

12th May 2023

The Department of Corporate Services
BSE Limited
P J Towers,
Dalal Street,
MUMBAI – 400 001
Fax No.: (022) 2272 3121/3719/2037
corp.relations@bseindia.com

Security Code No.: 509820

Listing Department,
National Stock Exchange of India Limited
Exchange Plaza, Plot no. C/1,
G Block, Bandra-Kurla Complex, Bandra (East)
Mumbai - 400 051
Fax. No. (022) 26598237/8
cmlist@nseindia.com

Security Code: HUHTAMAKI

Sub: Business Responsibility and Sustainability Reporting (BRSR) for the financial year ended 31st December 2022.

Ref: Huhtamaki India Limited

Dear Sir,

Please find enclosed herewith Business Responsibility and Sustainability Reporting (BRSR) of the Company for the financial year ended 31st December 2022.

You are requested to take the above information on your records.

For Huhtamaki India Limited


D V Iyer
Company Secretary & Legal Counsel
Encl: As above



Telephone	+91 (022) 61740400
Website	www.flexibles.huhtamaki.in
Financial year for which reporting is being done	January 1, 2022, to December 31, 2022
Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE), BSE Limited (BSE)
Paid-up Capital	₹151.1 Mn
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr Dakshinamurthy Iyer +91 (022) 61740400 Email: huhtamaki.communication@huhtamaki.com



b. Differently abled Employees and workers

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<u>DIFFERENTLY ABLED EMPLOYEES/WORKERS</u>						
1.	Permanent (D)	Huhtamaki is an equal opportunity employer and we do not believe in discrimination on the basis of race, colour, religion, sexual preferences, physical or mental disability, age or otherwise. At Huhtamaki, we are dedicated to providing a safe, engaging and high-performance culture which represents the diversity of the country and we invest in fostering an environment where everyone enjoys physical and psychological safety and where diversity and inclusion are promoted through day-to-day behaviours and embedded into all our policies and practices. We aim to attract and develop a workforce that nurtures an inclusive workplace where everyone, despite their differences are respected and valued, where people are treated equitably and where everyone feels a sense of belonging. We are also working towards creating inclusive new workplaces in the future to satisfy the specific demands and preferences of differently abled employees.				
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
4.	Permanent (F)					
5.	Other than permanent					

We primarily offer our packaging solutions to B2B clients

Management systems, such as ISO 9001 and BRCGS, providing a strong foundation for ensuring consistency in product safety

15

Customer
satisfaction

Opportunity

We customize our packaging solutions to the client's product specifications and requirements, and we feel that this allows us to better understand their demands and offer our products to them, lowering the primary expense of major modifications or waste in manufacturing.

We

16

Anticor-
ruption and
ethics

Opportunity

Ibox
that assists Huhtamaki
in operating its

rs and that we engage with responsible suppliers in all of our global operations. It serves as the cornerstone for our supply chain due diligence and the compliances and ethical conduct we expect from our suppliers on social and environmental parameters. The NAVEX Risk Rate tool tracks the number of significant suppliers who have acknowledged the Code. Huhtamaki's suppliers are also responsible for

Annual Report for FY 2022. Read more in the message from the MD on page 18.

Authority responsible for oversight of the ESG policies Managing Director of Huhtamaki India Limited

Committee responsible for decision making on ESG related matters The Corporate Social Responsibility Committee of the Board is currently responsible for decision making on ESG related matters.

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Financial Statements

Transparent

communities, and
committed to

service programs
in operating

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
Since there were no 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 no appeals/ revisions were filed.	

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.

[UN SDG 16.5]

Yes, our Company's code of conduct includes an anti-corruption and anti-bribery policy, which has been disseminated to our employees and workers through e-learning modules and face-to-face training sessions to raise their awareness and assist them in evaluating scenarios and making responsible decisions.

The Huhtamäki Code of Conduct is the core element of Huhtamäki's Global Ethics and Compliance program. The Code works as a compass.

... . However as we have set our own responsibility targets, we collect and recycle post-consumer use plastics or ensure end of life treatment

Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste management Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, why not?

Yes, EPR is applicable to our activities, and we are compliant with the Plastic Waste Management Rules

Does the entity conduct Life Cycle Assessments (LCA) for any of its products (for manufacturing industry) or for its services? If yes, please provide details in the following format?

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



Employees are an organization's most valuable asset since they not only serve as a link with the customers but also greatly contribute to the organization's success. Employees feedback is acknowledged in our organization, and their perspective is essential to maintain their satisfaction, we give industry-leading benefits to our entire workforce. Our Speak Up channel and other reporting mechanisms enable employees to report issues from wherever in the organization, allowing them to be addressed rapidly and effectively.

Essential Indicators

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

[UN SDG: 3.2,5.4,8.5,8.6]

Category	% Of employees covered by											
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities		
		Number	%	Number	%	Number	%	Number	%	Number	%	
		(B)	(B / A)	(C)	(C / A)	(D)	(D / A)	(E)	(E / A)	(F)	(F / A)	
Permanent employees												
Male	1066	1066	100%	1066	100%	0	0%	1066	100%			
Female												



8. Details of training

[UN SDG: 4.3, 4.5]

Category					FY 2021				
					Total (D)	On Health and safety measures		On Skill upgradation	
						No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent employees									
Male		185%	1861	68.04%	We have started recording the number of participants for training on health and safety and skill upgradation from FY2022.				
Female		82.16%	115	67.25%					
Total		63.87%	1976	67.99%					
Contractual employees									
Male	We do not differentiate between contractual and permanent workers when it comes to health & safety training. All our contractual workers undergo job relevant trainings on Health & Safety.								
Female									
Total									

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

[UN SDG: 4.4]

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safety related incidents, in the following format:

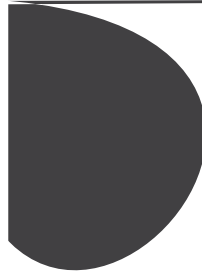
[3,3.3.43.6,3.9,8.8,16.1]

Incident/Number	Category	FY2022	FY 2021
Injury Frequency Rate (LTIFR) (per one million hours worked)	Employees	0	0
	Workers	0.98	0.09
Reportable work-related injuries	Employees	0	0
	Workers	16	5
Fatalities	Employees	0	0
	Workers	1 (contractual worker- not on the company's payroll)	0
Severe work-related injury or illness (including fatalities)	Employees	0	0
	Workers	0	0

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

[6,8.8,16.1]

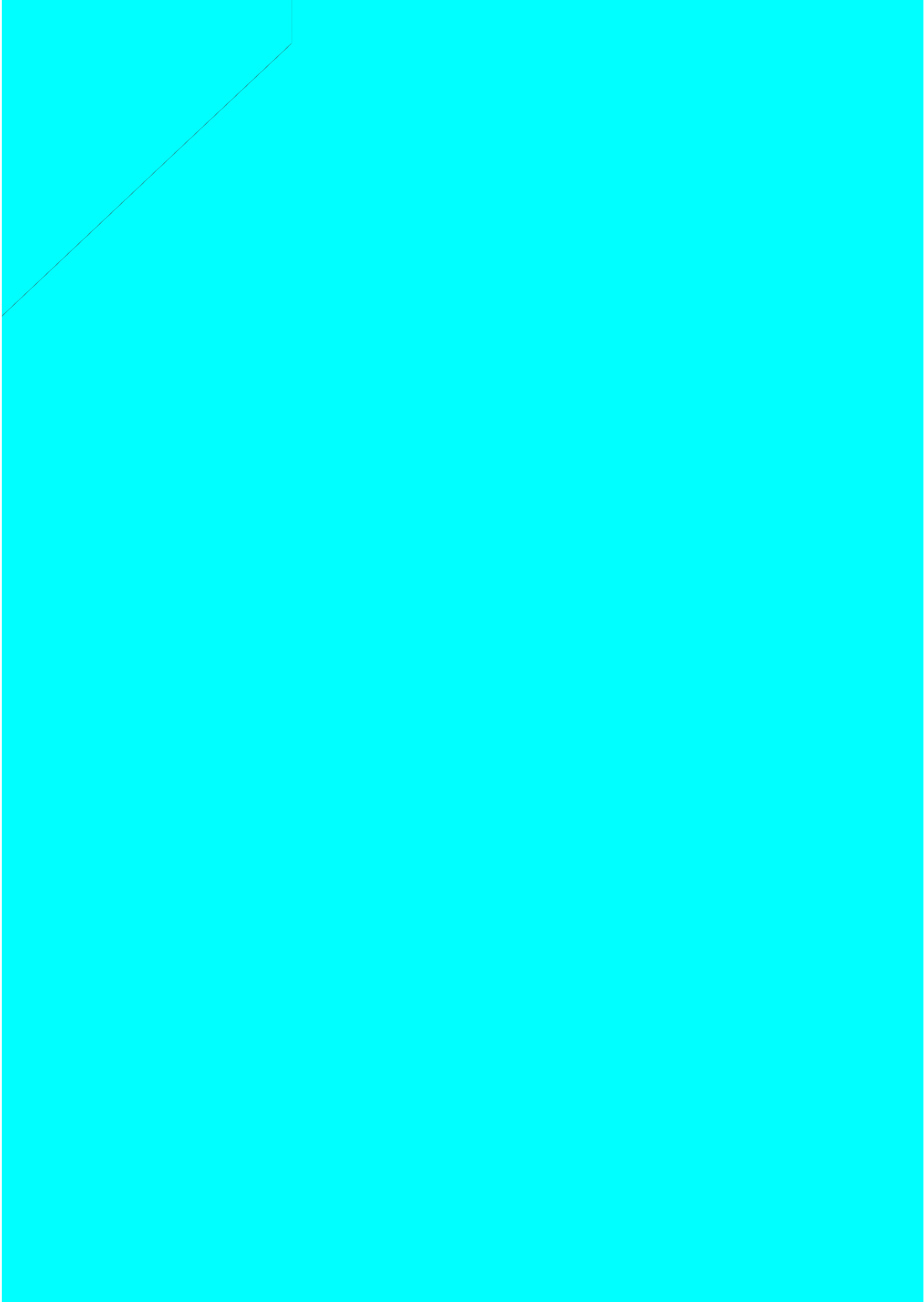
Our Company has a thorough health and safety program.



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

[UNSDG: 16.7]

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
Government and regulatory authorities	No	Personal meetings, industry associations, E-mail, website, postal communication, panel meetings, conferences, facility visits.	Periodically event based	or Advocacy, Compliance assurance, thought leadership, preparing representation on policy matters as may be needed
NGOs	No	E-mails, community meetings	Periodically required	as To Understand community's social and other needs, partnering to deliver impact through various CSR activities
Academia	No	E-mails, official meetings	No defined periodicity	Talent acquisition and talent management, communicate vision and strategy of the company, research and development activities, nurture talent and afford opportunities
Employees	No	Physical and v		



on provided training on human rights issues

FY2022

No. of employees / workers covered (B)	% (B / A)
1064	87%
-	-
1064	87%
1495	89%
-	-
1495	89%

employees and workers, in the following format:

FY2022

Equal to minimum wage	More than minimum wage
-	1042
-	1042
-	1126
-	1126

(B)	% (B / A)	No. (C)	% (C / A)
-		1042	100%
-		1042	100%
-		1126	100%
-		1126	100%

in the following format:

Male

Median remuneration/ salary/ wages of respective category
20,707,134
5,857,001
56,220
27,171

Key Management Personnel

Employees other than BoD and KMP



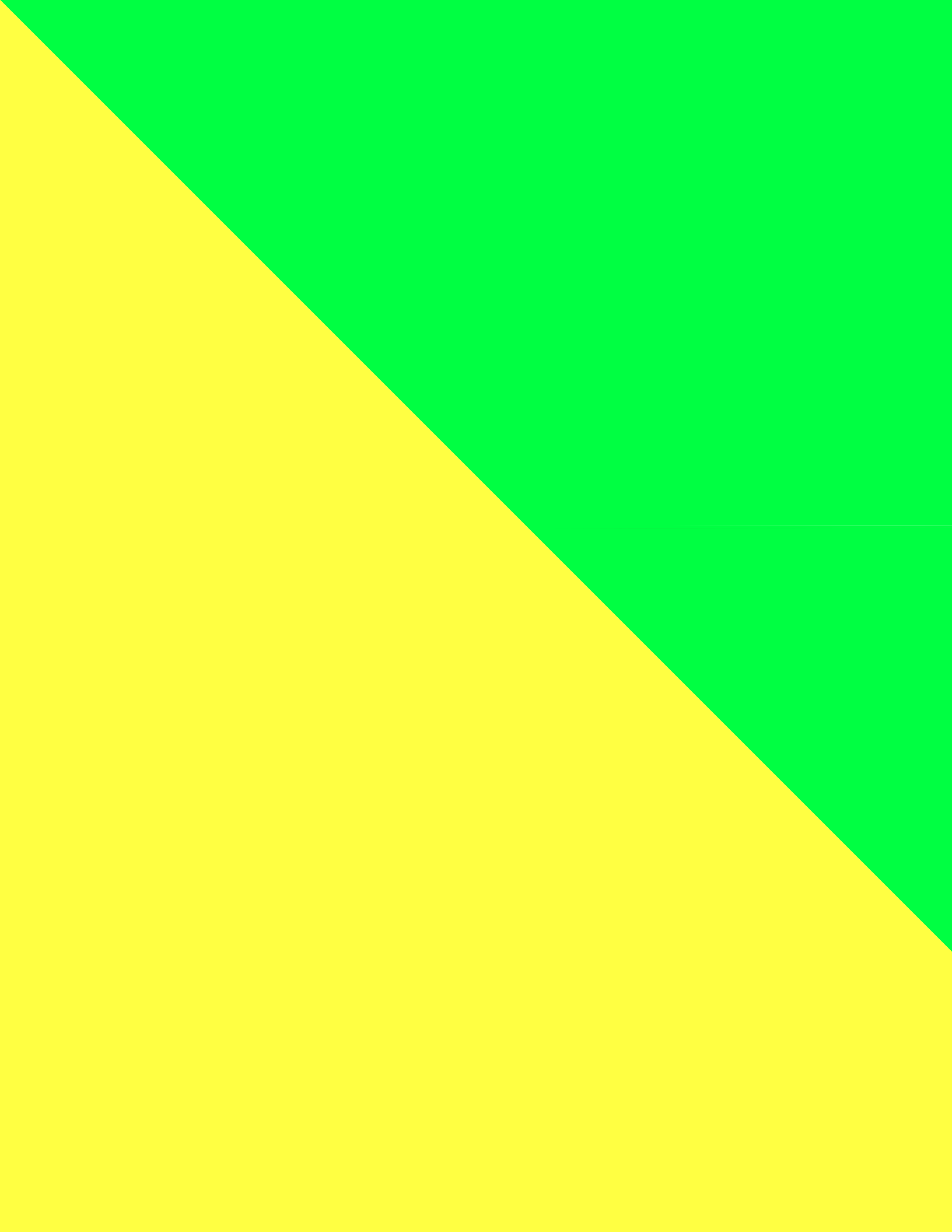
business done with such partners) that were assessed

topics related to business ethics, as well as social
of Huhtamaki's due diligence processes is

ed in RiskRate against sanction lists,
media. The screening continues
maki. If there are any matches
es with more case details.

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

[UNSDG

H4, N2O, HFCs, PFCs, SF6, NF3, if available)	MT CO2 e	14,251	15,609
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MT CO2 e	53,920	53,841
Total Scope 1 and Scope 2 emissions per rupee of turnover	(Ton/INR Millions)	2.28	2.64

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

[UNSDG: 3.9, 7.2, 12.4, 13.1, 14.3, 15.2]

By the year 2030, we intend to have achieved carbon-neutral production for scope 1 and scope 2 emissions. We are implementing several projects throughout the locations to reduce energy use and the resulting GHG emissions while increasing the use of renewable energy. For instance, Sricity's factory uses biofuel. Implementing rooftop solar in four facilities, switching to electric fuel in the Rudrapur factory.

[UNSDG: 12.4, 15.2]

Parameter	FY2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	9,857	9,910
E-waste (B)	4.1	6.5
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	NA	NA
Battery waste (E)	6.9	5.8
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (Chemical, chemical storage drums) (G)	1,276	1,177
Other Non-hazardous waste generated (H). Please specify, if any.	8,081 (majorly includes)	

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.

[UNSDG: 3.9, 6.3, 6.6, 8.4, 11.6, 12.4]

The co

Parameter	FY2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	Not applicable as we do not have any plants/facility in water stressed areas as mentioned by government bodies	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment- please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment- please specify level of treatment		
(v) Others		
- No treatment		
- With treatment- please specify level of treatment		
Total water discharged (in kiloliters)		

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

[UNSDG: 3.9, 12.4, 13.1, 14.3, 15.2]

Huhtamaki does measure Scope 1 & 2 emissions, but we have not started measuring our Scope 3 emission yet. However, we are aiming to measure our scope 3 emissions in future. At present, we are streamlining our Scope 1 & 2 while also identifying the various avenues of scope 3 emissions which will help us in measuring it going forward.

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.

[UNSDG: 6.6, 14.2, 15.1, 15.5]

We do not have any offices/ plants/ operation facilities in ecologically sensitive areas as mentioned by government authorities.

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:

[UNSDG: 8.4, 11.6, 12.2, 12.4]

In our 2030 ambitions, we have committed to carbon neutral production (Scope 1 and 2). While on one end, we are working to switch to renewable energy, on the other hand, we are also taking actions to optimize and reduce our energy consumption, thus mitigating GHG emissions at source. When it comes to energy conservation, even small initiatives taken across the operations together bring in a lot of benefits. All our manufacturing units are undertaking various projects for both fuel and electricity consumption reduction. A few examples: Rudrapur factory shifted to a cleaner PNG fuel.

to do the best for the largest number of people and markets, we operate in. We wish to engage in public policy advocacy to promote awareness of our organization's mission, mobilize our people, and get favorable attention from all our stakeholders.

We conduct our business in the most ethical

and

related to climate, emissions, water, and biodiversity.

Essential Indicators

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

The major affiliations with trade and industry chambers/associations are with Indian Flexible Packaging and Folding Carton Manufacturers Association (IFCA), Flexible Packaging Industrial and Trader Association, Bombay Chamber of Commerce and Industry (BCCI), FINCHAM, India Plastic Pact, The Council

	Association (IFCA)	National
2	Flexible Packaging Industrial and Trader Association	National
3	Bombay Chamber of Commerce and Industry (BCCI)	National
4	FINCHAM	International
5	India Plastic Pact	National
6	The Council of EU Chambers of Commerce in India	International
7	We Care	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.

[UN SDG: 16.3]

No corrective action taken or underway on any issues based on adverse orders from regulatory authorities as there were Zero (0) cases related to anti-competitive conduct. The Global Ethics and Compliance function manages the company's Ethics and Compliance program's execution by advising and supporting the conduct of business with high integrity and in compliance with laws and regulations.

Leadership Indicators

1. Details of public policy positions advocated by the entity

[UN SDG: 16.5]

We do not have a policy on public advocacy yet. However, as per NGRBC guidelines we shall soon be devising a policy on this. We do take part in advocating and participate in public advocacy.

press have resulted in rapid economic development, but the advantages have been disproportionately distributed. Huhtamaki, as an organization, seeks to tackle this disparity, which has intensified not just economic and social insecurity, but also global concerns. We are focusing extensively on embedding Inclusive Growth into key business decisions and are also striving to provide a framework for our company and investors.

Essential Indicators

- 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
[UNSDG: 1.4, 2

2

6

11

1

2

1

0

- 2) Customer Complaint - Typically this is registered against a specific invoice. At times, there may be few c

issues to our workforce. For instance: To avoid the theft of personal and sensitive information, the team deploys phishing detection and e-mail security solutions.

Leadership Indicators

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

Our website outlines details about our products and services and the weblink for the same is as follows

<https://www.huhtamaki.com/en-in/flexible-packaging/contact-us/>

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

[UN SDG: 12.8, 16.3]

We develop packaging solutions for our customers based on their product specifications