	NA
Forced Labour/Involuntary Labour	NIL	NIL	NA	NIL	NIL	NA
Wages	NIL	NIL	NA	NIL	NIL	NA
Other humanrights related issues	NIL	NIL	NA	NIL	NIL	NA

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

In the Company's Grievance Redressal Policy, Whistle Blower Policy, and POSH, there are specific clauses regarding the confidentiality of the complainant that state that all reports/records associated with complaints, along with the information exchanged during a specific process/investigations, would be considered as confidential and access of the same would be restricted by the Company as deemed fit.

**8. Do human rights requirements form part of your business agreements and contracts? (Yes/No):** While human rights requirements may not currently be explicitly incorporated into our business agreements and contracts.

#### 9. Assessments for the year:

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others-please specify	

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

No significant risks were observed from the above assessment.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100
Discrimination at workplace	100
Child Labour	100
Forced/involuntary labour wages	100
Others-please specify	100

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

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	61887.69 GJ	67022.13 GJ
Total fuel consumption (B)	1916.99 GJ	755.47 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	63804.68 GJ	67777.60 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.5961375 (61887.69/107030.13 lakhs)	0.7318109 (67777.60/92616.27 lakhs)
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

**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.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	103	119
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	103	119
Total volume of water consumption(in kilolitres)	103	119
Water intensity per rupee of turnover (Water consumed /entity)		

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

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

Yes, The waste water is not discharge into any of the water bodies nearby, instead it is treated in effluent water treatment plant and the treated water is used for gardening purposes on the plant premises.

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

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

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

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.

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

Yes, The company is committed to reduce greenhouse gas emissions, recently company has installed solar panels with capacity of 5KW.

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

Parameter	FY (Current Financial Year)	FY (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	70	80
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	4	6
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G+ H)	74	86
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	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total		

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

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The company has stringent approach to waste management.

Wastes produced at the facility are

1. Shell waste from the shrimps are sold off to authorized third party vendor for using them in cosmetics and other applications
2. Waste water: Water is being treated at facility itself by ETP and the treated water is being used for gardening purpose.
3. Packaging waste: The waste produced is sold off to the approved vendor for re use as per the regulatory requirements.

**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: Not Applicable, The facility do not fall in or around ecologically sensitive areas.**

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

No environmental impact assessments are not assessed during the current financial year.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results comm nicated in public domain (Yes / No)
NA	NA	NA	NA	NA

### 12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N):YES

### 13. If not, provide details of all such non-compliances, in the following format:NA

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
			NA	

### Leadership Indicators

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

Parameter	FY (Current Financial Year)	FY (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	NA	NA
Total fuel consumption (B)	NA	NA
Energy consumption through other sources (C)	NA	NA
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	61887.69 GJ	67022.13 GJ
Total fuel consumption (E)	1916.99 GJ	755.47 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	63804.68 GJ	67777.60 GJ

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.

Provide the following details related to water discharged: NA

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

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

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

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.

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

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

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

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

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

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

During the year there were no significant impacts observed arising from the value chain of the entity.

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

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

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

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.	Andhra Pradesh commerce and industry federation.	State
2.	Federation of Indian chambers of commerce and industry	National
3.	Export inspection council of India	National
4.	Marine exports product development authority 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
Apex has not engaged in any anti-competitive conduct		





### Leadership Indicators

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

### PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

#### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
During the current year no social impact assessments are carried out.					

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

Sl. No.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
This section is not applicable to Apex as there were no projects that required rehabilitation or re settlement.						

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

The company interacts with the local community in person meetings to know if any concerns arising from the facility. Local communities are very essential to the facility for the business continuation and availability of workforce. So far there are no concerns raised from the local community.

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/small producers	3.05%	2.93%
Sourced directly from within the district and neighbouring districts	96.95%	97.07%

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
No negative social impact was identified during the current year.	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: Nil, since none of the Company's CSR projects are undertaken in designated aspirational districts.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No): Yes

(b) From which marginalized /vulnerable groups do you procure?

(c) What percentage of total procurement (by value) does it constitute?

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

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

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

6. Details of beneficiaries of CSR Projects: As the company has spent csr amount through different foundations, it is not possible to provide precise number of beneficiaries benefitted from CSR activities of the company. All the programs are primarily focused on vulnerable & marginalised sections of the society and all the beneficiaries are from economically backward sections of the society.

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

#### Essential Indicators

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

For addressing consumer complaints, the business has established standard operating procedures.

A product quality compliance is picked up by the Quality Assurance department in accordance with the established technical and quality procedures when it is received and logged with the company. The complainant is acknowledged, and a first evaluation is started. Along with the initial evaluation, follow-up is started. The first risk assessment and an investigative method operate concurrently with the follow-up. Corrective action plan is started after the investigation is finished. A complaint summary report is also sent at the same time. The complaint is finally closed after a final risk assessment is completed and a response is delivered to the complainant.

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

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

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

	FY 2023 Current Financial Year		Remarks	FY 2022 Previous Financial Year		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	NIL	NIL	-	NIL	NIL	-
Advertising	NIL	NIL	-	NIL	NIL	-
Cyber-security	NIL	NIL	-	NIL	NIL	-
Delivery of essential services	NIL	NIL	-	NIL	NIL	-
Restrictive Trade Practices	NIL	NIL	-	NIL	NIL	-
Unfair Trade Practices	NIL	NIL	-	NIL	NIL	-
Other	NIL	NIL	-	NIL	NIL	-



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

	Number	Reasons for recall
Voluntary Recalls	NIL	NA
Forced Recalls	NIL	NA

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

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

#### Leadership Indicators

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
Information of the entity can be accessed through website <https://apexfrozenfoods.in/>
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
Details of the safe and responsible usage of the products are printed on the product cover, like shelf life, allergen information, temperature requirements and thawing instructions.
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  
Under such incidents the consumers are communicated through mails
- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)  
Yes, The product information is provided on the product cover Like temperature requirements, best before dates, production dates, nutritional information, ingredients, allergen information and country of origin
- Provide the following information relating to data breaches: NA
  - Number of instances of data breaches along-with impact: No instances of data breach happened.
  - Percentage of data breaches involving personally identifiable information of customers : 0%